



K.R. MANGALAM UNIVERSITY
THE COMPLETE WORLD OF EDUCATION



K.R. MANGALAM UNIVERSITY

EMPLOYER FEEDBACK ANALYSIS REPORT

ACADEMIC SESSION 2025-26



Feedback Committee Internal Quality Assurance Cell (IQAC)

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Introduction

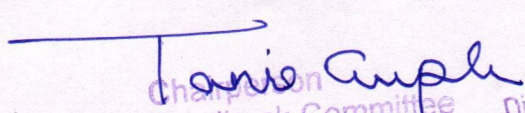
As a part of its continuous quality assurance and enhancement initiatives, the Internal Quality Assurance Cell (IQAC) of K.R. Mangalam University obtains feedback from various stakeholders on the academic programmes and institutional practices. The feedback serves as an important quality assurance mechanism by providing valuable insights into stakeholders' perceptions and expectations. These inputs assist the IQAC in identifying areas for improvement, implementing corrective measures, and continuously enhancing the quality of education, student support services, and the overall credibility of the University.

Overall Analysis and Interpretation

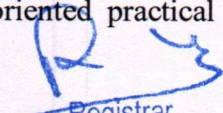
The Employer Feedback Survey for the Academic Session 2025–26 received responses from 24 employers representing diverse industries. The feedback was collected to assess employers' perceptions regarding graduates' competencies, curriculum relevance, employability skills, and alignment of academic programmes with industry expectations. The overall findings reveal that employers have a highly positive perception of the University's graduates and curriculum, with the majority of responses falling under the categories of Excellent and Very Good.

The feedback indicates that graduates demonstrate strong communication abilities, teamwork, leadership, ethical values, adaptability, technological competence, and critical thinking skills, reflecting the University's emphasis on outcome-based education and holistic student development. Employers particularly appreciated graduates' ability to contribute effectively within organizations, demonstrate professionalism, work collaboratively, and uphold moral and ethical standards.

With respect to curriculum design, employers expressed satisfaction with the relevance of the curriculum to contemporary societal and industrial needs. They acknowledged that the curriculum effectively integrates human values, environmental consciousness, professional ethics, employability skills, and interdisciplinary perspectives. However, employers also suggested strengthening entrepreneurship education, increasing industry-oriented practical


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exposure, and introducing more specialized and emerging courses aligned with evolving industry requirements.

The qualitative feedback further emphasizes the importance of incorporating emerging technologies such as Artificial Intelligence, legal technology, cybersecurity, data protection, entrepreneurship, coding aptitude, research orientation, and interdisciplinary learning into academic programmes. Employers also stressed the need for stronger industry-academia collaboration, longer internships, practical legal training, corporate law specializations, and enhanced employability skills to prepare graduates for future workplace challenges.

Overall, the feedback demonstrates that employers are satisfied with the University's academic quality and graduate attributes while recommending continuous curriculum enrichment to meet rapidly changing industrial and professional expectations.

The feedback was collected for the academic session 2025-26 and analysed in the following aspects:

Section I: Employee Attributes and Skills: Demonstrated Achievement of Curriculum Learning Outcomes

Section II: Curriculum Design and Development

Section III: Suggestions for Curriculum Design and Review

Section-wise analysis of the feedback received from the Employers is presented as under:

Section I: Employee Attributes and Skills: Demonstrated Achievement of Curriculum Learning Outcomes

S. No	Statement	1	2	3	4	5
		%	%	%	%	%
1	Communication Skills	45.8	33.3	12.5	4.2	4.2
2	Creative in response to workplace problems and challenges	29.2	45.8	25	0	0
3	Working as part of a team	54.2	29.2	12.5	4.2	0
4	Self-motivated, enthusiastic and initiative to take up assigned and extra responsibilities	41.7	45.8	12.5	0	0

