



INTERNAL QUALITY ASSURANCE CELL

EMPLOYERS' FEEDBACK ANALYSIS

Academic Year 2022-2023

1. Introduction

Feedback from industry employers is crucial for ensuring curriculum relevance, aligning education with industry needs, and enhancing graduates' employability by providing insights into real-world expectations and fostering collaboration for mutual benefit.

2. Objective of the Feedback process

- (i) Understand the alignment of graduates' skills with industry requirements.
- (ii) Enhance the relevance of curriculum and programs to industry needs.
- (iii) Improve career readiness and employability skills of students.
- (iv) Assess graduates' readiness for professional roles and career progression.
- (v) Improve the integration of industry-relevant skills and competencies into educational programs.

3. Methodology for Calculation

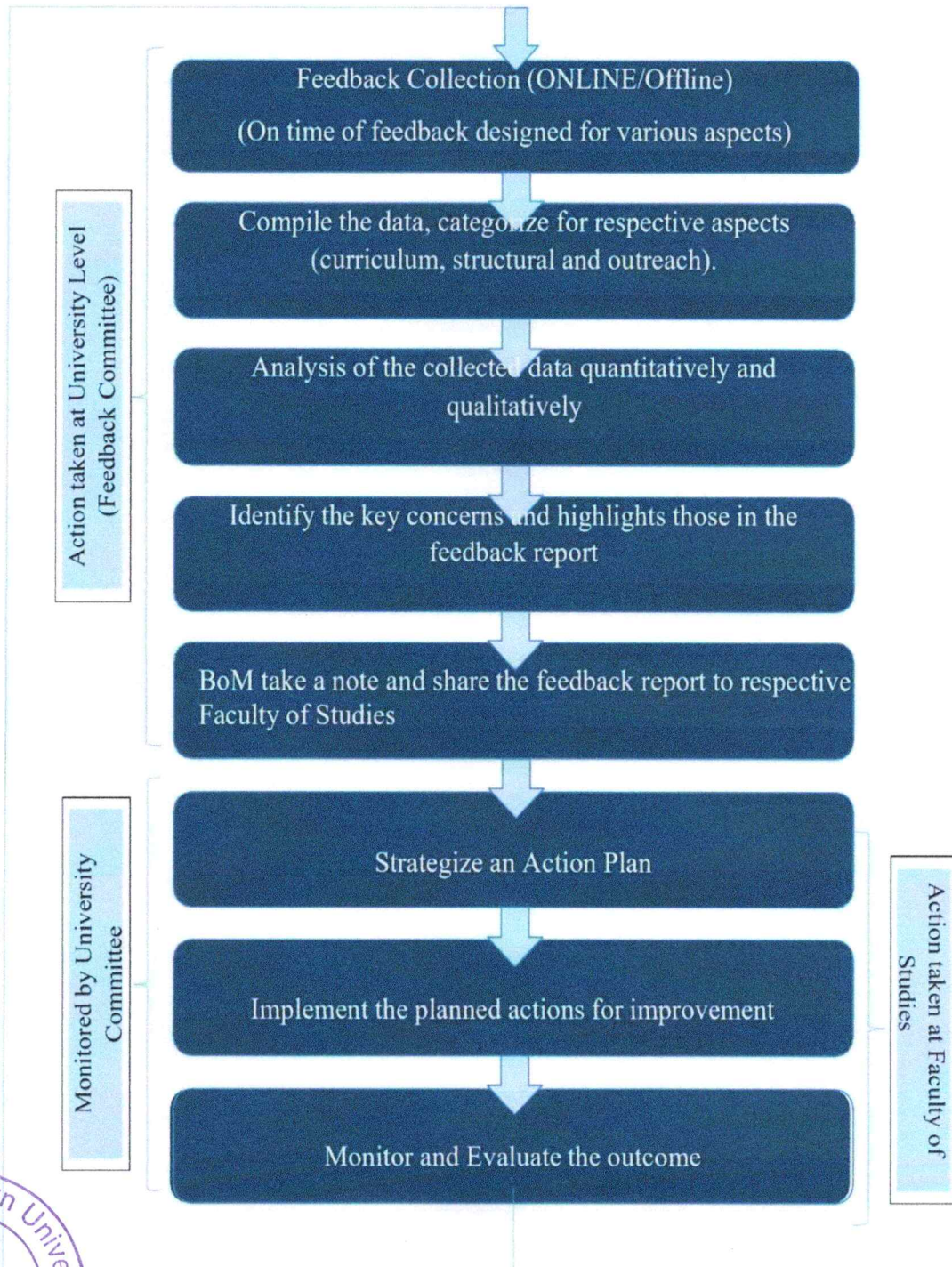
The structured questionnaire was developed based on the parameters listed in Table 5.1. Each question is rated on a five-point scale: Excellent (5), Very Good (4), Good (3), Fair (2) and Poor (1). The percentages represent the distribution of responses.

$$Total\ Weightage = \sum_{i=1}^5 if_i, \quad 5\text{-scale\ weightage} = \frac{Total\ Weightage}{No.\ of\ Responses}$$

The 5-scale weightage provides an average score that helps to summarize the overall quality rating for each question. A 5 point-scale weightage of 4.18 indicates that, on average; the responses are between good and excellent, leaning more towards Good.



