



SALAFIYYA ARABIC COLLEGE, KARINGANAD

**P.O VILAYUR, PIN: 679309, PALAKKAD DT, KERALA, INDIA
(AFFILIATED TO THE UNIVERSITY OF CALICUT)**

EMPLOYERS FEEDBACK S ACTION TAKEN REPORT 2020-21

The "Employers Feedback" section offers a thorough analysis of employee performance across various key indicators, integrating both qualitative and quantitative assessments from employers. This evaluation highlights strengths and identifies significant areas for improvement. Notably, employees show room for growth in practical problem-solving and creativity, with many struggling to achieve higher performance levels. This underscores the need for targeted training programs aimed at enhancing these crucial skills. Additionally, while effective teamwork and leadership abilities are evident among many employees, there is potential to further elevate their performance through advanced development opportunities and increased responsibilities.

To address these areas, the organization should focus on improving training programs, especially in creative problem-solving and practical solutions, to help employees reach their full potential. Enhancing leadership development and providing more chances for employees to take on additional responsibilities will also support overall performance improvement. By concentrating on these key areas, the organization can cultivate a more skilled and dynamic workforce, leading to greater success and productivity.




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SUGGESTIONS AND ACTION TAKEN 2020-21

Suggestions	Action Taken
Design targeted training programs to improve identified areas of weakness, including adaptability, technical skills, and leadership qualities.	Organized and led workshops focused on change management, technical skill enhancement, and leadership development.
Encourage continuous learning by offering workshops, online courses, and seminars to keep skills up-to-date and relevant.	Offered access to online learning platforms for self-paced skill development.
Create mentorship programs where experienced employees mentor and support those needing development.	Facilitated team-building exercises to strengthen collaboration and adaptability.
Offer personalized coaching to address individual performance gaps and support professional growth.	Implemented flexible work policies to accommodate various working styles and needs.
Promote teamwork by assigning projects that necessitate collective problem-solving and adaptability.	Fostered a culture that encourages innovation and experimentation, helping to reduce the fear of failure.
Expand leadership training to help employees in managerial roles refine their skills and prepare for higher responsibilities	Implemented mentorship programs and advanced workshops to strengthen leadership capabilities throughout the organization.




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EMPLOYERS FEEDBACK S ACTION TAKEN REPORT 2022-23

The "Employers Feedback" section offers a thorough analysis of employee performance across key indicators, integrating both qualitative and quantitative assessments. This evaluation highlights areas of strength, such as goal achievement, leadership, and teamwork, while also identifying opportunities for improvement. The 2022-23 Employer Feedback Report shows that while many employees perform well, there are specific areas, notably technical skills and creative problem-solving, where further development is needed.

To enhance overall performance, the organization should implement targeted initiatives, including specialized training programs, mentoring, and workshops. By fostering a culture of continuous learning and innovation, employees can better address emerging challenges and improve their skill sets. Focusing on these strategic areas will help elevate workforce capabilities, drive sustained growth, and maintain a competitive edge.




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SUGGESTIONS AND ACTION TAKEN 2022-23

Suggestions	Action Taken
Implement role rotation programs to expose employees to various functions within the organization, boosting their flexibility and skill sets.	Organized workshops focusing on change management, technical skill enhancement, and leadership development.
Establish mentorship programs where experienced employees guide and support those needing improvement.	Conducted team-building exercises to enhance collaboration and adaptability.
Implement specific, measurable goals for each employee to track and encourage continuous development.	Provided access to online learning platforms for self-paced skill development
Deliver personalized coaching to address individual performance gaps and promote professional growth.	Introduced role rotation initiatives to diversify employee experience and skills.
Promote teamwork by assigning projects that necessitate collective problem-solving and adaptability.	Cultivated a culture that supports innovation and experimentation, helping to alleviate the fear of failure.
Create focused training modules aimed at improving technical skills and enhancing creative problem-solving.	Developed and implemented specialized training modules designed to improve technical skills and enhance creative problem-solving abilities.
Expand leadership training programs to refine management skills and prepare employees for higher responsibilities.	Conducted advanced workshops, leadership seminars, and mentorship opportunities to strengthen and enhance leadership capabilities across the organization.



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