

Action Taken Report Of Feedback From Stakeholders - 2019-2020

Feedback from Stakeholders.

The institute initiates structure feedback from internal and External Stakeholder , where in the feedback is collected on various aspect and analyzed. Appropriate action are taken.

Feedback from Students- Need More Clarity on explanation for hard subject and student felt that reading material of the syllabus is easily available.

Action Taken- Concern teacher were instructed to take more effort with respect to teaching method and more books added for the specialization subject.

Feedback from Parents-Mentors interaction with students needs to be more effectives. Action Taken-Soft skill programmed is introduced and students are encouraged to participate in program to improve on it.

Feedback from Teacher- Teacher suggested that the students must be involved a industry based projects. Teacher suggested need of industry interaction for students.

Action Taken- Students are encouraged to take industry based project to get industry exposure.

Feedback From Alumni- Alumni suggested that that the institute should focus on improving students communication skills, personality development, self-motivation and confidence and good mentoring.

Action Taken –Different workshops and seminars are arranged in institute. Necessary help was given to interested students to carry out internships in various organizations.




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FEEDBACK FORM –ANALYSIS REPORT

Year 2019-2020

A) Teacher: Total number of samples -10

- 44.4 % Teachers Strongly agree the courses / syllabi taught by me have a good balance between theory and application and 44.4 % Teacher said Agree whereas 11.1 % Teacher said Agree
- 55.6 % agree with The College Vision, philosophy & objectives are referred to and reflected in college decisions, where as 44.4% Agree.
- 88.9 % Teacher said that Students are disciplined and respect the Staff members whereas 11.1 % teacher said Students are No disciplined and respect the Staff members.
- 77.8 % Teachers are strongly agree the College has adequate medical facilities and is equipped to handle medical and other emergencies, where as 22.2 % Agree.
- 100 % Teacher said that College provides opportunities for continuous development of Staff
- 55.6% Teachers are Agree that Computer facilities are made available for ICT based teaching to the teachers whereas 44.4 % Teacher strongly agree.
- 55.6 % Teachers are Strongly Agree that the Good facility and encouragement to the teachers for their research work and 44.6% agree.
- 55.6 % Teachers are strongly Agree There is a mechanism for feedback, review and performance enhancement for the staff and 44.4 % Teacher strongly agree.
- 11.1 % Teacher said 50 % Staff development needs are identified and programs initiated for the same and 44.4 % Teacher said 70 % whereas 22.2 % Teacher said 60 % and 22.2 % Teacher said 80-100% Staff development needs are identified and programs initiated for the same.

B) Alumni:

Total number of samples -10

1. 100% Alumni strongly agree feel proud to be associated with as an Alumni .

2. 100% alumni strongly agree to Are you willing to contribute to the development of the college.
3. 50% alumni highly satisfied for Institute organized various kinds of activities for overall development, 50% alumni are satisfied.
4. 100% alumni recommended enrolling their relatives/friend to enroll in GIMR.
5. 100% alumni agreed that adequate knowledge was gained during course.
6. 90 % alumni strongly agree education imparted at GIMR is useful and relevant present job 10% alumni not agreed.
7. 50% alumni strongly agree that faculties are cooperative for academic support and overall development, 40% alumni agree whereas 10 % alumni not agreed.
8. 50% (rate 5), 20% (rate 4), 20% (rate 3) and 10% (rate 1) alumni to the academic initiatives taken by the college to bridge the gap between industry & academia respectively.
9. Some alumni suggested regarding curriculum that there is need to update curriculum every year and there is need to focus on practical application than theoretical for better development.
10. Alumni suggested regarding GIMR Development that there was student placed in good companies by institute from last years.

C) Students: Total number of samples -62

- 61.3 % Students are neutral to The course objectives are clearly presented and met with the designed syllabus, 29 % Students are agree to The course objectives are clearly presented and met with the designed syllabus and 8.1 % Students are disagree to The course objectives are clearly presented and met with the designed syllabus.
- 21 % Students said the course conceptually difficult to understand is easy, 50 % Students said the courses conceptually difficult to understand are average, 34.5 % student said very easy. 25.9 % Students said the course conceptually very difficult.
- 51.6 % student said that, the syllabus was very inadequate, 38.8 % student said the syllabus was normal. 11.3 % students are inadequate for the syllabus was challenging.
- 29 % students are agree that the syllabus is also helpful in fostering global competencies among the students, 14.5 % students are neutral that the syllabus is also helpful in fostering global competencies among the students but 46.8 % students are strongly agree that the syllabus is also helpful in fostering global competencies among the students.
- 29 % Students said the library materials for the course is excellent, 56.5 % Students said the library materials for the course are neutral, and 12.9 % Students said the library materials for the course are inadequate.
- 54.8% students said that 55-70 % syllabus was taught in classes, 35.5 % students said 70-80 % that syllabus was taught in classes, 9.7 % student said below 55 % syllabus was taught in classes.
- 93.5 % students said teacher inspire or make our work hard for better results but 5.5 % students said teacher may be inspire or make our work hard for better results and 1 % teacher not inspire or make our work hard for better results

- 90.3 % students said the teacher always solve our queries/difficulties on time in lectures, 4.8 % students said the teacher often solve our queries/difficulties on time in lectures. 4.8 % students said teacher not solves our queries/difficulties on time in lectures.
- 51.6 % students are agree that the depth of the course content are satisfactory, 22.6 % students are neutral that he depth of the course content are satisfactory , 12.9 % students are strongly agree that the depth of the course content are satisfactory. 12.9 % students are disagree the depth of the course content are satisfactory.
- 98.4% students satisfied with seminar and guest lectures conducted at institute. 2.6 % students are not satisfied with seminar and guest lectures conducted at institute?
- 48.2 % Students are Agree to The course objectives are clearly presented and met with the designed syllabus. 40.3 % Students are Strongly Agree to The course objectives are clearly presented and met with the designed syllabus and 10.1 % students are neutral for the course objectives are clearly presented and met with the designed syllabus.
- 93.5 % students said teacher inspire or make our work hard for better results but 5.5 % students said teacher may be inspire or make our work hard for better results and 1 % teacher not inspire or make our work hard for better results.
- 92.8 % students are satisfied with online or virtual seminar and guest lectures conducted at institute conducted at institute, 1.1 % students are not satisfied with online or virtual seminar and guest lectures conducted at institute but 6 % students are may be satisfied with online or virtual seminar and guest lectures conducted at institute.
- 80 % students said every time Mentor does a necessary follow-up with an assigned task time but 20 % students said every time Mentor does not a necessary follow-up with an assigned task time.