Feedback Mechanism for Stakeholders



4. Description of the Variables

4.1. Aligning Curricular Content with Societal Needs

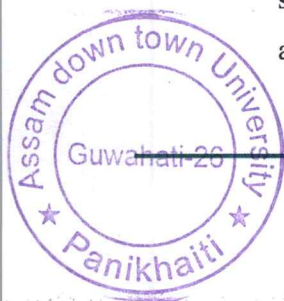
It ensures that education remains relevant and responsive to the evolving demands of the community and workforce. By incorporating current societal challenges, industry trends, and emerging technologies into the curriculum, educational programs can better prepare students for real-world issues and job market requirements. This alignment involves integrating practical skills, such as digital literacy and environmental sustainability, alongside traditional academic knowledge. It also means fostering critical thinking and problem-solving abilities that address contemporary social concerns. By doing so, the curriculum not only equips students with the knowledge and competencies needed for success but also empowers them to contribute meaningfully to society and drive positive change in their communities.

4.2. Strategic Curricular Design for Developing Competent Professionals

Strategic curricular design is pivotal for developing competent professionals, as it ensures that educational programs are systematically aligned with industry standards and career requirements. By incorporating a blend of theoretical knowledge, practical skills, and real-world applications, a strategically designed curriculum equips students with the competencies needed to excel in their chosen fields. This approach involves collaboration with industry experts to identify key skills and emerging trends, integrating hands-on experiences such as internships and projects, and emphasizing critical thinking and problem-solving. Such a curriculum not only prepares students to meet current job market demands but also fosters adaptability and lifelong learning, essential traits for thriving in dynamic professional environments. Through thoughtful and intentional design, educational institutions can produce graduates who are well-prepared, confident, and capable of making meaningful contributions to their professions.

4.3. Teamwork Skills: Collaboration and Cohesion

Teamwork skills, particularly collaboration and cohesion, are essential for achieving success in both academic and professional settings. Effective collaboration involves working harmoniously with others, leveraging diverse perspectives, and collectively solving problems to reach shared goals. It requires clear communication, mutual respect, and the ability to navigate conflicts constructively. Cohesion, on the other hand, fosters a



sense of unity and trust among team members, which enhances overall productivity and morale. By developing these skills, individuals can contribute more effectively to group efforts, build stronger relationships, and achieve better outcomes. Cultivating teamwork skills helps ensure that projects are completed efficiently, innovative ideas are explored, and a supportive work environment is maintained, ultimately leading to greater success and satisfaction within teams.

4.4. Mastering Planning and Organization Skills

It is crucial for achieving efficiency and success in both personal and professional endeavors. Effective planning involves setting clear goals, creating structured timelines, and anticipating potential challenges, which helps to streamline tasks and allocate resources effectively. Organization skills further enhance this process by ensuring that materials, information, and schedules are systematically arranged and easily accessible. By honing these skills, individuals can manage their time more effectively, reduce stress, and enhance productivity. Mastery in planning and organization not only enables the successful execution of projects and responsibilities but also fosters a proactive mindset, allowing individuals to anticipate needs and adapt to changing circumstances with greater ease.

4.5. Innovative Responses to Workplace Challenges

Innovative responses to workplace challenges are crucial for maintaining competitiveness and driving progress within organizations. By approaching problems with creativity and a willingness to explore unconventional solutions, employees can address obstacles in novel ways that enhance efficiency and effectiveness. This involves leveraging emerging technologies, adopting new methodologies, and encouraging a culture of continuous improvement. Innovative responses often require a blend of critical thinking, adaptability, and collaboration, allowing teams to pivot strategies, streamline processes, and discover opportunities for growth. Embracing innovation not only helps in overcoming immediate challenges but also positions organizations to anticipate future trends and maintain a dynamic, forward-thinking approach in a rapidly evolving business landscape.

4.6. Initiative and Responsibility in Action

Initiative and responsibility in action are key qualities that drive personal and professional success. Taking initiative means proactively identifying opportunities and challenges, and then acting on them without waiting for direction. This involves a forward-thinking mindset,

the courage to experiment, and the drive to make things happen. Alongside initiative, embracing responsibility entails owning one's actions, making informed decisions, and being accountable for outcomes. When individuals combine these traits, they not only contribute meaningfully to their teams and projects but also demonstrate leadership and reliability. Such proactive and accountable behavior fosters trust, encourages a positive work environment, and ultimately leads to more effective problem-solving and greater achievement of goals.

4.7. Proficiency with Workplace Equipment and Technology

It is essential for maximizing productivity and efficiency in modern work environments. Mastering tools such as computer software, specialized machinery, and communication systems allows employees to perform tasks more accurately and swiftly. Familiarity with technology not only streamlines daily operations but also enables individuals to troubleshoot issues independently, adapt to new tools, and leverage technological advancements for innovation. As workplaces increasingly rely on advanced technology and digital solutions, having a high level of proficiency ensures that employees can keep pace with industry changes, contribute to the organization's tech-driven goals, and maintain a competitive edge in their respective fields.

4.8. Embracing Learning and Innovation

Embracing learning and innovation is crucial for both personal growth and organizational success. A commitment to continuous learning involves staying curious, seeking new knowledge, and adapting to evolving trends and technologies. By fostering a culture of innovation, individuals and organizations can explore creative solutions, experiment with new ideas, and improve processes. This proactive approach not only enhances problem-solving abilities and drives efficiency but also keeps teams competitive in rapidly changing environments. Embracing learning and innovation encourages resilience, adaptability, and forward-thinking, ensuring that both individuals and organizations remain dynamic and capable of navigating the complexities of their fields with agility and foresight.

