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INITIAL STAKEHOLDER PERCEPTION SURVEY Results

RK UNIVERSITY, INDIA

**Integrating Talent Development into Innovation Ecosystems in Higher Education
Ecosystems in Higher Education**

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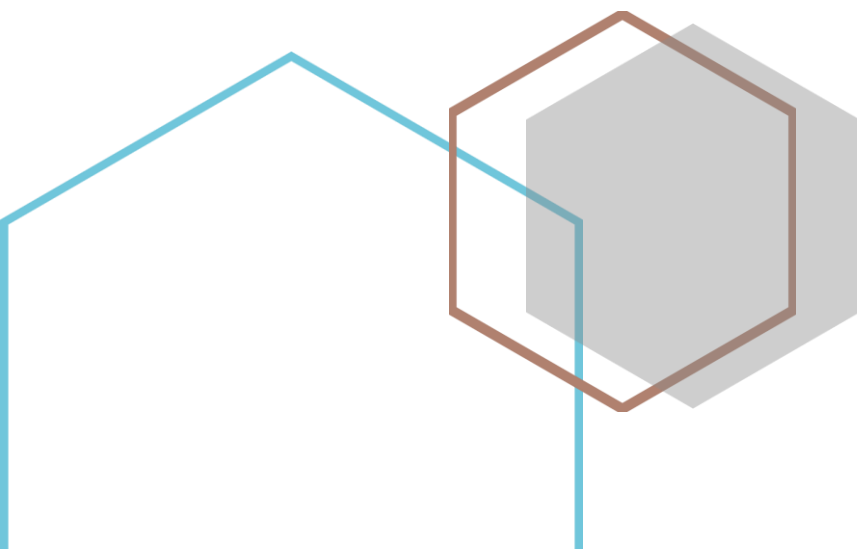


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Each INNOTAL Partner University in Asia has carried out a survey campaign aimed at mapping the initial positions and perceptions of key University stakeholders on issues of relevance to the project.

Representatives of administration and management have been asked to give their opinion about the way graduates' employability and relations with external stakeholders are currently handled at their University.

Students have provided feedback about the state of current student representation at the University, which is an important determinant of the ability of the institution to attract and retain talent.

Faculty members have been asked to share their interest in, and expectations from, future plans to embed employability in the various activities and operations at the University, to further develop talent development and improve the quality and relevance of education.

This document presents and analyses the results from this survey.

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Summary and Analysis

For studying the perception of various stakeholders at the University, a survey was carried out in which 137 respondents participated, including (A) Management and (B) Administration, (C) Students, (D) Faculty Members.

Based on the responses from Category (A) Management and (B) Administration, the findings of the survey can be summarized as follows:

A big majority of respondents (80%) confirmed that the University has a strategy in place for increasing employability. However, they assessed the university's performance in terms of promoting employability as average. This indicates that the potential positive impact of INNOTAL activities is substantial. The majority of respondents feel that the University is monitoring the external conditions in the economy and society impacting employability also that it is eager to learn from other Universities. Exactly half of the respondents feel that for the design and development of curriculum, external shareholders' opinion should be considered, although academics should have the final word. In response to the question about developing students' talent and employability, the majority feel that students should be assisted in coming into direct contact with the world of work. Almost 2/3 of respondents feel that the teaching process at the University provides sufficient autonomy, responsibility and freedom to students.

Based on the responses from Category (C) Students, the findings of the survey can be summarized as follows:

2/3 of the respondents reply positively about students' participation in official decision-making bodies of the University. Almost 80% feel that students are sufficiently consulted on the quality of programs and teaching. Over 60% of the students agree that they are also consulted on the matters of providing students support services, health and other services related to social life at the University. We believe that these results are not out of the ordinary, although the lower percentage of students that feel represented and consulted on matters related to support and social services needs to be addressed. On a positive note, everyone feels that the University attracts and retains talented students. The future of INNOTAL activities seems to be promising as the majority of respondents are ready to participate in any innovation or research project with their Professors. In response to the question about type of activity which will improve their employability 88% felt Internship with Industry is the best choice and almost half of respondents also choose Research and Innovation and Case Based study as also contributing factors.

