



# SALAFIYYA ARABIC COLLEGE, KARINGANAD

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

## EMPLOYERS FEEDBACK REPORT 2020-21

This report provides an analysis of employee performance across several key categories. The assessment involves employees from different organizations and designations, each evaluated on their ability to contribute to organizational goals, technical knowledge/skills, creativity in response to challenges, performance in developing solutions, ability to take up extra responsibilities, leadership qualities, and teamwork. The qualitative ratings provided by the employers have been converted into quantitative percentages for a clearer and more comparable view of the data.

### EMPLOYER FEEDBACK REPORT 2020-21

Name of the employee	ability to contribute to the goal (%)	technical knowledge skill (%)	creative in response to challenges (%)	performance on developing solutions (%)	ability to take up extra responsibility (%)	ability to manage leadership qualities (%)	ability to work in a team (%)
Ali. K. K	70%	50%	70%	60%	80%	80%	70%
Abdul rasheed. E	70%	50%	60%	60%	70%	70%	70%
Abdul rasheed. v	60%	40%	50%	50%	80%	60%	60%
Youcef	60%	40%	70%	40%	60%	80%	60%
Eassa A. K	80%	60%	80%	70%	90%	60%	80%
Sumayya A. K	60%	60%	70%	50%	60%	60%	70%
Jumaila.T	50%	70%	60%	50%	60%	80%	80%
Ashiq	40%	60%	50%	40%	70%	70%	80%
Muhammed rasheed	60%	50%	40%	40%	70%	60%	50%

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## Employees Ability to Contribute to The Goal of The Organization



**Bad (11%):** 11% of employees fall into the "Bad" category.

**Satisfactory (56%):** The majority of employees (56%) are considered satisfactory in their ability to contribute.

**Good (22%):** 22% of the employees are rated as "Good".

**Very Good (11%):** Another 11% of employees are rated as "Very Good".

The chart reveals that while the majority of employees are meeting expectations (Satisfactory), there is a significant portion (33%) that either excels beyond this (Good and Very Good) or falls short (Bad). The absence of any "Excellent" ratings suggests that the organization may have high standards or that there is a need for further development and training to help employees reach the highest level of performance. The data highlights areas where the organization could focus on improving employee skills and performance, particularly for those rated as "Bad" and "Satisfactory," to move them into higher performance categories.



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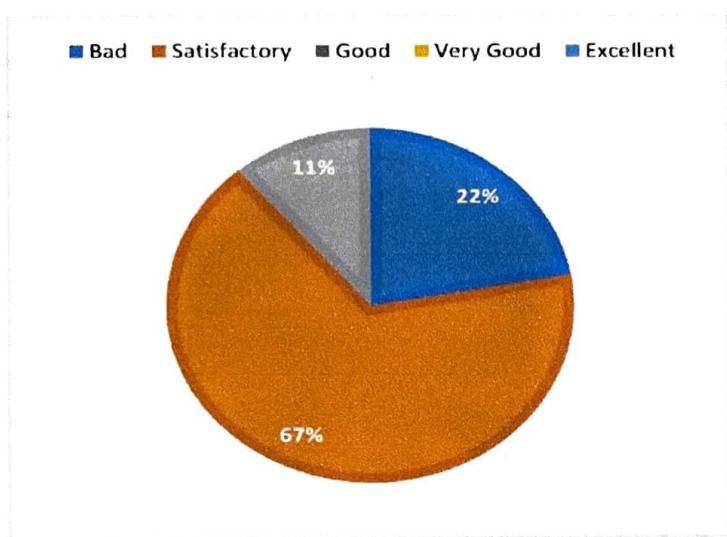
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## Employees Technical Knowledge/ Skills to Ability to Manage



**Satisfactory (67%):** The majority of employees, 67%, are rated as "Satisfactory."

**Bad (22%):** 22% of employees are categorized as "Bad".

**Good (11%):** Only 11% of employees fall into the "Good" category.

The distribution of technical knowledge/skills among employees shows a varied ability to manage effectively. A majority, 67%, are deemed satisfactory, meaning they meet the basic requirements but may lack the advanced skills or confidence needed for optimal management. Only 11% are considered good, indicating a smaller group with the expertise and leadership qualities to manage effectively. However, 22% fall into the bad category, reflecting a significant portion who struggle with both technical skills and management responsibilities. This suggests a potential need for targeted training or reassessment of roles to better align skills with management demands.