4.9. Leadership Qualities

Leadership qualities are essential for guiding teams and organizations toward success, encompassing traits such as vision, decisiveness, and empathy. Effective leaders possess the ability to articulate a clear vision, set strategic goals, and inspire others to work toward

a shared purpose. They demonstrate decisiveness by making informed decisions promptly, while also being adaptable in the face of challenges. Empathy and strong interpersonal skills enable leaders to build trust, motivate their team, and address individual concerns, fostering a collaborative and positive work environment. Additionally, effective leaders lead by example, exhibiting integrity and commitment, which inspires others to strive for excellence and align with the organization's values and objectives.

4.10. Effective Interpersonal Dynamics

Effective interpersonal dynamics are crucial for fostering a collaborative and harmonious work environment. This involves building strong relationships through open communication, active listening, and mutual respect. Effective interpersonal interactions help in understanding diverse perspectives, resolving conflicts constructively, and facilitating teamwork. By practicing empathy and emotional intelligence, individuals can navigate complex social situations, enhance cooperation, and build trust among colleagues. Strong interpersonal dynamics not only improve team cohesion and productivity but also contribute to a positive workplace culture where everyone feels valued and motivated to contribute their best.

4.11. Strategic Alignment with Organizational Goals

It ensures that all efforts and resources are effectively directed toward achieving the overarching objectives of the organization. This alignment involves clearly understanding the organization's vision, mission, and strategic priorities, and then integrating these into individual and team activities. By aligning personal and departmental goals with the organization's broader aims, employees and leaders can focus their efforts on initiatives that drive growth and success. This strategic coherence enhances efficiency, minimizes redundancy, and ensures that every action contributes to the overall mission. Effective alignment also facilitates better decision-making, resource allocation, and performance measurement, ultimately leading to a more cohesive and goal-oriented organization.

5. Employer's Feedback Analysis

The university's Feedback Analysis Committee gathers and analyzes feedback from employers, addressing issues such as general communication skills, real-life problem-solving, teamwork, creative challenges, organizational skills, learning new techniques, and



integrating technology into work, all as learned through the curriculum.

5.1. Employer's Feedback Analysis Report

Table 5.1. Question-wise Employers' Feedback Distribution on 5-Point Scale

SN	Question's	Excellent	Very Good	Good	Fair	Poor	Total Weightage	Percentage, %	5-Scale Weightage
1	Relevance of curricular contents to the needs of the society.	11	4	2	2	0	81	79.49	4.09
2	Curricular design and content towards Producing competent professionals.	12	4	2	1	0	84	79.49	4.24
3	Ability to work as part of a team.	8	6	0	3	2	72	84.62	4.03
4	Planning and Organization skills.	9	6	1	1	2	76	79.49	4.27
5	Creative in response to workplace challenges.	7	7	1	4	0	74	76.92	3.74
6	Self-motivated and taking on appropriate level of responsibility.	12	7	0	0	0	88	82.05	4.44
7	Ability to use workplace equipment and technology.	9	5	0	4	1	74	87.18	3.92
8	Willingness to learning and adopting new Ideas and techniques.	10	3	0	6	0	74	92.31	3.71
9	Leadership qualities.	9	4	1	4	1	73	84.62	3.87
10	Working relationship with seniors/ peers/ subordinates.	10	3	0	5	1	73	92.31	3.86
11	Ability to contribute to the goal of the Organization.	14	4	0	1	0	88	89.74	4.42
Average Score							77.91	84.38	4.06



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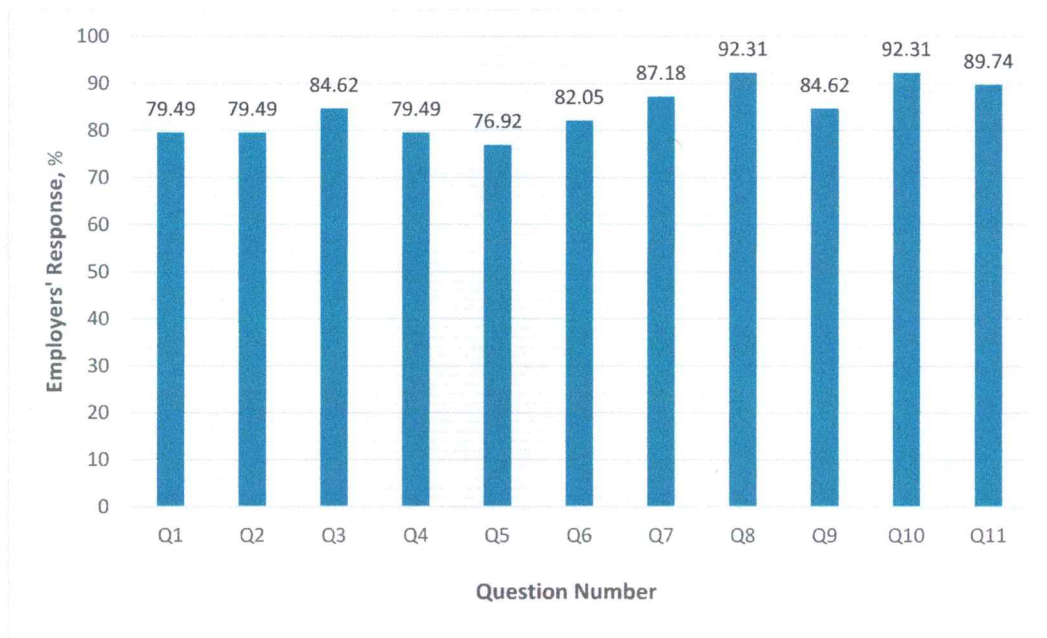