Based on the responses from Category (D) Faculty members, we can summarize the findings of the survey as follows:

The majority of faculty members felt that the University is doing enough to guarantee employment to students, but at the same time they also feel that more efforts will help us achieve better results. Almost 60% of the respondents agree that the University is doing enough to maintain beneficial links with employers. It is positive that the remaining respondents feel that the University is doing a lot, although they believe more efforts are necessary. Almost all respondents shown readiness in contributing to the University's efforts in developing students' employability. Half of the respondents feel that their workload would increase due to their contribution to activities aimed at improving the employability of students. This issue needs to be addressed in order to prevent internal resistance to future changes in this area. With regard to reward, more than half of the responding faculty feel that their efforts towards improving students' employability are sufficiently rewarded and recognized. All responding faculty agree with the idea of involving employers in the design, delivery and evaluation of courses. There was a mixed and balanced reply to the question whether the involvement of employers in design, delivery and evaluation of courses will disrupt the teaching process at the University. This is again

an issue that needs to be addressed in the future project activities. On a positive note, the majority of faculty members do not feel that their academic freedom will be compromised if employers are involved in the design, delivery and evaluation of courses.

The majority of Faculty members feel that they are providing responsibility, autonomy and freedom to the students to the extent allowed by the University. Almost 80% of the respondents have shown eagerness to develop and deliver training in Innovation and Entrepreneurship. This is very positive and shows that future INNOTAL activities are likely to be well received. Almost all responding faculty members have shown eagerness to facilitate the participation of their students in innovation or research projects which also involve employers.

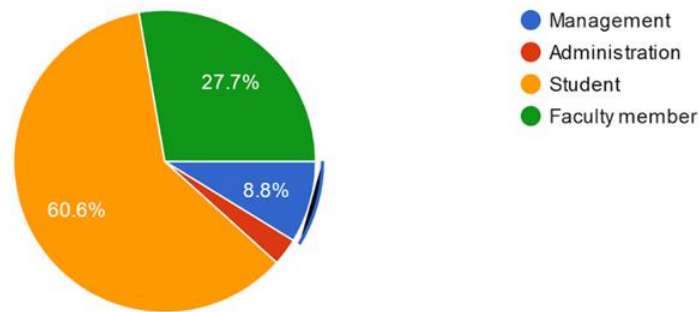


Detailed Results

Participants

Your position at the University:

137 responses



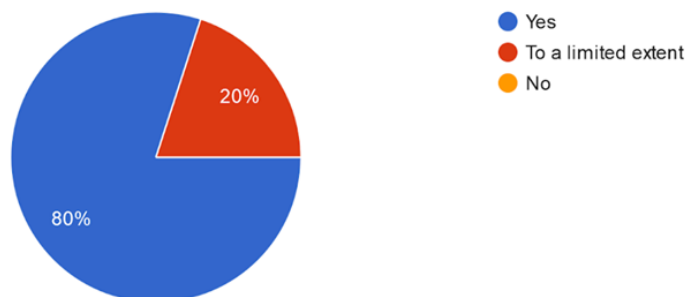
Your exact position: 9 responses, among them notable ones include:

1. Professor and Director
2. Dy. Director, School of Pharmacy
3. Director, Faculty of Technology
4. Director

Responses from Management and Administration

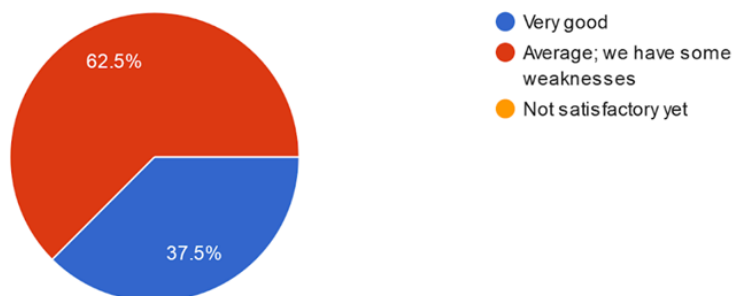
Does our university have a strategy for increasing the employability of our graduates and developing links with b...oring our performance in these areas?