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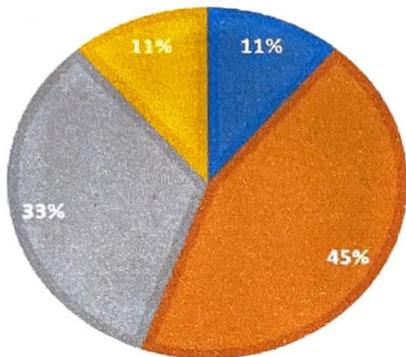


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## Employees Creative in Response to Workplace Challenges

■ Bad ■ Satisfactory ■ Good ■ Very Good ■ Excellent



**Bad (11%):** 11% of employees are rated as "Bad".

**Satisfactory (45%):** The largest segment, comprising 45% of employees, is rated as "Satisfactory."

**Good (33%):** 33% of employees are rated as "Good."

**Very Good (11%):** 11% of employees fall into the "Very Good" category.

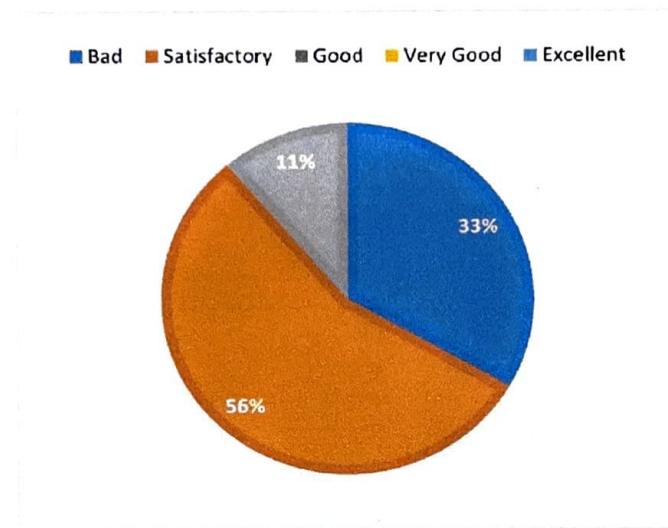
The chart shows that most employees (78%) are either "Satisfactory" or "Good" in their creative responses to workplace challenges, indicating adequate but not exceptional performance in this area. The 11% rated as "Very Good" suggests a smaller portion of employees who are strong in creativity, but the absence of any "Excellent" ratings highlights a gap at the highest level of creativity. The 11% rated as "Bad" suggests that some employees struggle with creative problem-solving, which may be an area for targeted improvement or training. Overall, the data indicates that while many employees are reasonably creative, there is significant room for enhancement, particularly in fostering top-tier creativity.



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## Employees Performance on Developing Practical Solution to Workplace Problems



**Bad (33%):** A significant 33% of employees are rated as "Bad".

**Satisfactory (56%):** The majority of employees, 56%, are rated as "Satisfactory."

**Good (11%):** A smaller group, 11%, is rated as "Good."

The data reveals a workforce where the majority (56%) are meeting expectations in problem-solving, but a significant portion (33%) is underperforming. The presence of a relatively small percentage (11%) of employees rated as "Good" suggests that only a few are excelling in this area. The high percentage of employees rated as "Bad" is concerning, as it indicates a substantial need for improvement in practical problem-solving skills. This could suggest the need for additional training, support, or changes in work processes to help employees better address and resolve workplace issues. Overall, while most employees are performing satisfactorily, there is considerable room for growth, particularly in reducing the number of employees who are struggling.