Figure 1: Employers' Responses Percentage

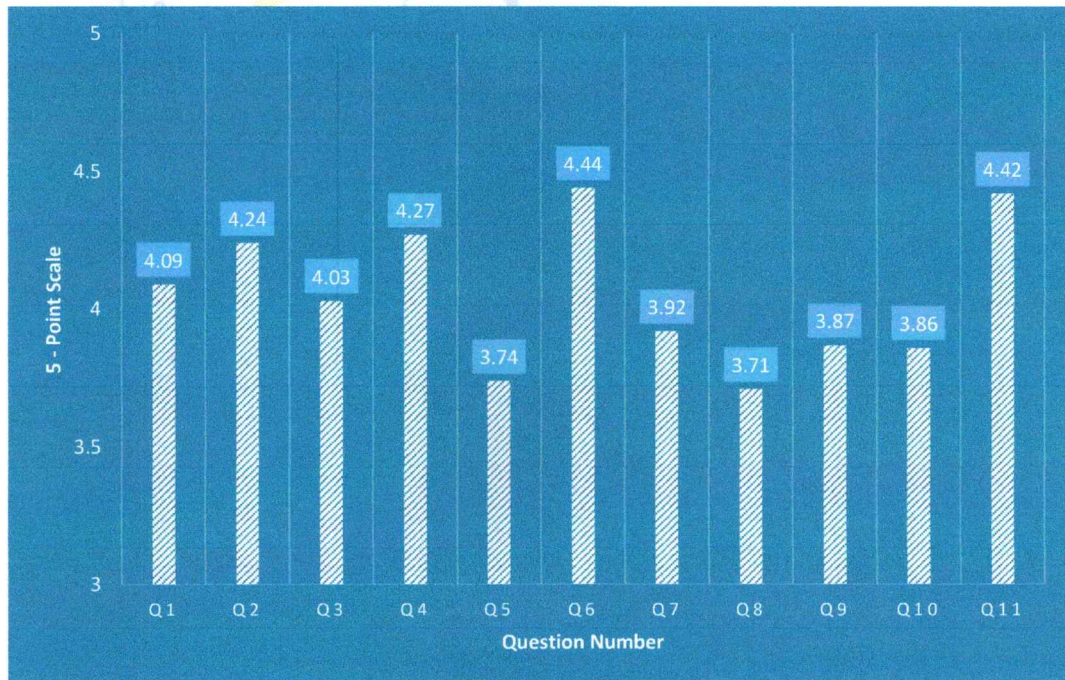
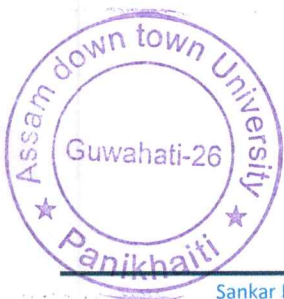


Figure 2: Employers' Response Weightage on 5-Point Scale

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6. Program wise consolidated Report with Justification

6.1. Faculty of Science

Programme	Consolidated Report	Justifications
MSc (Microbiology)	<ul style="list-style-type: none"> • Internships and industrial visits to be encouraged. • Industry oriented contents should be incorporated in the curriculum. • Soft skill and communication skill should be incorporated in the curriculum as compulsory courses. 	<ul style="list-style-type: none"> • Maximum employers have suggested promoting and facilitating internships in various microbiology-related industries to provide students with practical, hands-on experience and exposure to real-world applications. • Industry oriented courses like Industrial Microbiology, Fermentation technology, Food and Dairy microbiology, Pharmaceutical microbiology, Medical Microbiology, clinical Microbiology should be incorporated in the curriculum. • The employers also suggested incorporating soft skill and communication skill courses (PDP) in the curriculum as compulsory component.
MSc. (Biotechnology)	<ul style="list-style-type: none"> • Industry oriented contents should be incorporated in the curriculum. • Internships and industrial visits to be included in the course curriculum. 	<ul style="list-style-type: none"> • The employers suggested different hands-on session should be organize for handling equipment and encourage the students to attend different workshops.
MSc (Food Nutrition and Dietetics)	<ul style="list-style-type: none"> • Enhancing career prospects by offering longer internship programs. 	<ul style="list-style-type: none"> • Maximum employer suggested that longer internships allow students to delve deeper into tasks and projects, gaining more hands-on experience and developing a more comprehensive skill set.



Programme	Consolidated Report	Justifications
MSc (Zoology)	<ul style="list-style-type: none"> Industrial visits should be encouraged. More focused hands-on training in equipment handling should be provided. Soft skill and communication skill will be helpful for the students in employability. 	<ul style="list-style-type: none"> The employers have suggested promoting and facilitating students with practical, hands-on experience and exposure different applied zoology institutions. Soft skill and communication skill courses (PDP) should be incorporated in the curriculum.
MSc (Botany)	<ul style="list-style-type: none"> Students can be encouraged and assisted to publish research articles, to present research works in conferences. Encouraging students to attend hands-on training in equipment handling. 	<ul style="list-style-type: none"> Employers suggested encouraging students on different hand on session for handling equipment. Encouraged to attend different workshops.
BSc (Microbiology)	<ul style="list-style-type: none"> Encouraging internships and industrial visits to gain practical experience and industry insights that complement their academic studies. Additional certificate courses may be encouraged. 	<ul style="list-style-type: none"> Employers responded that by including internships and industrial visits in the curriculum prepare students effectively for future careers and foster their integration into the professional world.
BSc (Biotechnology)	<ul style="list-style-type: none"> Internships and industrial visits to be encouraged. Industry oriented contents should be incorporated in the curriculum. 	<ul style="list-style-type: none"> Maximum employers responded in organizing regular visits to relevant industries and research facilities to help students understand industry practices, technologies, and the work environment.
BSc (Food Nutrition and Dietetics)	<ul style="list-style-type: none"> Enhancing longer internship duration. The curriculum should integrate industry-relevant content. 	<ul style="list-style-type: none"> These experiences help students apply theoretical knowledge in real-world settings, develop essential professional skills, build networks, explore career options, enhance their resumes, and understand industry practices firsthand.