15 responses



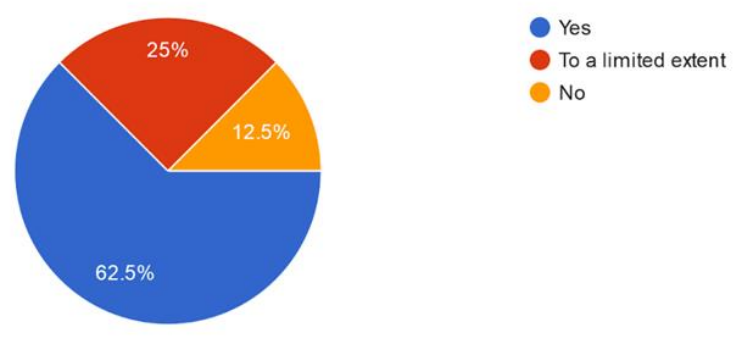
In your opinion, how satisfactory is our university's performance in these areas?

16 responses



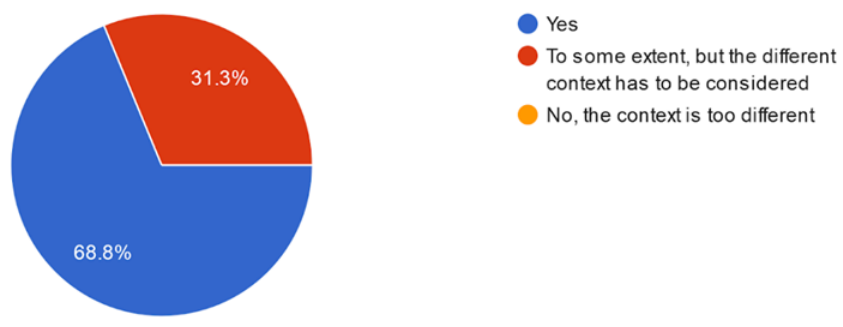
Is our university monitoring the external conditions in the economy and society that may affect the employability of our graduates?

16 responses



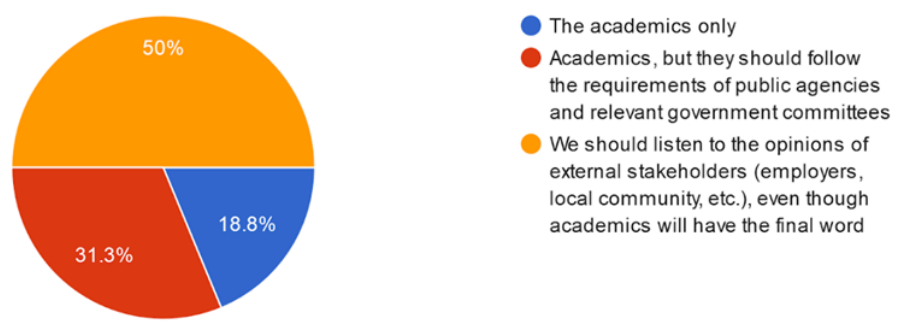
Is it useful to research and learn from the experience of other universities in these areas?

16 responses



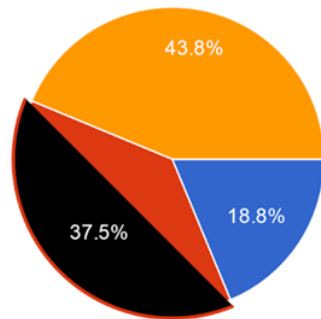
Who should be responsible for the design, delivery and evaluation of curricula at our university?

16 responses



How can we develop our students' talent and employability?

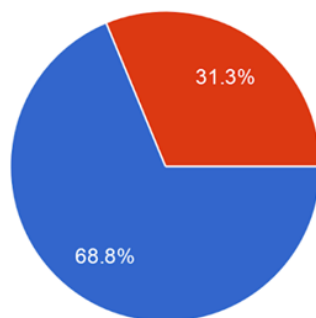
16 responses



- It is up to academics to find the best way to provide students with knowledge and skills
- Academics should have the leading role, but they should look for advice from employers and the world of work
- We should help our students to come in direct contact with the world of work as much as possible

Does the teaching process at the university give sufficient autonomy, responsibility and freedom to students?

16 responses



- Yes, we are doing our best
- We are trying but there is still much to be desired
- No, this should not be a priority

You can share with us any additional comments or observations you might have on the above topics or on related issues:

- There are additional events and activities which are organized other than curriculum to help students learn decision making and leadership.
- Very good management department
- Service persons have limitations to think beyond the regular stuffs. Involvement of trendsetters will be the best for kick-off step.