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5	Self-directed and lifelong learning	37.5	45.8	16.7	0	0
6	Using technology and updating technical knowledge and skills	50	37.5	8.3	4.2	0
7	Ability to contribute to the goal of the organization	50	45.8	1	0	0
8	Critical Thinking and Decision-Making Skills	37.5	58.3	4.2	0	0
9	Leadership qualities and interpersonal relationships with seniors/peers/subordinates	50	33.3	16.7	0	0
10	Innovativeness and creativity	29.2	45.8	25	0	0
11	Involvement in social activities	62.5	12.5	20.8	4.2	0
12	Empathy	50	33.3	16.7	0	0
13	Adaptability and Resilience	41.7	33.3	25	0	0
14	Obligation to work beyond schedule if required	50	33.3	16.7	0	0
15	Moral and Ethical Conduct	54.2	29.2	12.5	4.2	0

***On 5 point rating scale**

1 Excellent
2 Very Good
3 Good
4 Average
5 Poor

Section I: Overall Analysis and Interpretation

Employee Attributes and Skills: Demonstrated Achievement of Curriculum Learning Outcomes

The feedback received from employers indicates a highly positive assessment of the attributes and competencies demonstrated by K.R. Mangalam University graduates. The majority of employers rated the graduates as **Excellent** or **Very Good** across almost all parameters, reflecting the University's success in achieving the intended curriculum learning outcomes. Graduates were particularly appreciated for their communication skills, teamwork, leadership qualities, technological competence, critical thinking, ethical conduct, and ability to contribute effectively towards organizational goals. Employers also acknowledged graduates' self-motivation, adaptability, willingness to learn, and professional attitude, indicating that the

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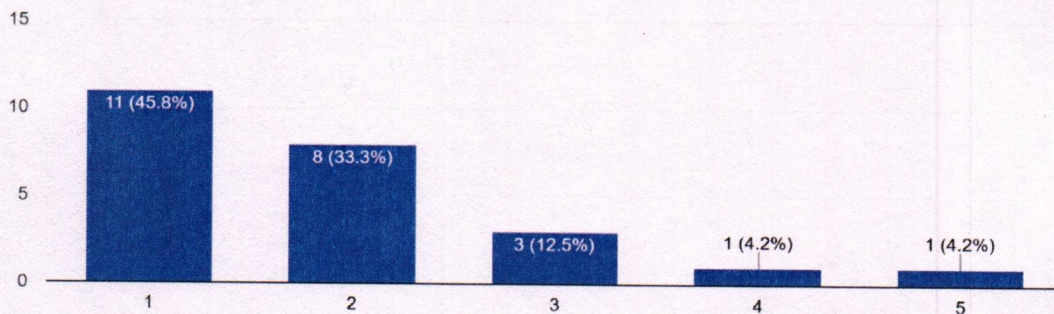
University has been successful in developing both technical and employability skills required in today's competitive workplace.

Although the overall responses were highly encouraging, comparatively moderate ratings were observed for creativity, innovation, adaptability, and involvement in social activities, suggesting opportunities to further strengthen experiential learning, innovation-driven pedagogy, interdisciplinary projects, and industry exposure. Overall, the findings demonstrate that the University's outcome-based curriculum has effectively prepared graduates with the knowledge, skills, attitudes, and professional values expected by employers.

Figures

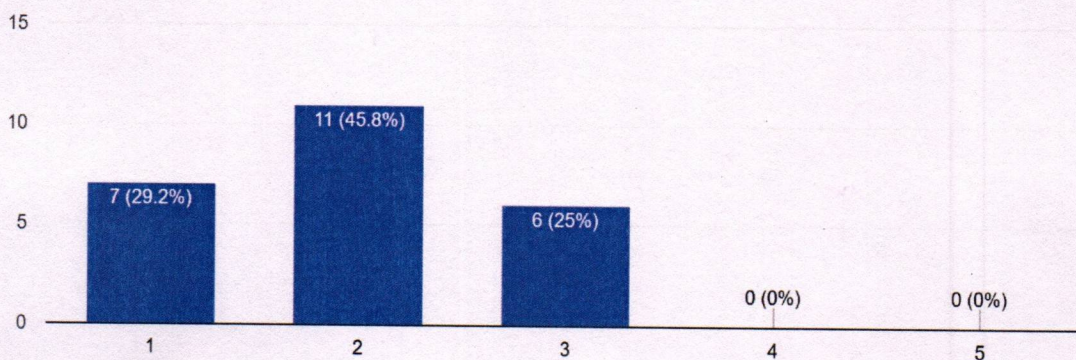
Communication Skills

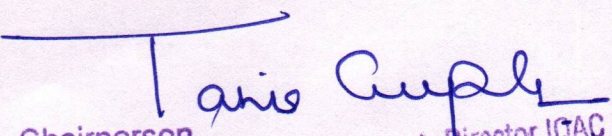
24 responses

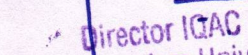


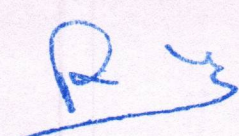
Creative in response to workplace problems and challenges