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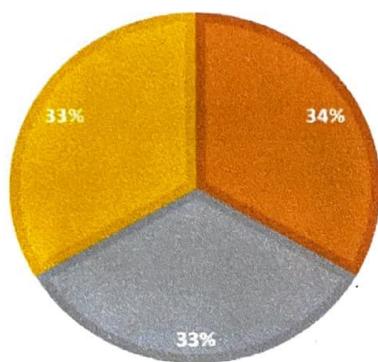


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## Ability to Take Up Extra Responsibility

■ Bad ■ Satisfactory ■ Good ■ Very Good ■ Excellent



**Satisfactory (34%):** The largest segment, albeit slightly, is rated as "Satisfactory" (34%).

**Good (33%):** Nearly an equal portion of employees, 33%, fall into the "Good" category.

**Very Good (33%):** Another 33% of employees are rated as "Very Good."

The distribution is quite balanced across the three categories, with no significant outliers. This suggests that a relatively even proportion of employees are capable of handling extra responsibilities, though at different levels of effectiveness. The fact that the majority of employees are rated as "Satisfactory" or higher indicates that the workforce is generally capable of taking on more tasks when needed. However, the absence of an "Excellent" category might suggest that while employees are competent, there is potential to further develop their ability to take on extra responsibilities and push more of them into the "Very Good" or even "Excellent" range.

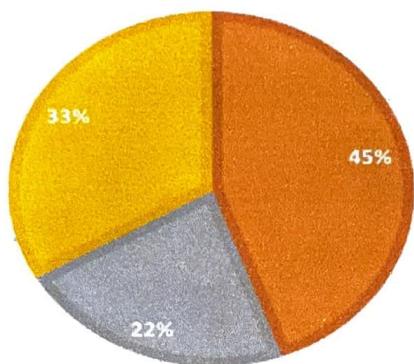


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## Ability to Manage Leadership Qualities

■ Bad ■ Satisfactory ■ Good ■ Very Good ■ Excellent



**Satisfactory (45%):** The largest group, 45% of employees, is rated as "Satisfactory" in their ability to manage leadership qualities.

**Good (22%):** 22% of employees are rated as "Good."

**Very Good (33%):** 33% of employees fall into the "Very Good" category, indicating strong leadership abilities.

The data shows a balanced distribution of leadership qualities among employees, with a significant portion (55%) rated as either "Good" or "Very Good." This suggests that the organization has a considerable number of employees with strong leadership potential. However, the fact that 45% of employees are only rated as "Satisfactory" indicates that there is still room for improvement in leadership development. To enhance overall leadership capacity, the organization might focus on training and development programs to help those in the "Satisfactory" category elevate their skills to the "Good" or "Very Good" levels. The strong presence of "Very Good" ratings is encouraging, as it indicates a solid foundation of leadership talent within the organization.



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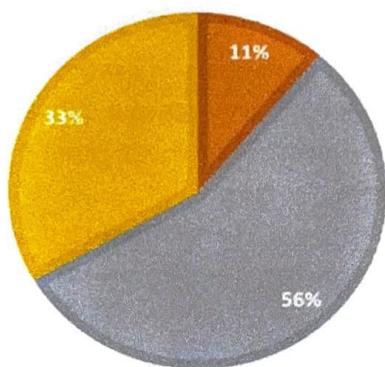


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## Ability To Work in A Team

■ Bad ■ Satisfactory ■ Good ■ Very Good ■ Excellent



**Satisfactory (11%):** 11% rated as "Satisfactory".

**Good (56%):** The majority fall into this category. These individuals are generally effective team players.

**Very Good (33%):** These individuals excel in teamwork. They not only contribute effectively but also help foster a positive team environment.

The majority (56%) are categorized as "Good," indicating they are generally effective team players who communicate well and contribute to team goals. A smaller proportion (33%) excel in teamwork, showing strong leadership qualities and contributing to a positive team environment. However, a notable minority (11%) are rated as "Satisfactory," suggesting that while they can work in a team, there is room for improvement in communication and collaboration skills. Overall, while the team is largely effective, there is an opportunity for targeted development to elevate the performance of those in the "Satisfactory" category and enhance overall team dynamics.



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## Conclusion

The analysis offers a detailed assessment of employee strengths and areas needing improvement across various performance indicators. Although most employees meet expectations, there are notable areas for development. To bridge these gaps, the organization should invest in targeted training programs aimed at enhancing creative problem-solving and practical solutions. Additionally, strengthening leadership development and providing more opportunities for employees to assume additional responsibilities could further boost overall performance.



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