Responses from Faculty Members

Area of teaching and research (optional)

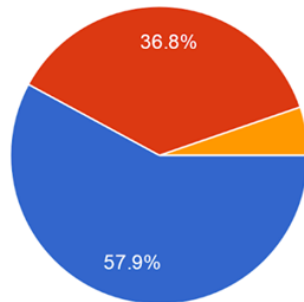
27 responses

- Management
- Corporate Governance, Consumer Behaviour
- Pharmaceutical Chemistry
- Pharmaceutical science
- Marketing and Market research
- Marketing, Statistics, Analytics, Digital Marketing
- Mechanical Engineering
- Embedded system design
- Novel Drug Delivery System
- research and biostatistics, professional orientation, telehealth
- Microbiology
- Microbiology and integrated health science
- Chemistry (Organic)
- tele health
- Musculoskeletal Physiotherapy
- Musculoskeletal and sports sciences
- Neurological condition
- Electrodiagnosis
- Cardiovascular and pulmonary condition
- Cardiopulmonary and vascular condition
- Cardio vascular and pulmonary science
- Musculoskeletal and sports
- Neurorehabilitation
- Analytical chemistry
- Material Science
- Chemistry
- Organic Chemistry



Do you think that our university is doing enough to guarantee the employability of our graduates?

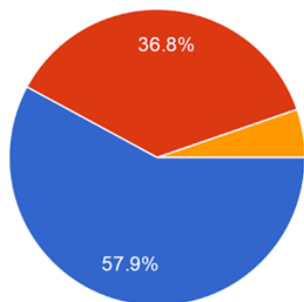
38 responses



- Yes
- We are doing a lot, but more efforts would achieve even better results
- No, we have a strategy but not enough effort is put in this area
- Not at all

Do you think that our university is doing enough to maintain beneficial links with employers?

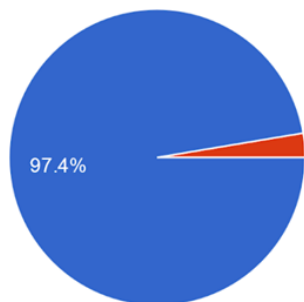
38 responses



- Yes
- We are doing a lot, but more efforts would achieve even better results
- No, we have a strategy but not enough effort is put in this area
- Not at all

Would you be willing to contribute to university efforts to develop the employability of students or create link... employers, if the conditions are right?

38 responses

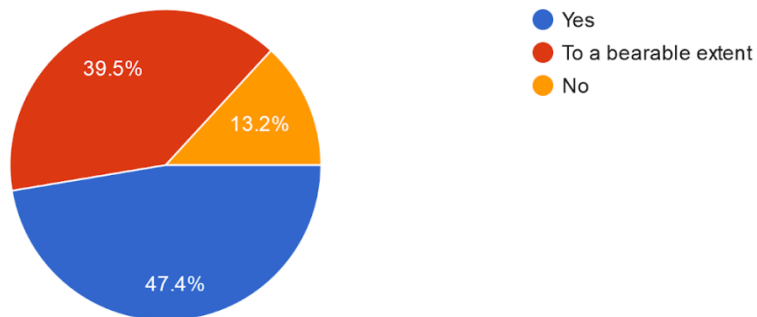


- Yes
- No



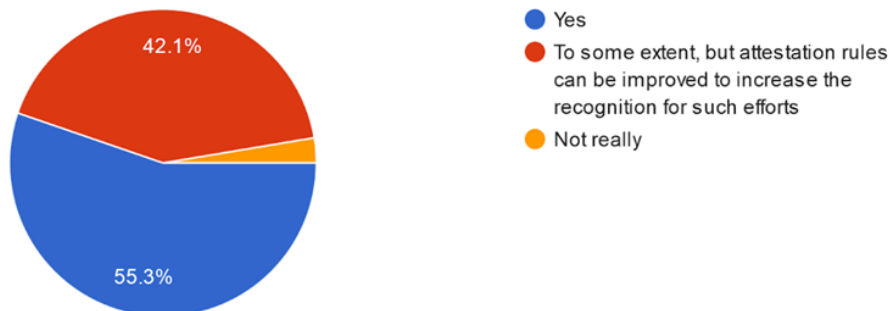
Do you think your involvement in activities aimed at improving the employability of students or creating ...employers will increase your workload?