24 responses



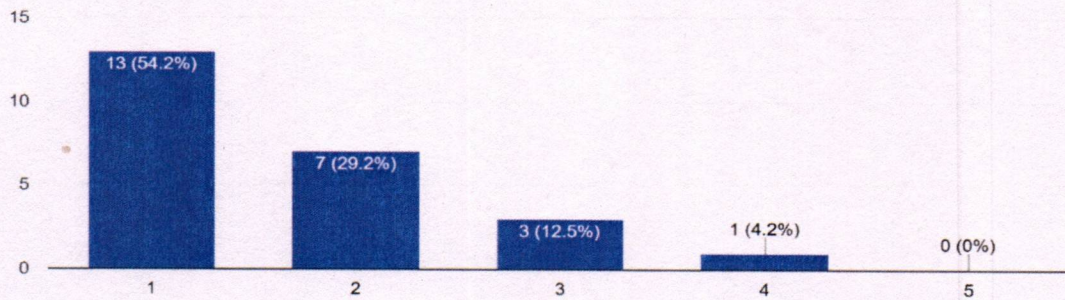

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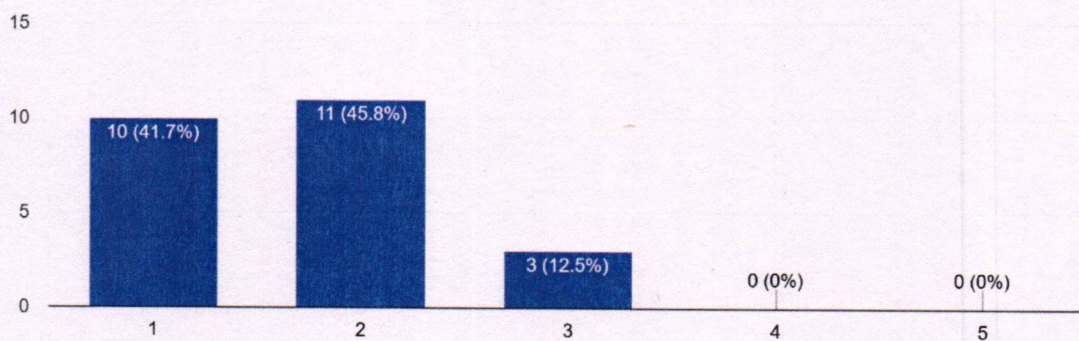
Working as part of a team

24 responses



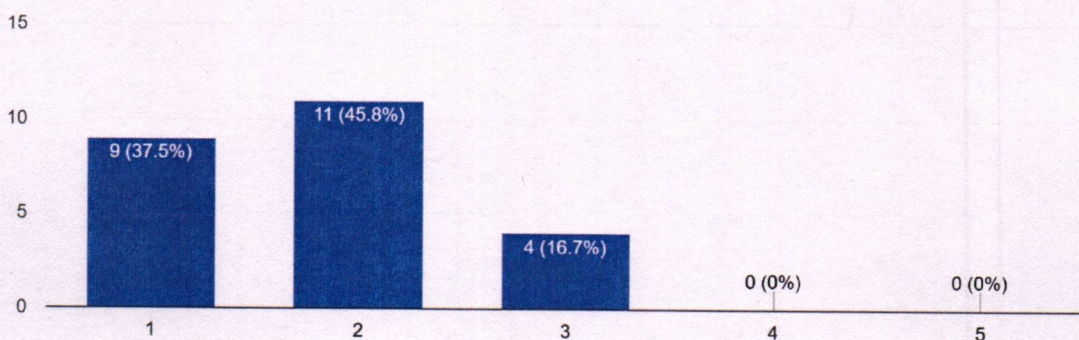
Self-motivated, enthusiastic and initiative to take up assigned and extra responsibilities