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6.2. Faculty of Commerce and Management

Programme	Consolidated Report	Justifications
Bachelor of Business Administration	<ul style="list-style-type: none"> Employers suggested enhancing students' understanding of industry trends and practical challenges. 	<ul style="list-style-type: none"> It prepares them for real-world problem-solving and career success.
Master of Business Administration	<ul style="list-style-type: none"> Employers emphasized the need for students to engage with contemporary management theories and practices. 	<ul style="list-style-type: none"> This exposure enhances their adaptability, decision-making, and leadership capabilities, making them better prepared for dynamic workplace environments.
Bachelor of Hotel Management and Catering Technology/ BA (Tourism Management)	<ul style="list-style-type: none"> Employers recommended increasing students' practical skills and competitive spirit in culinary arts. 	<ul style="list-style-type: none"> Increasing students' practical skills and competitive spirit in culinary arts prepares them for success in the industry by enhancing their technical expertise, fostering creativity, and motivating them to excel in a competitive field.
Master of Business Administration (Healthcare Management)	<ul style="list-style-type: none"> Employers noted the necessity for students to understand the US healthcare system and Health IT sector. 	<ul style="list-style-type: none"> It equips students with the knowledge to navigate complex healthcare regulations, leverage technology for improved patient care, and adapt to evolving industry standards.

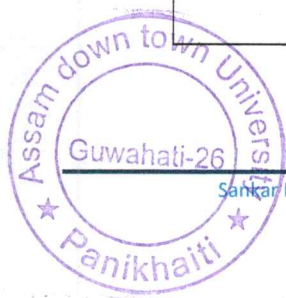


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6.3. Faculty of Humanities and Social Science

Programme	Consolidated Report	Justifications
MA (Social Work)	<ul style="list-style-type: none"> • Internships and industrial visits to be encouraged. • Industry oriented contents should be incorporated in the curriculum. • Soft skill and communication skill should be incorporated in the curriculum as compulsory courses. 	<ul style="list-style-type: none"> • Maximum employers have suggested promoting and facilitating internships in various microbiology-related industries to provide students with practical, hands-on experience and exposure to real-world applications. • Industry oriented courses like Industrial Microbiology, Fermentation technology, Food and Dairy microbiology, pharmaceutical microbiology, Medical Microbiology, clinical Microbiology should be incorporated in the curriculum. • The employers also suggested incorporating soft skill and communication skill courses (PDP) in the curriculum as compulsory component.
BA (Social Work)	<ul style="list-style-type: none"> • Introduce case study-based learning in the curriculum. • Encourage creative challenges and projects. • Introduce courses on project management. • Offer courses on professional communication • Facilitate internships and industry collaboration programs. 	<ul style="list-style-type: none"> • Case study-based learning enhances critical thinking, problem-solving skills, and the ability to apply theoretical knowledge to real-world scenarios. • Creative challenges and projects foster innovation, creativity, and practical application of knowledge, enhancing student engagement and learning outcomes. • Courses on project management equip students with essential skills for planning, executing, and overseeing projects, which are



		<p>valuable in many professional fields.</p> <ul style="list-style-type: none"> Professional communication courses improve students' ability to convey ideas clearly and effectively, an essential skill in any career. Internships and industry collaboration programs provide hands-on experience, networking opportunities, and a better understanding of workplace dynamics and expectations.
MA (Applied Psychology)	<ul style="list-style-type: none"> Introducing courses to enhance soft skills, communication skills. Organized internship and field visit. Promote teamwork and collaboration among employees to boost productivity and innovation. 	<ul style="list-style-type: none"> Enhancing soft skills and communication skills prepares students for the workforce by improving their interpersonal abilities, teamwork, and professional interactions. Organized internships and field visits offer practical experience and exposure to real-world applications of academic concepts, enhancing learning and career readiness. Promoting teamwork and collaboration enhances productivity, innovation, and job satisfaction by leveraging diverse skills and perspectives within a team.
MSc (Clinical Psychology)	<ul style="list-style-type: none"> Introducing courses to enhance soft skills, communication skills. Organized internship and field visit. Promote teamwork and collaboration among employees 	<ul style="list-style-type: none"> Enhancing soft skills and communication skills prepares students for the workforce by improving their interpersonal abilities, teamwork, and professional interactions. Organized internships and field visits offer practical experience and exposure to real-world