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Action Taken Report Of Feedback From Stakeholders - 2020-2021

Feedback from Stakeholders.

The institute initiates structure feedback from internal and External Stakeholder , where in the feedback is collected on various aspect and analyzed. Appropriate action are taken.

Feedback from Students- Need More Clarity on explanation for hard subject and student felt that reading material of the syllabus is easily available.

Action Taken- Concern teacher were instructed to take more effort with respect to teaching method and more books added for the specialization subject.

Feedback from Teacher- Teacher suggested that the students must be involved a industry based projects. Teacher suggested need of industry interaction for students.

Action Taken- Students are encouraged to take industry based project to get industry exposure.

Feedback From Alumni- Alumni suggested that the institute should focus on improving students communication skills, personality development, self-motivation and confidence and good mentoring.

Action Taken –Different workshops and seminars are arranged in institute. Necessary help was given to interested students to carry out internships in various organizations.

Feedback From Employer- Employer suggested that the business world is vastly transforming in virtual mode there is need to update the syllabus as per necessitate.

Action Taken – Concern teacher were instructed to take advance syllabus with more effort with respect to teaching method.




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FEEDBACK FORM –ANALYSIS REPORT

Year 2020-2021

A) Teacher :

- 30 % Teacher are use Google classroom and 70 % Teacher are used Zoom app during COVID-19 online teaching class.
- 60 % Teacher are agree and 40% Teacher are strongly agree to the College Vision, philosophy & objectives are referred to and reflected in college decisions.
- 100 % Students ask questions or clear doubts during online lectures.
- 50 % Teacher said Yes for Online lectures are effective than traditional/live classroom lectures.50 % Teaches said may be Online lectures are effective than traditional/live classroom lectures.
- 70 % Teacher are Agree to the syllabus bridges the gap between industry standards or current global scenario and academics. 20 % Teacher are Strongly Agree and 10 % Teacher are Neutral.
- 80 % Teacher are agree the College has adequate medical facilities and is equipped to handle medical and other emergencies, 20 % Teacher are Strongly agree.
- 90 % Teacher are said Yes We have sufficient computer knowledge and IT skills to conduct our online lectures. 10 % Teacher said May be sufficient computer knowledge and IT skills to conduct our online lectures.
- 50 % Teacher are Strongly agree the Good facility and encouragement to the teachers for their research work, 50 % Teacher are agree the Good facility and encouragement to the teachers for their research work.
- 50 % Teacher are Strongly agree the Computer facilities are made available for ICT based teaching to the teachers, 50 % Teacher are Agree the Computer facilities are made available for ICT based teaching to the teachers.
- 50 % Teacher are like to conduct online lectures with conventional lectures after COVID-19 pandemic over but 50 % Teacher said may be like to conduct online lectures with conventional lectures after COVID-19 pandemic over

B) Alumni :

1. 100% Alumni strongly agree feel proud to be associated with as an Alumni .
2. 100% alumni strongly agree to activities organized by the college/department met the objective.
3. 50% alumni strongly agree for Institute organized various kinds of activities for overall development, 50% alumni agree.
4. 100% alumni recommended to enroll their relatives/friend to enroll in GIMR.
5. 100% alumni agreed that adequate knowledge was gained during course.
6. 90 % alumni strongly agree education imparted at GIMR is useful and relevant present job 10% alumni not agreed.

7. 50% alumni strongly agree that faculties are cooperative for academic support and overall development, 40% alumni agree whereas 10 % alumni not agreed.
8. 50% (rate 5),20% (rate 4), 20% (rate 3) and 10% (rate 1) alumni to the academic initiatives taken by the college to bridge the gap between industry & academia respectively.
9. Some alumni suggested regarding curriculum that there is need to update curriculum every year and there is need to focused on practical application than theoretical for better development .
10. Alumni suggested regarding GIMR Development that there was student placed in good companies by institute from last years.

C) Students :

- 75.5 % Students are Agree to The course objectives are clearly presented and met with the designed syllabus. 20.4 % Students are Strongly Agree to The course objectives are clearly presented and met with the designed syllabus.
- 51 % Students said the course conceptually difficult to understand are easy, 36.7% Students said the course conceptually difficult to understand are average,12.2 % student said very easy.
- 46.9 % student said the syllabus was challenging, .12.2 % student said The syllabus was very challenging, .40.8 % student said The syllabus was neutral.
- 44.9 % students are agree that the syllabus is also helpful in fostering global competencies among the students, but 38.8 % students are neutral that the syllabus is also helpful in fostering global competencies among the students.
- 61.2 % Students said the library materials for the course is excellent, 14.3 % Students said the library materials for the course is neutral , 20.4 % Students said the library materials for the course is very excellent .
- 75.5 % students said the teacher always solve our queries/difficulties on time in online lectures , 12.2 % students said the teacher often solve our queries/difficulties on time in online lectures.
- 87.8 % students said teacher inspire or make our work hard for better results but 10.2 % students said teacher may be inspire or make our work hard for better results .
- 55.1 % students are agree that he depth of the course content are satisfactory, 20.4 % students are neutral that he depth of the course content are satisfactory , 12.2 % students are strongly agree that he depth of the course content are satisfactory.
- 83.7 % students are satisfied with online or virtual seminar and guest lectures conducted at institute but 12.2 % students are may be satisfied with online or virtual seminar and guest lectures conducted at institute.
- 51 % students are agree that the Teachers encourage to participate in virtual extracurricular activities, 16.3 % students are strongly agree that the Teachers encourage to participate in virtual extracurricular activities, 18.4 % students are neutral that the Teachers encourage to participate in virtual extracurricular activities.

D) Employer-

- 80 % employer are agree to Curriculum relevant for employability , 20 % employer are disagree.
- 70 % employer are agree for Curriculum effective in developing innovative thinking but 30 % employer are neutral.
- 60 % employer are agree to the Syllabus effective in developing skill oriented human resources , 20 % are strongly agree and 20 % are neutral.
- 60 % employer are agree to Current syllabus is need based 40 % employer are disagree for current syllabus is need based.
- 40 % employer is agree to Effectiveness of curriculum for development of entrepreneurship and 60 % employer are disagree.




