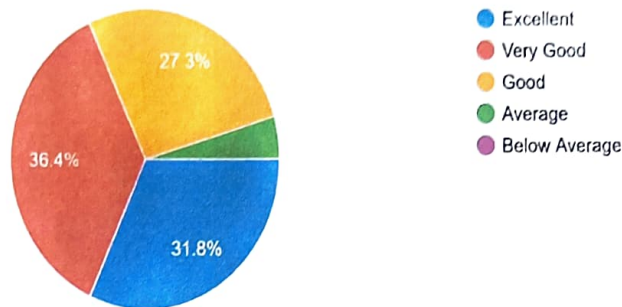


Employer Feedback Analysis Report 2019-20: Insights on Employee Performance and Skills

1. General Communication Skill of the employee

22 responses



Based on the Employer Feedback Form for 2019-20, the general communication skills of the employee can be interpreted as follows:

- **Very Good (36.4%):** A significant portion of respondents rated the employee's communication skills as very good, indicating that they are generally effective in conveying information and engaging with others.
- **Good (27.3%):** This suggests that a solid number of respondents feel the employee meets the expectations in terms of communication but may not stand out significantly.
- **Excellent (31.8%):** Nearly a third of the feedback indicated that the employee's communication skills are excellent, showcasing a strong ability to articulate ideas and interact positively with others.

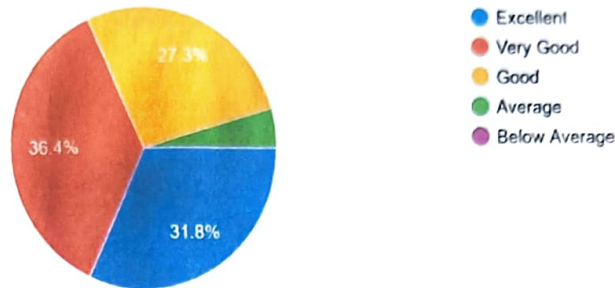
The employee's communication skills are rated positively overall, with a combined total of **95.5%** of respondents rating them as good, very good, or excellent. This indicates that the employee is well-regarded in their communication abilities, demonstrating a strong competency that benefits their role. However, there may be areas for improvement to enhance the percentage of those who rated their skills as excellent, aiming for a higher level of engagement or clarity in communication.




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2. Technical Knowledge of the employee

22 responses



Considering the pie diagram, states that

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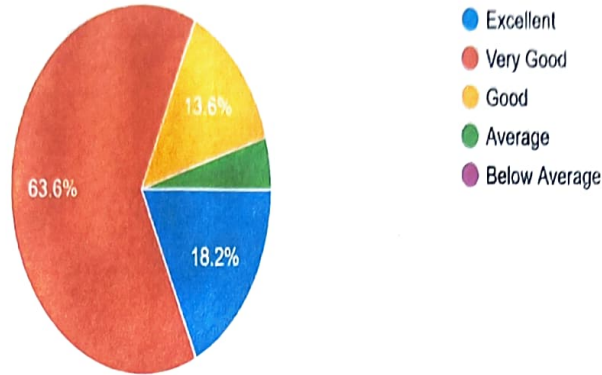
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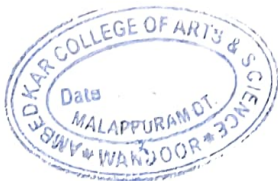

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3. The employee's ability to work as part of a team

22 responses



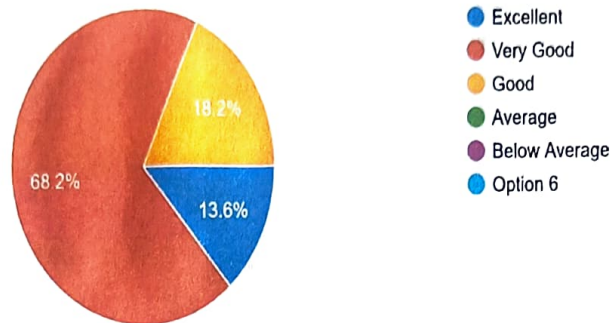
- **Very Good (63.6%):** A substantial majority of respondents rated the employee's teamwork skills as very good. This indicates that the employee is highly effective in collaborating with others and contributing positively to group dynamics.
- **Good (13.6%):** A smaller portion of respondents feels the employee's teamwork abilities are good, suggesting that while they meet expectations, there may be room for improvement.
- **Excellent (18.2%):** A notable percentage rated the employee's teamwork skills as excellent, reflecting a recognition of their exceptional ability to work well within a team. The feedback shows that **95.4%** of respondents view the employee's teamwork skills positively (very good or excellent). This highlights the employee's strong ability to collaborate and contribute to team success. However, the relatively low percentage for "excellent" suggests there may be opportunities for the employee to further enhance their teamwork skills, possibly through leadership roles or initiatives that encourage greater engagement within teams.