	<p>to boost productivity and innovation.</p>	<p>applications of academic concepts, enhancing learning and career readiness.</p> <ul style="list-style-type: none"> Promoting teamwork and collaboration enhances productivity, innovation, and job satisfaction by leveraging diverse skills and perspectives within a team.
<p>BA (Psychology)</p>	<ul style="list-style-type: none"> Communication skills to be enhanced for clear and effective communication within a team. Leadership qualities to be enhanced such as taking initiative, motivating others, and providing support when needed. Skills of working in harmony, empathy, respect for others, morality should be fostered. 	<ul style="list-style-type: none"> Enhancing communication skills ensures clear and effective interaction within a team, reducing misunderstandings and improving collaboration and efficiency. Enhancing leadership qualities prepares students to take initiative, motivate peers, and provide support, essential traits for effective leadership in any professional setting. Fostering skills like harmony, empathy, respect, and morality creates a positive and collaborative work environment, essential for personal and professional growth.
<p>BA (Sociology)</p>	<ul style="list-style-type: none"> Introduce case study-based learning in the curriculum. Encourage creative challenges and projects. Introduce courses on project management and organizational behaviour. 	<ul style="list-style-type: none"> Case study-based learning enhances critical thinking, problem-solving skills, and the ability to apply theoretical knowledge to real-world scenarios. Creative challenges and projects foster innovation, creativity, and practical application of knowledge, enhancing student engagement and learning outcomes.





		<ul style="list-style-type: none">• Courses on project management and organizational behaviour provide students. With essential skills for managing projects and understanding workplace dynamics, improving their professional readiness.
BA (Performing Arts)	<ul style="list-style-type: none">• Emphasize Practical in the course.• Enhance availability of e-content and digital learning tools.• Clarify grading policies and assessment expectations.• Conduct workshops for the benefit of the students.	<ul style="list-style-type: none">• Emphasizing practical components in courses enhances skill development and provides hands-on experience, crucial for understanding and applying theoretical knowledge.• Enhancing the availability of e-content and digital learning tools ensures students have access to diverse resources and flexible learning options, supporting their academic success.• Clarifying grading policies and assessment expectations ensures transparency and fairness, helping students understand how their performance is evaluated and what is required for success.• Conducting workshops provides students with additional learning opportunities, practical skills, and insights into various subjects, enhancing their overall educational experience.



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6.4. Faculty of Engineering and Technology

Programme	Consolidated Report	Justifications
BTech (Computer Science and Engineering)	<ul style="list-style-type: none"> The courses in the curriculum can be integrated with other areas of the field like elective subjects. 	<ul style="list-style-type: none"> Integrating courses in the curriculum with other areas of the field through elective subjects allows students to gain a broader and more comprehensive understanding of their discipline, fostering interdisciplinary knowledge and skills. Offering elective subjects enables students to tailor their education to their interests and career goals, enhancing their engagement and motivation while preparing them for diverse professional opportunities.
BTech (Civil Engineering)	<ul style="list-style-type: none"> The courses in the curriculum can be integrated with other areas of the field like Robotics, IT, Software for structure analysis, Marketing, HR Management, <i>etc.</i> 	<ul style="list-style-type: none"> Integrating courses in a curriculum with other areas of the field fosters interdisciplinary learning, enhances real-world relevance and career readiness, promotes innovation, and equips students with a diverse skill set to tackle complex challenges in their field. This justification underscores the importance of such integration in preparing students for successful and impactful careers in civil engineering and related fields.
BTech (Mechanical Engineering)	<ul style="list-style-type: none"> The curriculum's courses can be combined with courses in robotics, information technology, structural analysis software, marketing, human resource management, <i>etc.</i> 	<ul style="list-style-type: none"> Combining courses within a curriculum with other subject areas encourages interdisciplinary learning, improves professional preparedness and real-world applicability, encourages innovation, and gives students a broad range of skills to address challenging problems in their



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		<p>industry. The significance of this integration in preparing students for fruitful and significant careers in civil engineering and related sectors is highlighted by this explanation.</p>
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6.5. Faculty of Pharmaceutical Science

Programme	Consolidated Report	Justifications
Bachelor of Pharmacy	<ul style="list-style-type: none"> Employers urged integrating employability courses within the curriculum. Employers recommended that students acquire creative thinking skills beyond of curriculum. 	<ul style="list-style-type: none"> Integrating employability courses within the curriculum is essential to ensure that graduates are not only academically proficient but also equipped with the practical skills and knowledge needed to thrive in the modern job market. This approach aligns education more closely with industry needs and enhances the overall career readiness of students.
MPharm (Pharmacology) / MPharm (Pharmaceutics)	<ul style="list-style-type: none"> Employers have suggested for the inclusion of "employability" classes in curriculum. 	<ul style="list-style-type: none"> Integrating employability courses within the curriculum is essential to ensure that graduates are not only academically proficient but also equipped with the practical skills and knowledge needed to thrive in the modern job market. This approach aligns education more closely with industry needs and enhances the overall career readiness of students.