24 responses



Self-directed and lifelong learning

24 responses



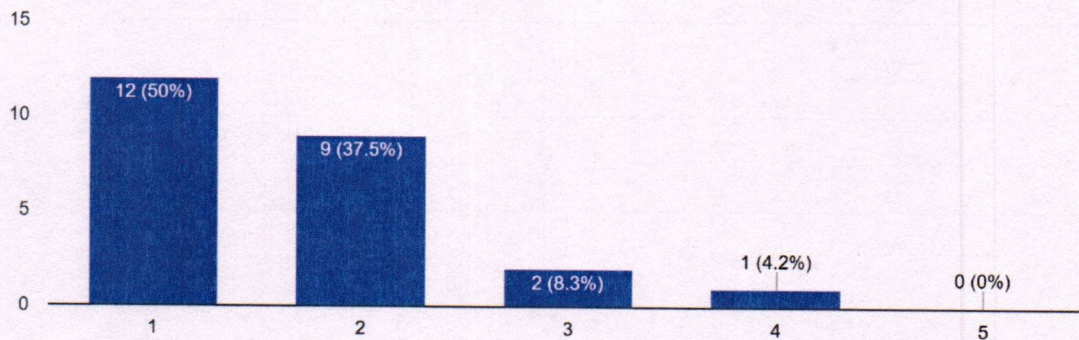
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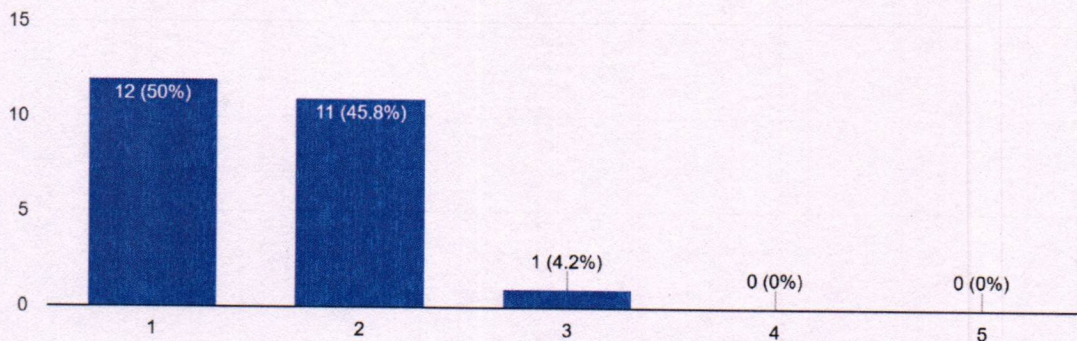
Using technology and updating technical knowledge and skills

24 responses



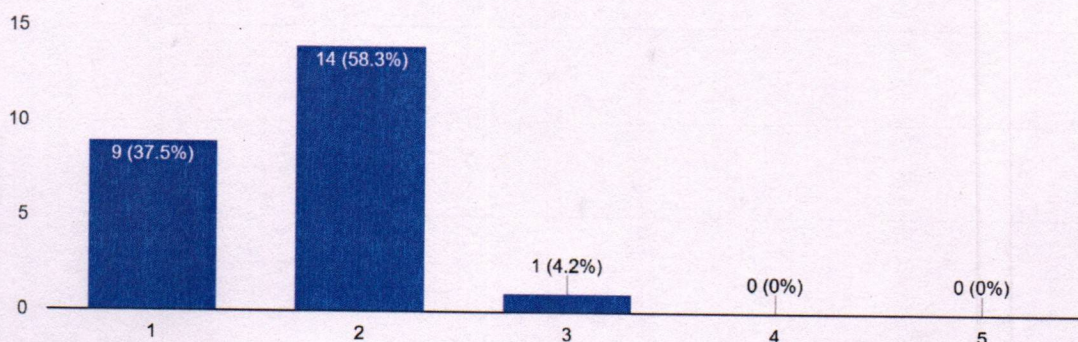
Ability to contribute to the goal of the organization