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FEEDBACK FORM –ANALYSIS REPORT

Year 2021-2022

A) Students: Total number of samples -139

- 48.2 % Students are Agree to The course objectives are clearly presented and met with the designed syllabus. 40.3 % Students are Strongly Agree to The course objectives are clearly presented and met with the designed syllabus and 10.1 % students are neutral for the course objectives are clearly presented and met with the designed syllabus.
- 34.5 % Students said the course conceptually difficult to understand is easy, 26. 6% Students said the courses conceptually difficult to understand are average, 34.5 % student said very easy. 5.3 % Students said the course conceptually very difficult. 3% Students said the course conceptually difficult to understand is difficult but 1.6 % Students said the course conceptually difficult to understand is very difficult.
- 49.6 % student said the syllabus was challenging, .18.7 % student said that, the syllabus was very challenging, 48.8 % student said the syllabus was normal. 2.9 % students are inadequate for the syllabus was challenging.
- 55.4 % students are agree that the syllabus is also helpful in fostering global competencies among the students, 16.5 % students are neutral that the syllabus is also helpful in fostering global competencies among the students but 28.1 % students are strongly agree that the syllabus is also helpful in fostering global competencies among the students.
- 53.2 % Students said the library materials for the course is excellent, 12.9 % Students said the library materials for the course are neutral, and 30.2 % Students said the library materials for the course are very excellent.
- 43.2 % students said that 85-100 % syllabus was taught in online classes ,47.5 % students said 70-80 % that syllabus was taught in online classes , 6% students said that 55-70 % syllabus was taught in online classes, 3 % student sais below 55 % syllabus was taught in online classes.
- 91.4 % students said the teacher always solve our queries/difficulties on time in online lectures , 7.2 % students said the teacher often solve our queries/difficulties on time in online lectures. 1.4 % students said teacher not solves our queries/difficulties on time in online lectures.
- 93.5 % students said teacher inspire or make our work hard for better results but 5.5 % students said teacher may be inspire or make our work hard for better results and 1 % teacher not inspire or make our work hard for better results.
- 54.7 % students are agree that the depth of the course content are satisfactory, 10.8 % students are neutral that he depth of the course content are satisfactory , 32.4 % students are strongly agree that the depth of the course content are satisfactory. 1.1 % students are disagree the depth of the course content are satisfactory whereas 1 % students are strongly disagree that the depth of the course content are satisfactory.
- 92.8 % students are satisfied with online or virtual seminar and guest lectures conducted at institute conducted at institute, 1.1 % students are not satisfied with online or virtual seminar and

guest lectures conducted at institute but 6 % students are may be satisfied with online or virtual seminar and guest lectures conducted at institute.

- 73.4 % students said every time Mentor does a necessary follow-up with an assigned task n, time 22.2 % students said usually Mentor does a necessary follow-up with an assigned task ,2.2 % students said time Mentor does occasionally a necessary follow-up with an assigned task but 2.2 % said Mentor rarely does occasionally a necessary follow-up with an assigned task.
- 77.7 % students are satisfied for online campus thro' training and placement cell.18.8 % students are maybe online campus thro' training and placement cell but 4.3 % students are not satisfied for online campus thro' training and placement cell.
- 52.5 % students are agree that the Teachers encourage to participate in virtual extracurricular activities, 37.4 % students are strongly agree that the Teachers encourage to participate in virtual extracurricular activities, 7.5 % students are neutral that the Teachers encourage to participate in virtual extracurricular activities. 1.8 % students are strongly disagree that the Teachers encourage to participate in virtual extracurricular activities but 0.8 % students disagree that the Teachers encourage to participate in virtual extracurricular activities.

B) Teacher : Total number of samples -10

- 70 % Teachers said that near about 70 % - 80% syllabus is covered in the mentioned no. of hours and 30 % Teachers said that 85 % - 100% syllabus is covered in the mentioned no. of hours .
- 60% Respondents said that the syllabus bridges the gap between industry standards or current global scenario and academics are Excellent, whereas 40% rated Good.
- 70 % Teacher are strongly agree to the Computer facilities are made available for ICT based teaching to the teachers whereas 30 % Teacher are agree to the Computer facilities are made available for ICT based teaching to the teachers.
- 60 % Teacher are Strongly Agree to the Good facility and encouragement to the teachers for their research work , whereas 40 % Teacher are agree the Good facility and encouragement to the teachers for their research work.
- 60 % Teacher are Agree to the College Vision, philosophy & objectives are referred to and reflected in college decisions but 40 % Teacher are Strongly Agree to the College Vision, philosophy & objectives are referred to and reflected in college decisions.
- 40% Teacher are said Very Good for that the number of reference material & books, journals available for the topics are mentioned in the syllabus, 20 % said Average, whereas 40% said Good.

- 60 % Teacher said the depth of the course contents are Excellent, 20 % Teacher said the depth of the course contents are good, 20 % Teacher said the depth of the course contents are Average.
- 60 % Teacher are Agree to the College has adequate medical facilities and is equipped to handle medical and other emergencies, 40 % Teacher are Strongly Agree to the College has adequate medical facilities and is equipped to handle medical and other emergencies.
- 70 % Teacher are like to conduct with conventional lectures after COVID – 19 over. 20 % Teacher did not like to conduct with conventional lectures after COVID – 19 over. But 10% of teachers are sometimes willing to conduct online lecture with conventional lectures after COVID-19 over.
- 80 % Teacher said Students are disciplined and respect the Staff members whereas 20 % Teacher said Students are not disciplined and respect the Staff members.

C) Alumni: Total number of samples -25


- 100 % Alumni feel proud to be associated with GIMR as Alumni.
- 92 % Alumni are willing to contribute to the development of the college but 8 % Alumni are sometime willing to contribute to the development of the college.
- 56 % Alumni are satisfied for the development activities organized by the college for your overall development, 36 % Alumni are highly satisfied for the development activities organized by the college for your overall development, and 8 % Alumni are neutral for the development activities organized by the college for your overall development.
- 100 % Alumni are recommend that there relative/friends to enroll at GIMR.
- 100 % Alumni are feel that adequate knowledge was gained during their course of study.
- 96 % Alumni said knowledge gained in GIMR relevant in our present job. 4 % Alumni said knowledge gained in GIMR relevant in our present job.
- 60 % Alumni are rated 5 for student teacher relationship in GIMR as a whole, 32 % Alumni are rated 4 for student teacher relationship in GIMR as a whole and 8% Alumni are rated 2 for student teacher relationship in GIMR as a whole.
- 60 % Alumni are rated 5 for the academic initiatives taken by the college to bridge the gap between industry & academia, 36 % Alumni are rated 4 for the academic initiatives taken by the college to bridge the gap between industry & academia, 16 % Alumni are rated 3 for the academic initiatives taken by the college to bridge the gap between industry & academia , 4 % Alumni are rated 2 for the academic initiatives taken by the college to bridge the gap between industry &

academia and 4 % Alumni are rated 1 for the academic initiatives taken by the college to bridge the gap between industry & academia.