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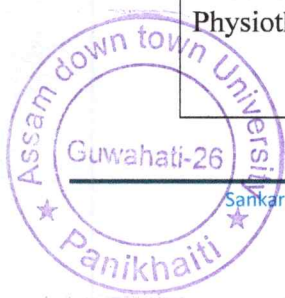


6.6. Faculty of Paramedical Sciences

Programme	Consolidated Report	Justifications
BSc (Bachelor of Optometry)	<ul style="list-style-type: none"> Additional certificate courses should be incorporated. Frequent clinical exposure must be implemented. 	<ul style="list-style-type: none"> Employers suggested that collaboration with online education platforms to provide access to relevant certificate courses and projects. Employers have suggested frequent clinical exposure to provide the students with practical learning, hands-on experience, and the application of knowledge in real-world settings.
BSc (Bachelor of Trauma, Emergency and Disaster Management)	<ul style="list-style-type: none"> Additional certificate courses should be incorporated. 	<ul style="list-style-type: none"> Employers suggested that collaboration with online education platforms to provide access to relevant certificate courses and projects.
BSc (Bachelor of Dialysis Technology)	<ul style="list-style-type: none"> Frequent clinical exposure must be implemented. Additional certificate courses should be incorporated. 	<ul style="list-style-type: none"> Employers have suggested frequent clinical exposure provides the students with practical learning, hands-on experience, and the application of knowledge in real-world settings. Employers suggested that collaboration with online education platforms to provide access to relevant certificate courses and projects.
BSc (Bachelor of Medical Laboratory Technology)	<ul style="list-style-type: none"> Students should be engaged in clinical exposure to gain hands-on experience in real healthcare settings to bridge the gap between theory and practice. Additional certificate courses should be incorporated. 	<ul style="list-style-type: none"> Employers have suggested frequent clinical exposure provides the students with practical learning, hands-on experience, and the application of knowledge in real-world settings. Employers suggested that collaboration with online education offer training on specific skills or subjects, allowing students to deepen



		their knowledge in a particular area of interest.
BSc (Bachelor of Operation Theatre Technology)/ BSc (Bachelor of Critical and Intensive Care Unit Technology)	<ul style="list-style-type: none"> • More focused hands-on training in equipment handling should be provided. 	<ul style="list-style-type: none"> • Employers have suggested frequent clinical exposure to provide the students with practical learning, hands-on experience, and the application of knowledge in real-world settings.
BSc (Bachelor of Radiography and Advanced Imaging Technology)	<ul style="list-style-type: none"> • Additional certificate courses should be incorporated. 	<ul style="list-style-type: none"> • Employers suggested that collaboration with online education platforms to provide access to relevant certificate courses and projects.
MSc (Master of Emergency and Critical Care)	<ul style="list-style-type: none"> • Students can be encouraged and assisted to publish research articles, to present research works in conferences. • Additional certificate courses should be incorporated. 	<ul style="list-style-type: none"> • Employers suggested encouraging students on different hand on session for handling equipment. Encouraged to attend different workshops. • Employers suggested that collaboration with online education platforms to provide access to relevant certificate courses and projects.
MSc (Master of Medical Laboratory Technology)	<ul style="list-style-type: none"> • Internship should be added in the curriculum of the programme. • Additional certificate courses should be incorporated. 	<ul style="list-style-type: none"> • Employers suggested encouraging students on different hand on session for handling equipments. Encouraged to attend different workshops. • Employers suggested that collaboration with online education platforms to provide access to relevant certificate courses and projects.
Bachelor of Physiotherapy	<ul style="list-style-type: none"> • Students are expected with better clinical and communication skills to deal with patients. 	<ul style="list-style-type: none"> • PDP, BAS and UHV subjects has been included in the curriculum for enhancing the presentation and communication skills of the students.



<p>Master of Physiotherapy</p>	<ul style="list-style-type: none">Students with keen interest in the research and innovations for enhancing better services and advance rehabilitation for patients.	<ul style="list-style-type: none">Advance lab has been introduced and students are encouraged to engage in recent advances research in the field of physiotherapy.
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6.7. Faculty of Nursing

Programme	Consolidated Report	Justifications
BSc Nursing	<ul style="list-style-type: none"> • Internships and industrial visits to be encouraged. • Soft skill and communication skill should be incorporated as a part of induction training during pre-placement period. • Employability and Entrepreneurship courses can be implemented in the curriculum. • More focused hands-on training in equipment handling should be provided. 	<ul style="list-style-type: none"> • The employers suggested to incorporate soft skill and communication skill classes during induction training at pre-placement period is a real benefit to them. • Introduce elective modules which focus on Employability and Entrepreneurship skills such as: job readiness, employability in health care setting. • The employers have suggested promoting and facilitating students with practical, hands-on experience and exposure at different clinical areas of posting shall be helpful.
Post Basic BSc Nursing	<ul style="list-style-type: none"> • More focused can be given in hands-on training in equipment handling should be provided. 	<ul style="list-style-type: none"> • Employer suggested providing hands-on experience and exposure at different clinical areas of posting for the benefits of the students while working professionally.
MSc Nursing (Obstetrics and Gynecological Nursing) / MSc Nursing (Medical Surgical Nursing) / MSc Nursing (Child Health Nursing)	<ul style="list-style-type: none"> • Industrial visits can be encouraged. 	<ul style="list-style-type: none"> • Employer suggested that industrial visit can be encouraged to enhance skill and competency.