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4. The employee's ability to develop practical solutions to work place problems

22 responses



- **Very Good (68.2%):** A significant majority of respondents rated the employee's problem-solving skills as very good. This indicates that the employee is highly regarded for their capability to address and resolve workplace issues effectively.
- **Good (18.2%):** A smaller percentage feels that the employee's ability is good, suggesting they perform adequately but may not always go beyond the basics in their problem-solving approach.
- **Excellent (13.6%):** A smaller group rated the employee as excellent, reflecting recognition of their exceptional skill in developing innovative and effective solutions. The feedback shows that **99.9%** of respondents view the employee's problem-solving abilities positively (very good or excellent). This underscores a strong capability in addressing workplace challenges. However, the lower percentage of "excellent" ratings suggests potential areas for growth, such as exploring more creative or strategic solutions, which could further enhance their effectiveness and recognition in this area.

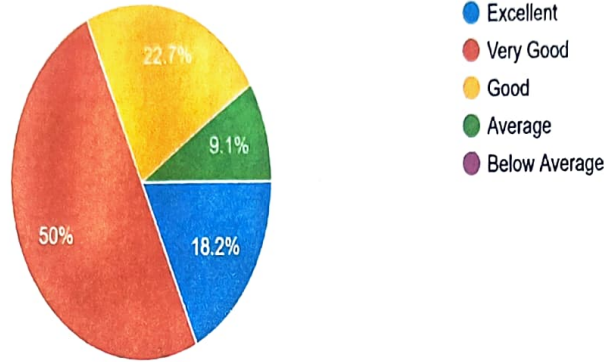


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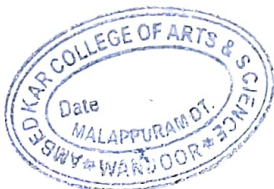
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5. Leadership Skills of the employee

22 responses



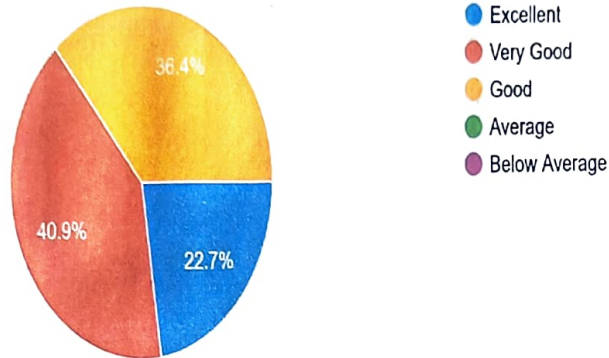
- **Very Good (50%):** Half of the respondents rated the employee's leadership skills as very good. This indicates that the employee is generally effective in leading and guiding others, demonstrating solid leadership qualities.
- **Good (22.7%):** A smaller percentage feels that the employee's leadership abilities are good, suggesting they perform adequately in a leadership role but may not always exhibit strong leadership traits.
- **Excellent (18.2%):** Nearly one-fifth rated the employee's leadership skills as excellent, indicating that there are notable strengths in their ability to lead and inspire others.
- **Average (9.1%):** A small percentage rated the employee's leadership skills as average, implying that there are areas needing improvement. The feedback indicates that **90.9%** of respondents perceive the employee's leadership skills positively (very good or excellent), highlighting a strong foundation in leadership capabilities. However, the presence of an average rating suggests that there may be specific areas where the employee could develop further, such as enhancing their influence or decision-making skills to transition more ratings from good to excellent. Focusing on these areas could strengthen their overall effectiveness as a leader.