D) Employer: Total number of samples -10

- 66.7% Employer Agree with Competency of current Syllabus for employability & 33.3% are Disagree, 16.7% are Neutral & 16.7% are strongly agree.
- 66.7% Employer should agree to develop curriculum effectiveness for innovative thinking.
- 83.3% Employers are Agree & 16.7% employers are strongly agree with should develop curriculum effectiveness for innovative thinking.
- 66.7% Employers Agree & 33.3% employers are strongly agree with current curriculum is effective for development of entrepreneurship & 17% are Disagree.
- 16.7% Employer strongly agree & 83.3% employers are agree for There should be change in syllabus effectiveness in developing skill oriented human resources.
- 66.7% Employer agree & 33.3% Employer strongly agree the curriculum facilitates an overall holistic development of the student.
- 100% employer says students' general communication skills are good.
- Balance view towards student's relationship with seniors, peers and juniors.
- 83.3 % Employer says good & 16.7% employer says satisfied to the student creative in responding to workplace challenges.
- 16.7% employer satisfies & 83.3 % says good, regarding the Decision making ability of students.




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Feedback from Stakeholders.

The institute initiates structure feedback from internal and External Stakeholder , where in the feedback is collected on various aspect and analyzed. Appropriate action are taken.

Feedback from Students- Need More Clarity on explanation for hard subject and student felt that reading material of the syllabus is easily available.

Action Taken- Concern teacher were instructed to take more effort with respect to teaching method and more books added for the specialization subject.

Feedback from Students- Students suggested to need for job oriented courses , training for facing interview during campus selection. They also requested to provide career guidance and expert talk industrialist.

Action Taken-

Career guidance programs were given and placement cell supported the development of soft skills and communication ability. Mock interview and group discussion were conducted as part of the industry readiness program.

Feedback from Teacher- Teacher suggested that the students must be involved a industry based projects. Teacher suggested need of industry interaction for students.

Action Taken- Students are encouraged to take industry based project to get industry exposure.

Feedback from Teacher- To Improve skill set of staff to optimize ICT tools enabled teaching.

Action Taken- Effective use of ICT were enhanced through in - house training sessions.

Feedback From Alumni- Alumni suggested that that the institute should focus on improving students communication skills, personality development, self-motivation and confidence and good mentoring.

Action Taken –Different workshops and seminars are arranged in institute. Necessary help was given to interested students to carry out internships in various organizations.

Feedback From Alumni- -

Alumni need to arrange Training sessions for students weekly basis or monthly basis. To enhance skills of students.

Action Taken –

Institute arrange vocational education training sessions for students .

FEEDBACK FORM –ANALYSIS REPORT

Year 2022-2023

A) Students: Total number of samples -96

MBA -

- 62.5 % Students are Agree to The course objectives are clearly presented and met with the designed syllabus. 12.5 % Students are Strongly Agree to The course objectives are clearly presented and met with the designed syllabus and 13.5 % students are neutral for the course objectives are clearly presented and met with the designed syllabus. 8.3 % students are Strongly disagree for the course objectives are clearly presented and met with the designed syllabus
- 34.4 % Students said the course conceptually difficult to understand is easy, 45. 8% Students said the courses conceptually difficult to understand are average, 9.4 % student said very easy. 9.4 % Students said the course conceptually very difficult but 1 % Students said the course conceptually difficult to understand is very difficult.
- 38.5 % student said the syllabus was challenging, .15.6 % student said that, the syllabus was very challenging, 40.6 % student said the syllabus was normal. 5.3 % students are inadequate for the syllabus was inadequate.
- 50 % students are agree that the syllabus is also helpful in fostering global competencies among the students, 27.1 % students are neutral that the syllabus is also helpful in fostering global competencies among the students ,13.5 % students are strongly agree that the syllabus is also helpful in fostering global competencies among the students. 4.7 % students are disagree that the syllabus is also helpful in fostering global competencies among the students. 4.7 % students are strongly disagree that the syllabus is also helpful in fostering global competencies among the students.
- 41.7 % Students said the library materials for the course is excellent, 24 % Students said the library materials for the course are neutral, and 26 % Students said the library materials for the course are very excellent, 4.1 % Students said the library materials for the course are very inadequate and , 4.1 % Students said the library materials for the course are inadequate.
- 50 % students said that 85-100 % syllabus was taught in online classes ,9.4 % students said 70-80 % that syllabus was taught in online classes , 31.3 % students said that 55-70 % syllabus was taught in online classes, 9.4 % student said below 55 % syllabus was taught in online classes.
- 64.6% students said the teacher always solve our queries/difficulties on time in online lectures , 19.8 % students said sometime teacher solve our queries/difficulties on time in online lectures. 8.3 % students said teacher rarely solves our queries/difficulties on time in online lectures. 5.2 % students said teacher often solves our queries/difficulties on time in online lectures. 2.1 % students said teacher never solves our queries/difficulties on time in online lectures.
- 80.2 % students said teacher inspire or make our work hard for better results but 13.5 % students said teacher may be inspire or make our work hard for better results and 6 % teacher not inspire or make our work hard for better results.