38 responses



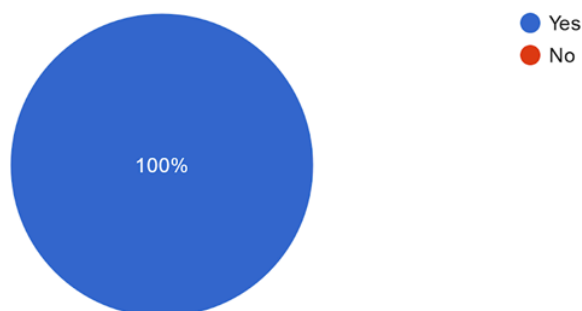
There are faculty members already involved in activities aimed at improving the employability of students or creati... sufficiently recognized and rewarded?

38 responses



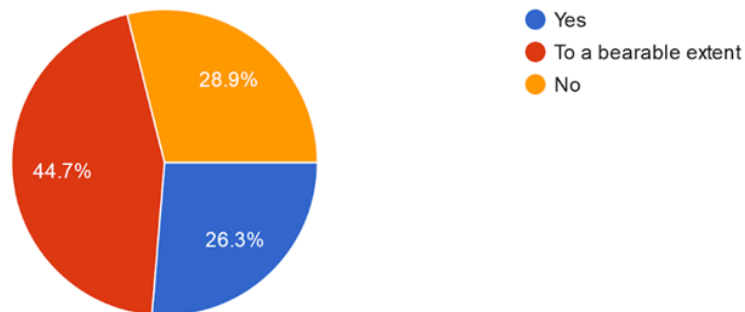
Do you think it is a good idea to involve employers in the design, delivery and evaluation of courses?

38 responses



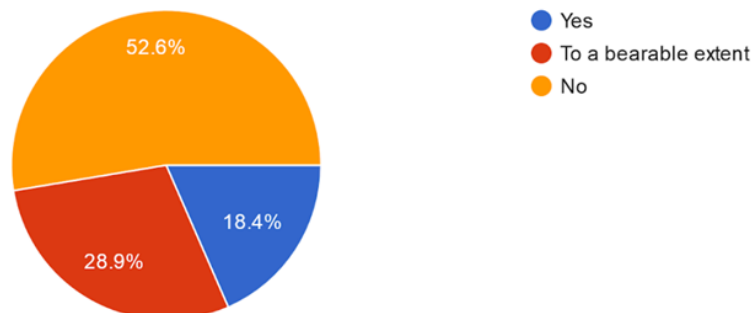
Do you think involving employers in the design, delivery and evaluation of courses will disrupt the teaching process or changes in the way teaching is done?

38 responses



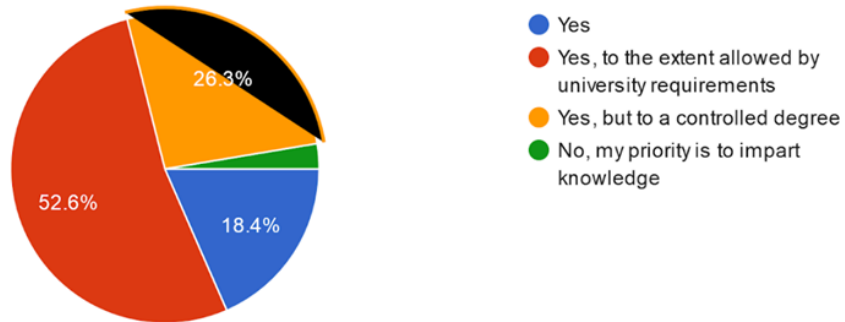
Do you think involving employers in the design, delivery and evaluation of courses will compromise your academic freedom?

38 responses



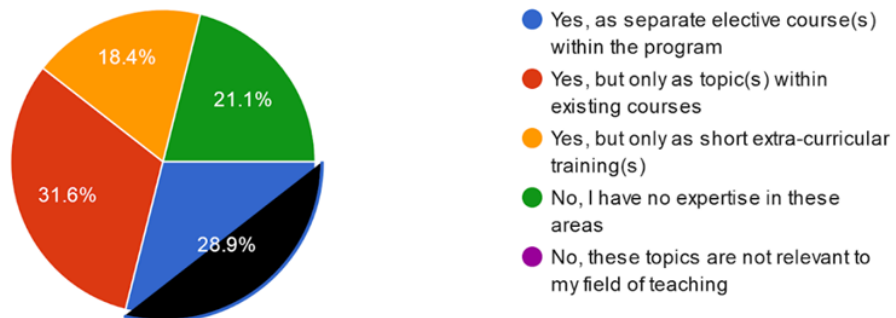
In your teaching, are you trying to give students more responsibility, autonomy and freedom?