24 responses



Critical Thinking and Decision-Making Skills

24 responses



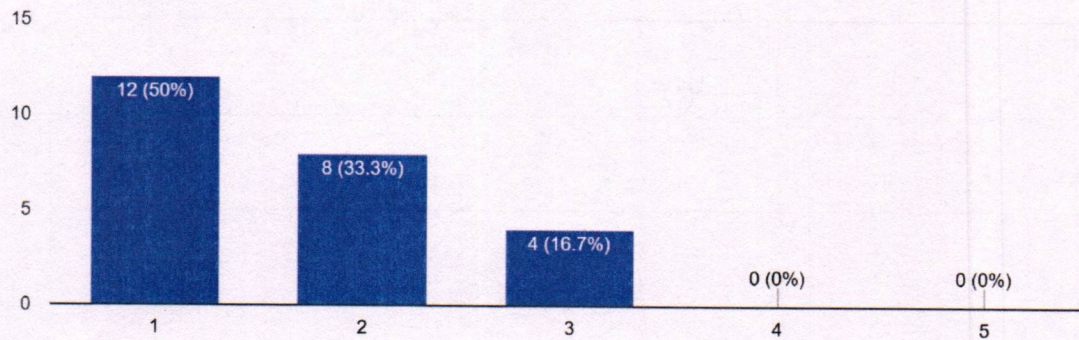
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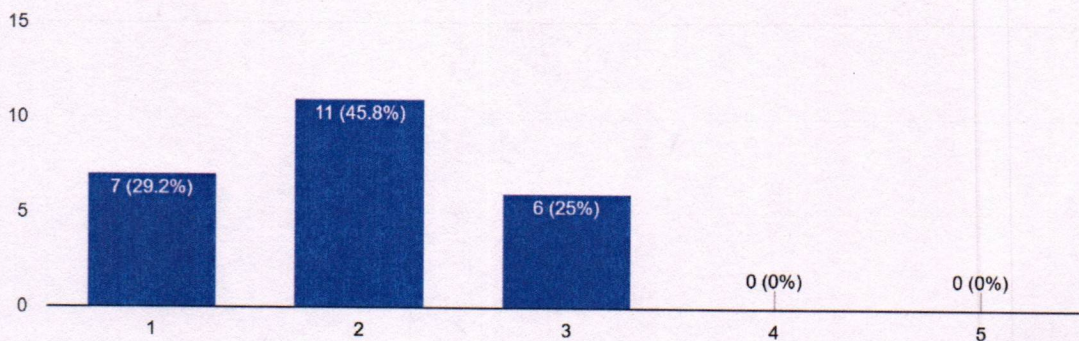
Leadership qualities and interpersonal relationships with seniors/peers/subordinates