- 58.3 % students are agree that the depth of the course content are satisfactory, 16.7 % students are neutral that he depth of the course content are satisfactory , 9.4 % students are strongly agree that the depth of the course content are satisfactory. 8.3 % students are disagree the depth of the course content are satisfactory whereas 7.4 % students are strongly disagree that the depth of the course content are satisfactory.
- 81.3 % students are satisfied with online or virtual seminar and guest lectures conducted at institute conducted at institute, 6.2 % students are not satisfied with online or virtual seminar and guest lectures conducted at institute but 12.5 % students are may be satisfied with online or virtual seminar and guest lectures conducted at institute.
- 63.5 % students said every time Mentor does a necessary follow-up with an assigned task , 24 % students said usually Mentor does a necessary follow-up with an assigned task ,2.2 % students said time Mentor does rarely a necessary follow-up with an assigned task but 6.2 % said Mentor rarely does occasionally a necessary follow-up with an assigned task.
- 66.7 % students are satisfied for online campus thro' training and placement cell.14.6 % students maybe online campus thro' training and placement cell but 18.8 % students are not satisfied for online campus thro' training and placement cell.
- 54.2 % students are agree that the Teachers encourage to participate in virtual extracurricular activities, 20.8% students are strongly agree that the Teachers encourage to participate in virtual extracurricular activities, 15.6 % students are neutral that the Teachers encourage to participate in virtual extracurricular activities. 4.7 % students are strongly disagree that the Teachers encourage to participate in virtual extracurricular activities but 4.7 % students disagree that the Teachers encourage to participate in virtual extracurricular activities.

A) Students: Total number of samples -68

BBA – BCA

- 94.1% students agree with the Teacher covered entire Syllabus as prescribed by University & 5.9% students are not agree with the Teacher covered entire Syllabus asprescribed by University.
- 82.4% students said the Teacher covered relevant topics beyond Syllabus & 17.6%students said the teacher not covered relevant topics beyond Syllabus.
- 92.6% students agree with the Teacher communicated with students properly but 7.4 %students said the Teacher not communicated properly with students.
- 75% students said Yes the teachers well prepared with new technology but 20.6% students said partially teachers well prepared with new technology & 4.4% studentssaid teachers are not well prepared with new technology.
- 64.7% students agree with 100% teacher regularly in taking Classes but 25 % studentssaid 75 % teacher regularly in taking Classes & 10.3 % students says 50 % teacher regularly in taking Classes.

- 94.1% students agree with Scheduled organization of assignments, class test, quizzes and seminars by the teachers but 5.9 % students disagree with Scheduled organization of assignments, class test, quizzes and seminars by the teachers.
- 97.1 % students says yes to Conducting the classroom discussions, seminars and presentations ,Guest lectures in college but 2.9% students said do not Conducting the classroom discussions, seminars and presentations ,Guest lectures in college
- 83.3% students agree with the helps students in exploring the area of study in involved in the practical but 16.2% students disagree with the helps students in exploring the area of study in involved in the practical.
- 85.3% students agree with helps students facing physical, emotional and learning challenges but 14.7% students said no Helps students facing physical, emotional and learning challenges.
- 94.1% students said yes with helping the students in conducting practical's through set of instructions or demonstrations & 5.9% students said no the helps students in exploring the area of study in involved in the practical.

B) Teacher: Total number of samples -15

- 53.3 % Teachers are agree that the curricular as per the need of students and 46.7 % Teachers are strongly agree that the curricular as per the need of students.
- 46.7 % Teacher are agree to the Computer facilities are made available for ICT based teaching to the teachers whereas 53.3 % Teacher are strongly agree to the Computer facilities are made available for ICT based teaching to the teachers.
- 73.3 % Respondents said that the syllabus bridges the gap between industry standards or current global scenario and academics are good, 13.3 % Respondents said that the syllabus bridges the gap between industry standards or current global scenario and academics are Excellent, whereas 13.3 % rated Average.
- 53.3 % Teacher are Strongly Agree to the Good facility and encouragement to the teachers for their research work, whereas 46.7 % Teacher are agree the Good facility and encouragement to the teachers for their research work.
- 53.3 % Teacher are Strongly Agree to the College Vision, philosophy & objectives are referred to and reflected in college decisions but 47.7 % Teacher are Agree to the College Vision, philosophy & objectives are referred to and reflected in college decisions.
- 80% Teacher are said for that the number of reference material & books, journals available for the topics are mentioned in the syllabus are very good , whereas 20% said Good.

- 80% Teachers said the specialization course choices appropriate for learner is Excellent , 13.3 % Teachers said the specialization course choices appropriate for learner is Average , whereas 6.7% said Good
- 60 % Teacher are Agree to the College has adequate medical facilities and is equipped to handle medical and other emergencies, 33.3 % Teacher are Strongly Agree to the College has adequate medical facilities and is equipped to handle medical and other emergencies, whereas 6.7% said Neutral.
- 46.7 % teacher said that the syllabus are useful to provide job opportunities are Excellent , 20 % teacher said that the syllabus are useful to provide job opportunities are good, 33.3 % teacher said Average.
- 93.3 % Teacher said that the Students are disciplined and respect the Staff members whereas 6.7 % Teacher said sometime Students disciplined and respect the Staff members.

C) Employer Total number of samples -10

- 70% employer agree with excellent Ability to Solve Work Place Problem but 20% employer agree with employee Ability is good to Solve Work Place Problem & 10% employer satisfy with employee ability to solve work place problem.
- 60% employer said that excellent Technical Knowledge/Skill & 40% employer said that good Technical Knowledge/Skill.
- 80% employer said that excellent Ability to take up extra responsibility & 20 % employer agree with Employee Ability is to good to take up extra responsibility.
- 60% employer agree with employee Planning Organization Skill is very good but 30% employer said their employer planning organization skill is good & 10% employer said their employer planning organization skill is average.
- 30% employer said that employee Skills acquired from the curriculum is excellent but 40% employer said that employee acquired Good curriculum skill & 20% employer agree with employee acquired very good curriculum skill & 10% employer said that employee acquired average curriculum skill.
- 50% employer agree with excellent Conclusiveness of the syllabus for the students' readiness towards recruitment but 20% employer said very good Conclusiveness of the syllabus for the students' readiness towards recruitment & 30% employer said very good Conclusiveness of the syllabus for the students' readiness towards recruitment.
- 100% employer said that Yes their employee willingness to learn new Techniques & Ability to learn new Idea.

- 50% employer said that very good Leadership Skill in their employee & 40% employer said that good Leadership Skill in their employee but 10% employer said average Leadership Skill in their employee.