38 responses



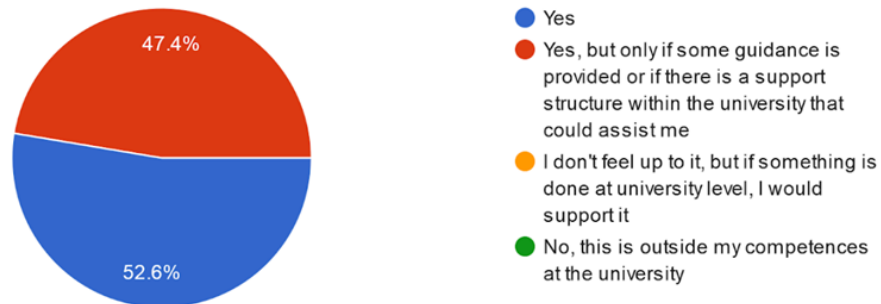
Would you be willing to develop and deliver innovation and entrepreneurship training?

38 responses



Would you be willing to organize and facilitate the participation of your students in innovation or research projects that also involve employers?

38 responses



You can share with us any additional comments or observations you might have on the above topics or on related issues

9 responses

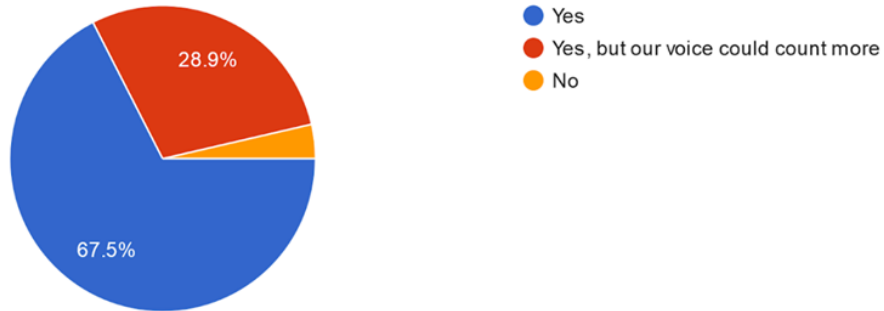
- Students' interest should be identified properly and can streamline efforts in collaboration with employer to help students their career goal.
- To deal with the low employability skills of students, one need to put some focused efforts to improve their employability from the very first semester of the program.
- Actually in reference to student's employability, the main reason of unemployment is the students not coming out of their comfort zone and even do not bother to register them self when the company is available for the campus drive, otherwise ample opportunities are available at our university in terms of campus placement and pool drives for the students. As a part of curriculum design we are already having industrialists and alumni at the time of board of study meetings organized every year.
- More freedom to faculty and faculty should be paid according to workload



Responses from Students

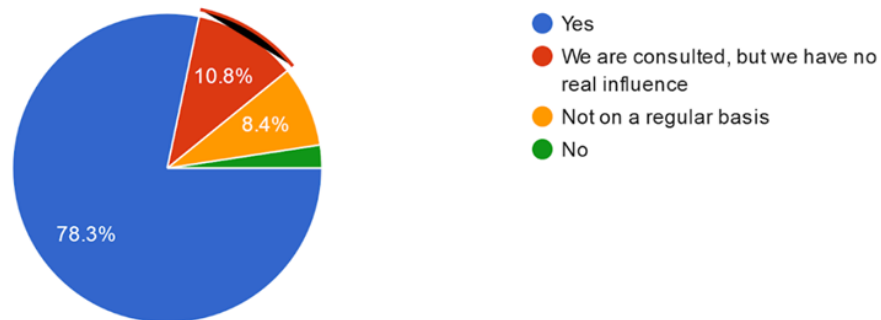
Do you think students are properly represented in official decision-making bodies at the university?