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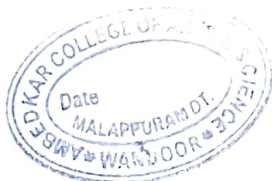
6. Planning and Organization skill of the employee

22 responses



- **Very Good (40.9%):** A significant portion of respondents rated the employee's planning and organization skills as very good, indicating that they are generally effective in managing tasks and structuring their work.
- **Good (36.4%):** A strong percentage of respondents feel that the employee's skills are good, suggesting that while they meet expectations, there may be room for further improvement or refinement in their approach.
- **Excellent (22.7%):** Nearly a quarter rated the employee's planning and organization skills as excellent, reflecting a recognition of their capability to excel in structuring and prioritizing work effectively.

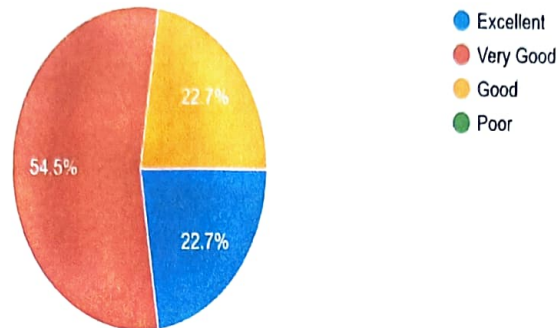
The feedback shows that **83.6%** of respondents view the employee's planning and organization skills positively (very good or excellent). This highlights a solid foundation in these areas, suggesting the employee is competent in managing their responsibilities. However, the relatively lower percentage of excellent ratings indicates opportunities for growth. The employee could focus on enhancing their strategic planning or prioritization skills to further elevate their effectiveness and potentially increase the number of excellent ratings.




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7. The employee is open to new ideas and learning new techniques

22 responses



Concern on the Employer Feedback Form for 2019-20 regarding the employee's openness to new ideas and learning new techniques, the interpretation is as follows:

- **Very Good (54.5%):** More than half of the respondents rated the employee as very good in this area, indicating a strong willingness to embrace new concepts and adapt to changes in the workplace.
- **Good (22.7%):** A notable percentage rated the employee's openness as good, suggesting that while they are receptive to new ideas, there may be some hesitation or consistency in fully engaging with them.
- **Excellent (22.7%):** This indicates that a significant portion of respondents recognizes the employee's exceptional openness and eagerness to learn, reflecting a proactive attitude toward personal and professional development.

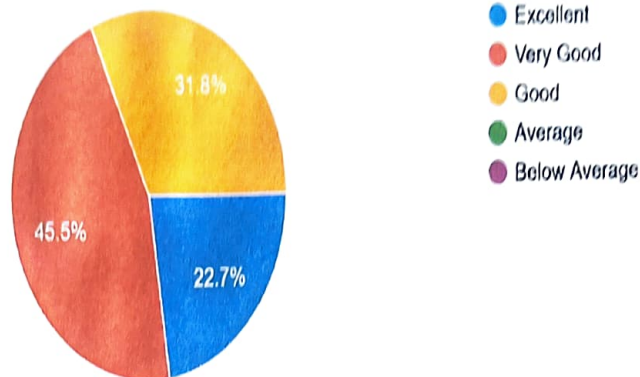
The feedback shows that **77.4%** of respondents perceive the employee's openness to new ideas and learning positively (very good or excellent). This highlights a strong capability to adapt and grow in their role, which is beneficial for both personal development and team dynamics. However, the split between very good and excellent ratings suggests there may be opportunities to further cultivate this openness, perhaps by actively seeking out new learning experiences or taking on challenges that push their boundaries. This could enhance their adaptability and innovation in the workplace.