D) Alumni: Total number of samples -10

- 100 % Alumni feel proud to be associated with GIMR as Alumni.
- 100 % Alumni are willing to contribute to the development of the college.
- 50 % Alumni are highly satisfied for the development activities organized by the college for your overall development, 50% Alumni are satisfied for the development activities organized by the college for your overall development.
- 100 % Alumni are recommend that there relative/friends to enroll at GIMR.
- 100 % Alumni are feel that adequate knowledge was gained during their course of study.
- 90 % Alumni said knowledge gained in GIMR relevant in our present job, 10 % Alumni said knowledge is not gained in GIMR relevant in our present job.
- 60 % Alumni are rated 5 for student teacher relationship in GIMR as a whole, 37 % Alumni are rated 4 for student teacher relationship in GIMR as a whole and 3% Alumni are rated 2 for student teacher relationship in GIMR as a whole.
- 50 % Alumni are rated 5 for the academic initiatives taken by the college to bridge the gap between industry & academia, 20 % Alumni are rated 4 for the academic initiatives taken by the college to bridge the gap between industry & academia, 20 % Alumni are rated 3 for the academic initiatives taken by the college to bridge the gap between industry & academia , 10 % Alumni are rated 2 for the academic initiatives taken by the college to bridge the gap between industry & academia .




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Action Taken Report Of Feedback From Stakeholders –

2022-2023

MBA -

Feedback from Stakeholders.

The institute initiates structure feedback from internal and External Stakeholder, where in the feedback is collected on various aspect and analyzed. Appropriate action is taken.

Students Feedback and Action Taken

<u>Sr. No.</u>	<u>Feedback</u>	<u>Action Taken</u>
<u>1</u>	Students needs to have functional knowledge about their working area and need to be trained well on English communication	We suggest to done to select the project which give more functional knowledge about their working area and the soft skills training will be provided to the sessions.
<u>2</u>	After the completion of syllabus discussion on previous year question paper should be done.	Trying to increase such discussion and giving more practice on solving paper and doubt clearing before the semester exam.

Teacher Feedback and Action Taken

<u>Sr. No.</u>	<u>Feedback</u>	<u>Action Taken</u>
<u>1</u>	More assignment and presentation to be encouraged to improve the cognitive and communication skill of the students.	Students where motivated to do more assignment and presentation as a part of the curriculum. Greater components of continuous assessment mark were allotted for assignment and presentation.
<u>2</u>	To improve skill set of staff to optimize ICT enabled teaching.	Effective use of ICT where enhanced through in house training sessions

Alumni Feedback and Action Taken

<u>Sr. No.</u>	<u>Feedback</u>	<u>Action Taken</u>
<u>1</u>	Placement activities and industrial visit should be enhanced as and when required industrial visit are arranged as per curriculum.	The placement cell is applying more effort from improving placements.
<u>2</u>	Express on need for mentoring in circular co-curricular and personal student during the study period to improve their performance in identifying potential job of a higher education prospects.	Mentoring was introduced to mentor mentee meeting.

Employer Feedback and Action Taken

<u>Sr. No.</u>	<u>Feedback</u>	<u>Action Taken</u>
<u>1</u>	Developed the Leadership Skill Action	Encourage the students to participate in extracurricular activities which will helps to students to developed leadership skill.
<u>2</u>	To Developed the Planning Organization Skill:	More practical Assignment is given to students for improvement in the planning skill.

Students Feedback and Action Taken

BBA-BCA

- **Feed Back From Students:** Students Get the difficulties for learning they faces more challenges.
- **Action:** Because syllabus is more difficult that's why students face this problem. Arrangethe extra lectures & clears the students doubt for teachers.
- **Feed Back From Students:** Students suggest the explain & give the practical's knowledge more & more.
- **Action:** Arrange the Industrial visits to get the more practical knowledge & includeconduct the extra practical's lectures.

FEEDBACK FORM –ANALYSIS REPORT

Year 2023-2024

MBA -

A) Students: Total number of samples -158

- 64.8 % Students are neutral to the course objectives are clearly presented and met with the designed syllabus. 24.2 % Students are Agree to The course objectives are clearly presented and met with the designed syllabus.
- 37.9 % Students said the course conceptually difficult to understand is easy, 41. 1% Students said the courses conceptually difficult to understand are average, 14.7 % student said very easy.
- 49.5 % student said the syllabus was challenging, .16.8 % student said that, the syllabus was very challenging, 29.5 % student said the syllabus was normal.
- 71.6 % students are agree that the syllabus is also helpful in fostering global competencies among the students, 13.7 % students are neutral that the syllabus is also helpful in fostering global competencies among the students ,12.6 % students are strongly agree that the syllabus is also helpful in fostering global competencies among the students.
- 48.4 % Students said the library materials for the course is neutral, 40 % Students said the library materials for the course are very excellent 7.4 % Students said the library materials for the course are inadequate.
- 21.1 % students said that 85-100 % syllabus was taught in online classes, 33.7 % students said 70-80 % that syllabus was taught in online classes , 23.2 % students said that 55-70 % syllabus was taught in online classes, 22.1 % student said below 55 % syllabus was taught in online classes.
- 73.7% students said the teacher always solve our queries/difficulties on time in online lectures , 14.7 % students said teacher often solves our queries/difficulties on time in online lectures. 11.6 % students said teacher never solves our queries/difficulties on time in online lectures.
- 80.2 % students said teacher inspire or make our work hard for better results but 13.5 % students said teacher may be inspire or make our work hard for better results and 6 % teacher not inspire or make our work hard for better results.
- 67.4 % students are agree that the depth of the course content are satisfactory, 8.4 % students are neutral that he depth of the course content are satisfactory , 24.2 % students are strongly agree that the depth of the course content are satisfactory.
- 82.2 % students are satisfied with online or virtual seminar and guest lectures conducted at institute conducted at institute, 11.6 % students are not satisfied with online or virtual seminar and guest lectures conducted at institute but 9.5 % students are may be satisfied with online or virtual seminar and guest lectures conducted at institute.