24 responses



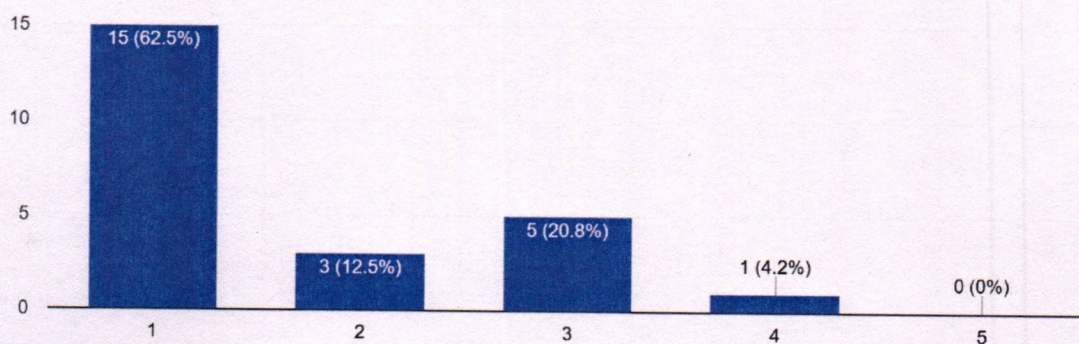
Inattentiveness and creativity

24 responses



Involvement in social activities

24 responses

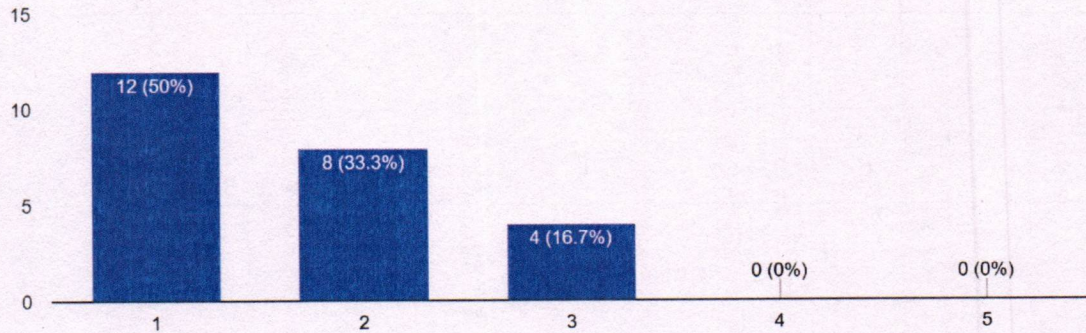


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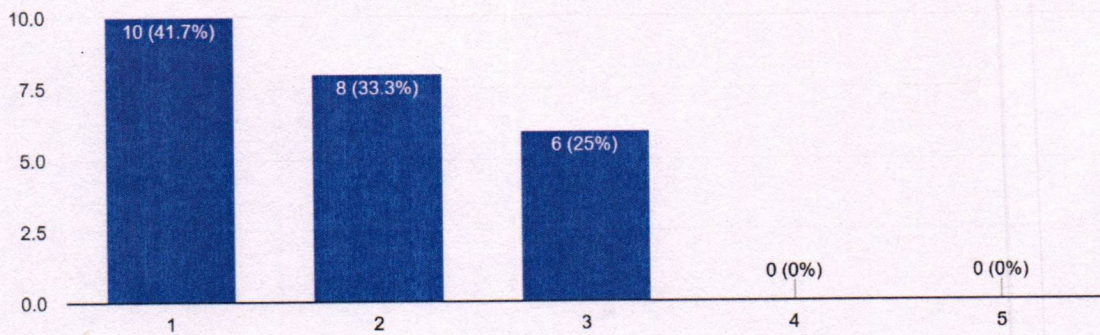
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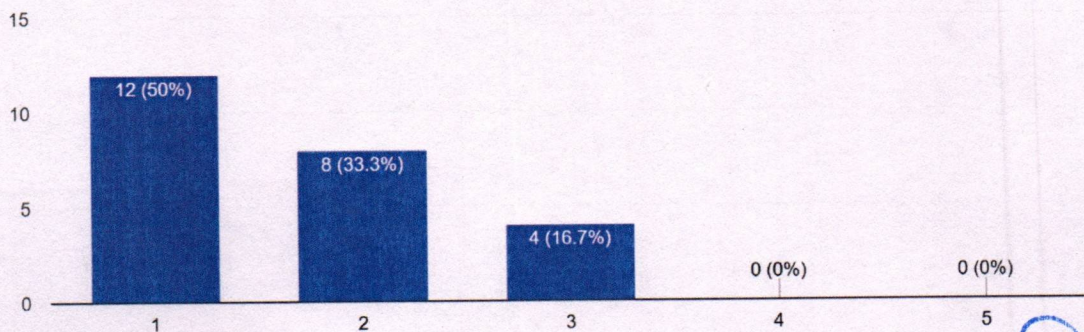
Empathy
24 responses

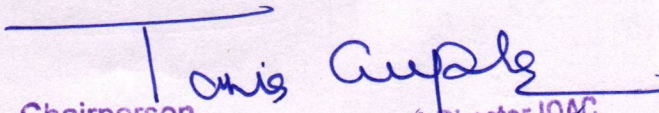


Adaptability and Resilience
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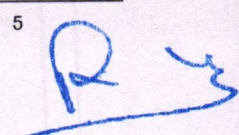