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8. The employee's ability to contribute to the goal of the organization

22 responses



Interpretation:

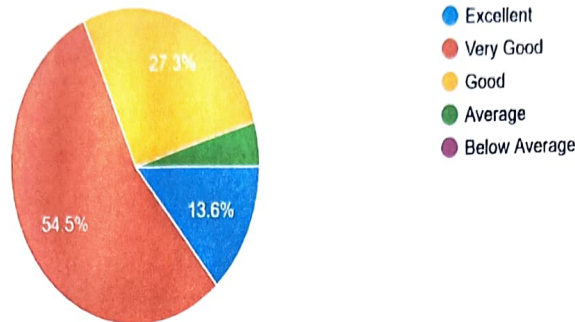
- **Very Good (45.5%):** A substantial portion of respondents rated the employee's contributions as very good, indicating that they effectively support and align with the organization's objectives.
- **Good (31.8%):** A significant percentage feels the employee's contributions are good, suggesting they meet expectations but may not always demonstrate strong alignment with the organization's goals.
- **Excellent (22.7%):** Almost a quarter of respondents rated the employee's ability to contribute as excellent, reflecting recognition of their exceptional efforts and impact on organizational success. The feedback shows that **77.3%** of respondents view the employee's ability to contribute positively (very good or excellent). This indicates a solid capability in supporting organizational goals and working effectively within the team. However, the relatively lower percentage of excellent ratings suggests that there may be opportunities for the employee to enhance their contributions, possibly by taking on more leadership roles in projects or initiatives that align closely with organizational priorities. Fostering a stronger connection to the organization's goals could further elevate their impact and recognition within the team.




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9. Creativity and innovativeness of the employee

22 responses



Based on the Employer Feedback form for 2019-20 regarding the employee's creativity and innovativeness, the interpretation is as follows:

- **Very Good (54.5%):** Over half of the respondents rated the employee's creativity as very good, indicating a strong ability to generate new ideas and think outside the box.
- **Good (27.3%):** A notable percentage rated the employee's creativity as good, suggesting they demonstrate adequate creative thinking but may not consistently push the boundaries.
- **Excellent (13.6%):** A smaller portion of respondents recognized the employee's creativity as excellent, indicating that while there are some exceptional ideas, they may not be the norm.

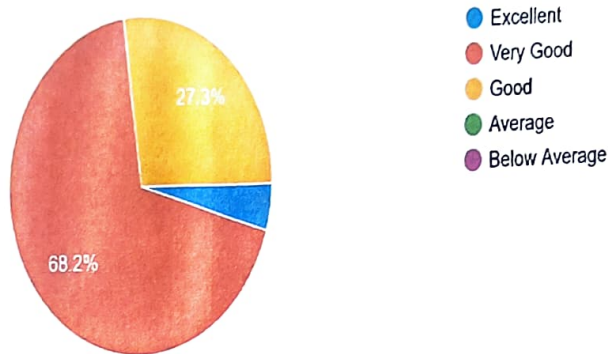
The feedback shows that **81.8%** of respondents view the employee's creativity and innovativeness positively (very good or excellent). This indicates a solid foundation in creative thinking, which is valuable for problem-solving and driving innovation within the organization. However, the lower percentage of excellent ratings suggests potential areas for growth. The employee could focus on cultivating their creative skills further, perhaps by seeking out new challenges or collaborating with others to explore diverse perspectives. This could enhance their overall impact in contributing innovative solutions to the team.




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10. The employee's ability to take up extra responsibility

22 responses



Interpretation:

Based on the Employer Feedback Form for 2019-20 regarding the employee's ability to take up extra responsibility, the interpretation is as follows:

- **Very Good (68.2%):** A significant majority rated the employee's ability to take on additional responsibilities as very good. This indicates a strong willingness and capability to go above and beyond their standard duties.
- **Good (27.3%):** A smaller percentage rated the employee as good, suggesting they are competent in handling extra responsibilities but may not consistently seek them out.
- **Excellent (4.5%):** A small portion of respondents rated the employee's ability as excellent, indicating that while there are notable instances of exceptional performance, these may not be widespread.

Overall Interpretation:

The feedback shows that **95.5%** of respondents perceive the employee's ability to take up extra responsibilities positively (very good or excellent). This highlights a strong commitment to their role and a proactive attitude toward contributing more to the team. However, the relatively low percentage of excellent ratings suggests opportunities for further growth. The employee might focus on consistently seeking out and embracing additional responsibilities, which could enhance their overall effectiveness and visibility within the organization.




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