MCA-

A) Students: Total number of samples -32

- The feedback indicates that 87.6% of students are satisfied with the theoretical and practical knowledge provided by the program, either agreeing or strongly agreeing.
- The feedback shows that while the majority of students are satisfied with the library's collection, a substantial portion of students (25%) are facing challenges in accessing the necessary textbooks and reference materials.
- The feedback shows that 93.8% of students are satisfied with the suitability of the syllabus, either agreeing or strongly agreeing. The small percentage of neutral responses suggests that there might be minor areas where the syllabus could be further refined or clarified to better meet student expectations.
- The feedback shows that while a majority of students (68.8%) reported that 70% or more of the syllabus was covered, a notable portion (31.3%) felt that less than 70% of the syllabus was addressed in class. This indicates variability in syllabus coverage, which could lead to inconsistencies in student learning and preparation.
- The feedback indicates that while the majority of students (78.2%) are satisfied with the computer laboratory infrastructure, a notable portion (21.9%) feel that the facilities are either average or poor.
- The feedback shows that a significant majority of students (84.4%) are satisfied with the student-teacher interaction, rating it as either 'Good' or 'Excellent.' However, the presence of 'Average' and 'Poor' ratings (15.6%) indicates that some students may feel disconnected or unsupported in their interactions with teachers.
- The feedback indicates that while a majority of students (71.9%) are satisfied or very satisfied with the IT infrastructure, a significant portion (28.1%) is neutral.
- The feedback shows that a vast majority of students (93.8%) feel supported by their teachers in engaging with extracurricular activities. This reflects a positive environment where teachers actively promote a well-rounded educational experience. However, the 6.3% of students who feel unsupported highlight that there could be opportunities to improve encouragement across the board.
- The feedback shows that while a majority of students (78.1%) are either satisfied or very satisfied with the MCA program, there is a notable percentage (21.9%) who is neutral or dissatisfied.

BBA, BCA-

A) Students: Total number of samples -82

- 90% of students agree that the teacher covered the entire syllabus as prescribed by the University, while 10% of students do not agree.
- 73.2% of students agree that teachers illustrate concepts through examples and applications either every time or usually, while 26.8% of students feel this happens only sometimes, rarely, or never.

- 84.1% of students rated the opportunity to participate in activities beyond the classroom (such as workshops, projects, and fieldwork) as Good, Very Good, or Excellent, while 15.8% rated it as Average or Poor.
- 86.5% of students rated the collection of books, journals, and reading material in the college library as Good, Very Good, or Excellent, while 13.4% rated it as Average or Poor.
- 93.8% of students rated the infrastructure of the college computer laboratory as Good, Very Good, or Excellent, while 6.1% rated it as Average or Poor.
- 87.8% of students responded that their teachers provide additional study material, notes, and other learning inputs for clarity and understanding of the subject, while 12.2% of students indicated that they do not receive such resources.
- 86.6% of students rated the student-teacher interaction as Good, Very Good, or Excellent, while 13.4% rated it as Average or Poor.
- 84.1% of students feel that their teachers encourage them to participate in extracurricular activities, either agreeing or strongly agreeing, while 15.9% of students are neutral or disagree.
- 91.4% of students rated the overall learning environment as Good, Very Good, or Excellent, while 8.5% rated it as Average or Poor.

B) Teacher: Total number of samples -15

- 60 % Teachers are said the 70 % - 84% syllabus was covered in the class as well as 40 % Teachers are said the 85 % - 100 % syllabus was covered in the class.
- 40 % Respondents said that the syllabus bridges the gap between industry standards or current global scenario and academics are good, 40 % Respondents said that the syllabus bridges the gap between industry standards or current global scenario and academics are Excellent, whereas 20 % rated as Average.
- 53.3 % Teacher are agree to the Computer facilities are made available for ICT based teaching to the teachers whereas 40 % Teacher are strongly agree to the Computer facilities are made available for ICT based teaching to the teachers. 6 % Teacher are strongly disagree to the Computer facilities are made available for ICT based teaching to the teachers.
- 53.3 % Teacher are Strongly Agree to the Good facility and encouragement to the teachers for their research work, whereas 46.7 % Teacher are agree the Good facility and encouragement to the teachers for their research work.
- 26.7 % Teacher are Strongly Agree to the College Vision, philosophy & objectives are referred to and reflected in college decisions , 13.3 % Teacher are Neutral to the College Vision, philosophy & objectives are referred to and reflected in college decisions but 60 % Teacher are Agree to the College Vision, philosophy & objectives are referred to and reflected in college decisions.
- 60% Teacher are strongly agree for that the number of reference material & books, journals available for the topics are mentioned in the syllabus , 13.7 % Teacher are Neutral for that the

number of reference material & books, journals available for the topics are mentioned in the syllabus.

- 53.3 % Teachers are said The depth of the course contents are Excellent ,40 % Teachers are said The depth of the course contents are an Good where as 6.7 % Teachers are said The depth of the course contents are Good.
- 80% Teachers said the specialization course choices appropriate for learner is Excellent , 13.3 % Teachers said the specialization course choices appropriate for learner is Average , whereas 6.7% said Good
- 53.3 % Teacher are Agree to the College has adequate medical facilities and is equipped to handle medical and other emergencies, 26.7 % Teacher are Strongly Agree to the College has adequate medical facilities and is equipped to handle medical and other emergencies, 13.3 % Teacher are Strongly Disagree to the College has adequate medical facilities and is equipped to handle medical and other emergencies whereas 6.7% said Neutral.
- 60 % Teacher like to conduct online lectures with conventional lectures after COVID-19 over , 33.3 % Teacher said sometime conduct online lectures with conventional lectures after COVID-19 over whereas 6.7 % Teacher are not interested to conduct online lectures with conventional lectures after COVID-19 over.
- 46.7 % teacher said that the syllabus are useful to provide job opportunities are Excellent , 20 % teacher said that the syllabus are useful to provide job opportunities are good, 33.3 % teacher said Average.
- 93.3 % Teacher said that the Students are disciplined and respect the Staff members whereas 6.7 % Teacher said sometime Students disciplined and respect the Staff members.

C. Employer: Total number of samples -14

- The fact that 57.1% of employees are rated as 'Very Good' is a strong positive indicator. It suggests that the majority of the workforce is highly skilled and effectively utilizes their technical abilities to drive performance and achieve organizational goals. The 7.1% of employees rated as 'Average' highlights a small group that may need additional support or development. With 35.7% of employees rated as 'Good'
- A significant portion of employers (35.7%) rate the skills acquired by employees as 'Good.' This indicates that these employees have a solid foundation and are adequately prepared to meet job expectations. Another 35.7% of employers rate the skills as 'Very Good,' A smaller group of employers (14.3%) rate the skills as 'Excellent.' Another 14.3% of employers rate the skills acquired by employees as 'Average'.
- The feedback reflects that a substantial majority of employers (85.8%) rate employees' problem-solving abilities as 'Good' to 'Excellent.' This indicates that employees are generally well-equipped to tackle workplace challenges, with many demonstrating above-average or outstanding problem-solving skills.
- A notable portion of employers (35.7%) rate employees' adaptability and flexibility as 'Good.' A significant percentage of employers (42.9%) rate these traits as 'Very Good,' showing that employees excel in adapting to different scenarios and requirements. A smaller group of employers (21.4%) rate employees' adaptability and flexibility as 'Excellent'.
- The majority of employers (64.3%) rate employees' leadership and initiative as 'Very Good.' This indicates that these employees are highly effective in leading teams and taking proactive steps. A

significant portion of employers (28.6%) rate employees' leadership and initiative as 'Good'. A smaller group of employers (7.1%) rate employees' leadership and initiative as 'Excellent'.