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Sample Proof: Comments from Employers

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Feedback :Employer Feedback Info

Academic Year : 2021-2022

S.No	Name	Comments	Percentage	Details	Actions
1	Sweety Talukdar	--	60.00	Details	Delete
2	Niba Rani Padi	Good	50.91	Details	Delete
3	Babidul Islam	Emphasize the importance of curriculum content aligning with current industry requirements.	60.00	Details	Delete
4	Mete tara	Good	47.27	Details	Delete
5	Shahin Aktar	--	41.82	Details	Delete
6	Debasish Sona	--	40.00	Details	Delete
7	Tapobrota Biswas	Request integration of practical skills and knowledge applicable to job roles.	45.45	Details	Delete
8	Enoch B Sangma	--	40.00	Details	Delete
9	Issachare b sangma	--	40.00	Details	Delete
10	Sahil Debbarma	Great	38.18	Details	Delete
11	Dhiraj Shyam	Highlight the need for graduates to possess strong communication, teamwork, and problem-solving skills.	40.00	Details	Delete



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12	Junmoni kaman	No	47.27	Details	Delete
13	Ruprak Kowarshim Michael	No	29.09	Details	Delete
14	Belinda Nabam	--	40.00	Details	Delete
15	Bappi Mazumder	--	40.00	Details	Delete
16	Shreya Tusy Hajong	--	40.00	Details	Delete
17	Iwanmai banri Gassah	--	40.00	Details	Delete
18	Kunalso Tayang	--	32.73	Details	Delete
19	Bengia mamu	All good	47.27	Details	Delete
20	Bhaskar Jyoti Thakuria	Request opportunities for students to develop leadership and interpersonal skills.	56.36	Details	Delete
21	Dibyajyoti Saikia	--	40.00	Details	Delete
22	Jeewan Tamang	--	32.73	Details	Delete
23	Akib Javed	--	60.00	Details	Delete
24	MEWANSA LALOO	--	30.91	Details	Delete
25	Lob kumar singha	Value practical experience gained through internships, projects, and industry collaborations.	40.00	Details	Delete
26	Rajesh Adhikary	--	43.64	Details	Delete
27	Hassan Sharif Mollah	--	52.73	Details	Delete
28	Sunanda Das	Nothing	52.73	Details	Delete



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29	Kaberi Bora	Encourage curriculum components that offer real-world application of theoretical knowledge.	40.00	Details	Delete
30	Bidisha Das	--	40.00	Details	Delete
31	Bhawesh Dahal	Stress the importance of graduates being proficient in relevant technologies and tools used in the industry.	40.00	Details	Delete
32	Niva doley	Good	40.00	Details	Delete
33	SAKNI DEBBARMA	No	40.00	Details	Delete
34	Subhamay Dutta	--	40.00	Details	Delete
35	Romesh Thokchom	Request exposure to cutting-edge technologies and digital platforms.	40.00	Details	Delete
36	Parthana hazarika	All good	47.27	Details	Delete
37	Tina Tissopi	No comments	29.09	Details	Delete
38	Chayanika Gogoi	Value graduates who demonstrate adaptability to new situations and a willingness to learn.	56.36	Details	Delete
39	Bengia Tasu	No comments	40.00	Details	Delete
40	Rickykumar K.kongor	Support curriculum components that promote lifelong learning and professional	49.09	Details	Delete



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		development.			
41	Ruhul Amin	--	40.00	Details	Delete
42	Dibyajyoti Saikia	--	40.00	Details	Delete
43	Arifa siddiqua	Seek graduates who can innovate and contribute new ideas to the workplace.	36.36	Details	Delete
44	Ritunjay Bora	--	40.00	Details	Delete
45	Zaharun hoque	--	60.00	Details	Delete
46	Loktongbam Jupiter Singh	--	20.00	Details	Delete
47	MEHBUB AHMED	Support curriculum that fosters critical thinking, creativity, and innovation.	43.64	Details	Delete
48	Damanbha Lytan	No	38.18	Details	Delete
49	Diganta Patgiri	Thank you	40.00	Details	Delete
50	Prabin Asem	Good	40.00	Details	Delete
51	Smumdelness	Value exposure to industry-relevant projects and case studies that simulate real-world challenges.	40.00	Details	Delete
52	Bidisha	--	40.00	Details	Delete
53	Majidul haque	Good	40.00	Details	Delete
54	Abdul Rahim Mazumdar	Appreciate institutions that seek feedback from employers	49.09	Details	Delete



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		to continuously improve curriculum relevance.			
55	Hawaibam Sushma Devi	--	36.36	Details	Delete
56	Neina	--	36.36	Details	Delete
57	Md Rajaul Hussain	--	40.00	Details	Delete
58	Puja Gogoi	Request opportunities for ongoing dialogue and collaboration between academia and industry.	60.00	Details	Delete
59	Sapam Chand singh	--	40.00	Details	Delete
60	Aftab	--	38.18	Details	Delete
61	Moirangthem Diana devi	Anything	41.82	Details	Delete
62	Ruhul Amin	--	60.00	Details	Delete
63	BESSTAR LYNGKHOI	Emphasize the importance of curriculum preparing graduates for immediate employability.	56.36	Details	Delete
64	Dr. Swagata Devi	--	40.00	Details	Delete
65	Ishant Kumar	--	21.82	Details	Delete
66	Chesrang W Momin	--	40.00	Details	Delete
67	Sushmitaa Das	--	40.00	Details	Delete
68	Bhagyarathi Pegu	Good	47.27	Details	Delete



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69	Kangkana Bangthai	--	40.00	Details	Delete
70	Rakesh Kumar Das	--	60.00	Details	Delete
71	Gyamar Gungung	Support initiatives that enhance career readiness, such as resume building workshops and mock interviews.	40.00	Details	Delete
72	Avolu Kotso	--	36.36	Details	Delete
73	Ashrafal Haque	--	43.64	Details	Delete
74	Omar	--	25.45	Details	Delete
75	Limar ngomdir	--	36.36	Details	Delete
76	Partha Pratim Sarkar	--	60.00	Details	Delete
77	Sahil Debbarma	Excellent	40.00	Details	Delete



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