83 responses



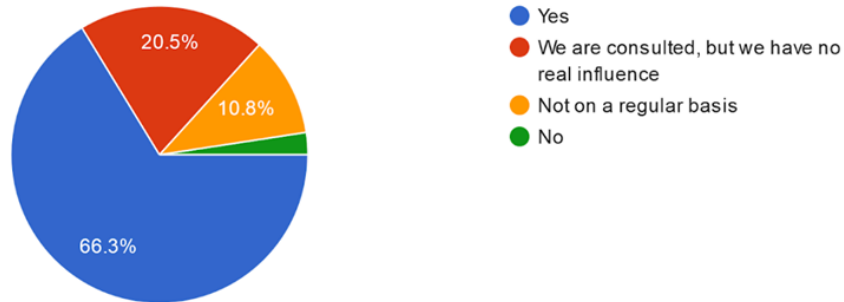
Do you feel that students are sufficiently consulted on the quality of the programs and teaching?

83 responses



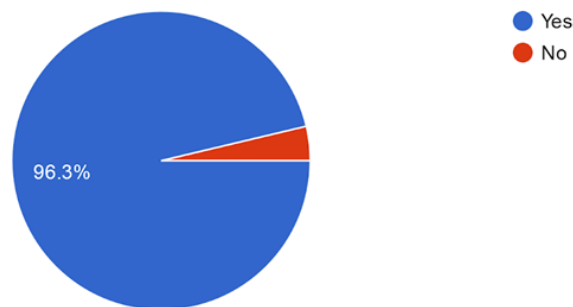
Do you feel that students are sufficiently consulted on the provision of student support services at the universi...ation, health services and social life?

83 responses



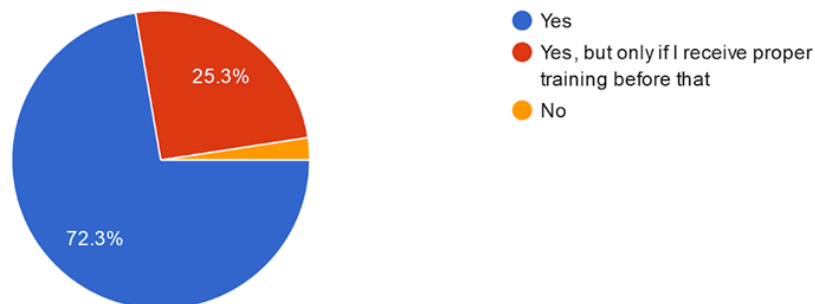
Do you feel that your university attracts and retains talented students?

81 responses



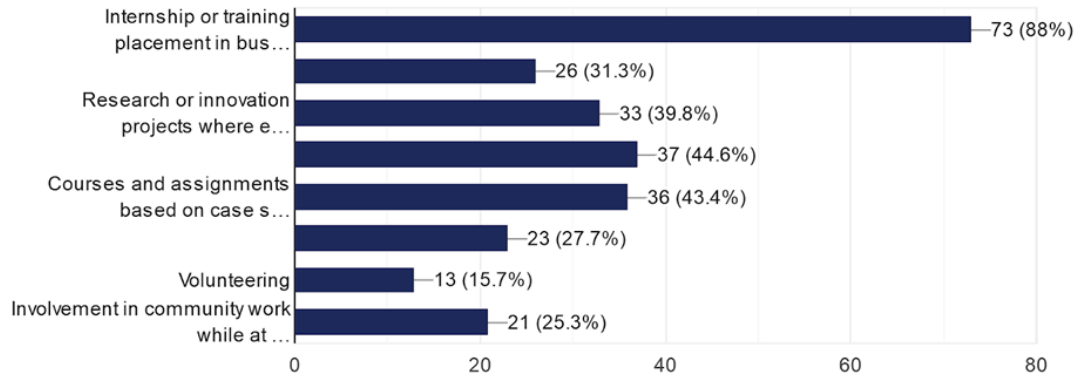
Do you feel confident and prepared to become involved in an innovation or research project together with your professors?

83 responses



What type of activities do you think would best serve to improve your employability? (more than one answer is possible)

83 responses



You can share with us any additional comments or observations you might have on the above topics or on related issues

9 responses

- Proud to be a part of RK University
- During university studies give students more opportunity to get involved in activities leading to practical knowledge. Give them industrial training in each semester completion so they are able to face the real world of engineering in near future.
- Continuous internal evaluation is being taken with due care and industrial internship are provided in each semester for the betterment of the students.
- I observed, students are not interested in study book. But they will do practical work for they understand. I think is better than books.
- According to my point of view I would like to say that there is need of some extra activities and some extra practical knowledge so that the students who are not able to understand properly can understand it.
- We get practical knowledge rather than theoretical knowledge. And that's best.