- A substantial percentage of employers (42.9%) rate this ability as 'Very Good,' indicating that these employees excel in managing extra responsibilities. A significant portion of employers (35.7%) rate employees' ability to take up extra responsibility as 'Good'. A smaller group of employers (21.4%) rate employees' ability to take up extra responsibility as 'Excellent'.
- A significant majority of employers (42.9%) rate employees' overall job performance as 'Excellent'. A substantial percentage of employers (35.7%) rate employees' performance as 'Very Good'. A portion of employers (21.4%) rate employees' overall job performance as 'Good'.

D. Alumni: Total Number of Sample: 12

1. 100 % of Alumni feel proud to be associate with GIMR as Alumni.
2. Our 80% of Alumni willingly contribute to the development of the institute. Some alumni contribute by money or some by their talent.
3. 75% Alumni are highly satisfied and 25% Alumni are satisfied for the development activities organized by the institute for your overall development.
4. 100% of Alumni recommended to their relatives and friends to enroll in GIMR.
5. 100% of Alumni feel that adequate knowledge was gained during your course of study.
6. According to (100%) all alumni the knowledge gain in GIMR relevant in their present Job.
7. 50% Alumni strongly agree that faculties are cooperative for academic support and overall development only 33% alumni rated agree for that.
8. According to overall Alumni feedback the student's teacher's relationship is excellent in GIMR Campus.
9. 8.3% (Rate 5), 33.3% (Rate 4), 16.7% (Rate 3), 33.3% (Rate 2) and 8.3% rate 1 alumni to the academic initiatives taken by the institute to bridge the gap between industry and academia, respectively.
10. Different suggestions were taken from alumni's.




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Action Taken Report Of Feedback From Stakeholders –

2023-2024

MBA -


Feedback from Stakeholders.

The institute initiates structure feedback from internal and External Stakeholder, where in the feedback is collected on various aspect and analyzed. Appropriate action is taken.

Students Feedback and Action Taken

<u>Sr. No.</u>	<u>Feedback</u>	<u>Action Taken</u>
<u>1</u>	Need More Clarity on explanation for hard subject mostly account and student felt that reading material of the syllabus is easily available.	Concern teacher were instructed to take more effort with respect to teaching method and more books added for the Account subject.
<u>2</u>	Students need to have functional knowledge about their working area and need to be trained well on English communication.	We suggest to done to select the project which give more functional knowledge about their working area and the soft skills training will be provided to the sessions.
<u>3</u>	After the completion of syllabus discussion on previous year question paper should be done.	Trying to increase such discussion and giving more practice on solving paper and doubt clearing before the semester exam.




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BBA, BCA-

Feedback from Stakeholders.

The institute initiates structure feedback from internal and External Stakeholder, where in the feedback is collected on various aspect and analyzed. Appropriate action is taken.

Students Feedback and Action Taken

Feed Back From Students: Opportunities for Activities Beyond the Classroom

Action: Encourage teachers to increase the use of practical examples and applications in their teaching. Offer workshops or training to help educators integrate more illustrative methods into their lessons. Encouragement to Participate in Extracurricular Activities

Feed Back From Students: To provide necessary additional resources for learning.

Action: Continue to update and expand the library's collection based on student and faculty recommendations. Address any specific concerns or needs highlighted by the students to improve the library resources.

Feed Back From Students: Expand Extracurricular Opportunities

Action: Increase the variety and number of extracurricular activities available to students, including workshops, projects, and fieldwork, to cater to diverse interests and enhance engagement. Survey students to identify specific types of activities they are interested in and consider incorporating these into the extracurricular program.

MCA-

Feedback from Stakeholders.

The institute initiates structure feedback from internal and External Stakeholder, where in the feedback is collected on various aspect and analyzed. Appropriate action is taken.

Students Feedback and Action Taken

➤ Feed Back From Students : Library Collection and Access to Textbooks

Action Taken: Improve the availability of textbooks and reference materials. This may involve increasing the collection, ensuring better access, or implementing a more efficient book loan system.

➤ Feed Back From Students : Computer Laboratory Infrastructure

Action Taken: Address identified issues and consider upgrades to improve the laboratory infrastructure and equipment.

➤ Feed Back From Students : Improve the Student-Teacher Interaction.

Action Taken: Enhance teacher training on effective communication and support strategies. Address specific concerns raised by students to improve interaction quality.

Teachers Feedback and Action Taken

- HOD's were asked to review the syllabus where needed to reduce the gap between current global scenario and Academics.
- Case study assignments were given to the students. This helped them to acquire problem solving skills.
- Apart from regular teaching, Social awareness and human values to be imparted to students.

Employer Feedback and Action Taken

- **Feedback:** Technical Skills Development
- **Action Plan:** For the 7.1% of employees rated as 'Average' in technical skills, targeted training programs and workshops will be offered to enhance their technical capabilities.
- **Feedback:** Skills Acquired from the Curriculum
- **Action Plan:** Review and update the curriculum to ensure that it aligns with current Industry standards and provides employees with the most relevant and effective skills.
- **Feedback:** Problem-Solving Abilities:
- **Action Plan:** Implement workshops focused on advanced problem-solving techniques to further enhance employees' capabilities in tackling workplace challenges.

Alumni Feedback and Action Taken

- The Institute used an online platform to get alumni input. The data collection indicates that the majority of alumni have no complaints about the quality of instruction. They say that teachers perform their duties to the Institute in a very good, exceptional, and flawless manner.
- A feedback form were analyzed and following points were recommended:
- The institute's concentration was on career-related lectures and workshops for recently graduated students.
The institute's faculty is of the highest caliber; in order to stay up to date, they constantly update both the knowledge and the methods.
- Faculty created a strategy to hold alumni talks covering topics outside of the curriculum, such as current developments in academia and industry.

- Alumni support the institute's growth in a variety of ways, including by funding it, helping with student placements, and organizing lectures and workshops.




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