Obligation to work beyond schedule if required
24 responses

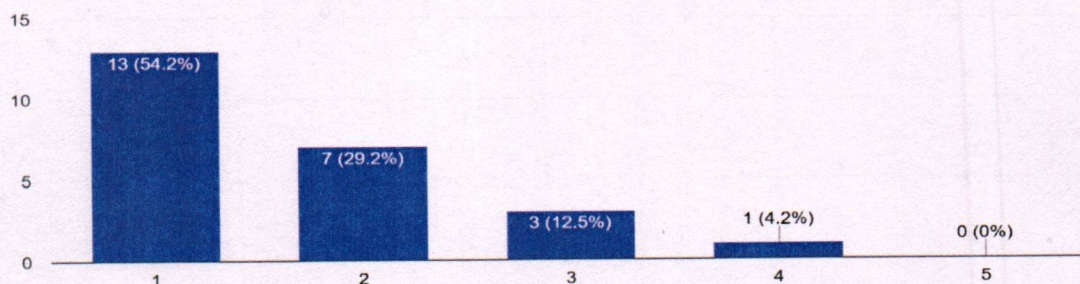



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Moral and Ethical Conduct
24 responses

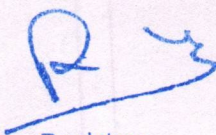


Section II: Curriculum Design and Development

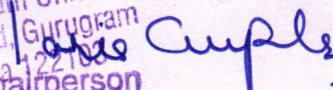
S. No	Statement	1	2	3	4	5
		%	%	%	%	%
16	The curriculum has relevance to local, national, regional and global developmental needs.	37.5	45.8	12.5	4.2	0
17	The curriculum integrates cross-cutting issues relevant to gender, environment and sustainability, human values and professional ethics.	37.5	33.3	25	4.2	0
18	Adequate flexibility available in the choice of subjects to the students.	37.5	45.8	12.5	4.2	0
19	The current syllabus is job-oriented, skill-based, value-oriented and relevant for employability.	33.3	45.8	12.5	8.3	0
20	The curriculum is effective for the development of entrepreneurship.	33.3	33.3	25	8.3	0
21	The curriculum helps in bridging the gap between industry and academic institutions.	16.7	58.3	16.7	4.2	4.2

*On 5 point rating scale

1 Strongly Agree
2 Agree
3 Neutral
4 Disagree
5 Strongly Disagree


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Section II: Overall Analysis and Interpretation

Curriculum Design and Development

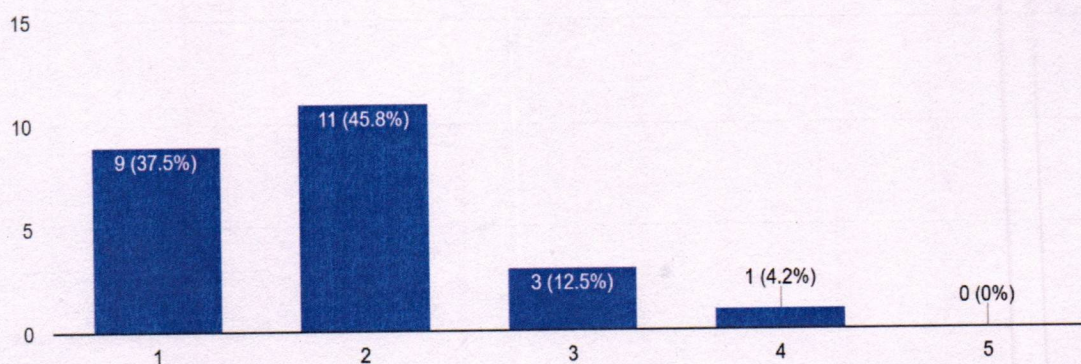
The feedback on curriculum design and development reflects a positive perception of the University's academic programmes. Employers agreed that the curriculum is relevant to local, national, regional, and global developmental needs and effectively integrates important cross-cutting issues such as gender sensitivity, environmental sustainability, human values, and professional ethics. The curriculum was also appreciated for providing flexibility in subject choices and promoting employability through skill-based and value-oriented learning.

Most employers expressed satisfaction with the curriculum's relevance to industry requirements and acknowledged its role in preparing graduates for professional careers. However, relatively higher neutral responses in areas related to entrepreneurship development and industry-academia linkage indicate scope for further strengthening these aspects. Employers recommended enhancing practical learning experiences, industry collaborations, internships, live projects, and entrepreneurial initiatives to better align the curriculum with emerging industry expectations and future workforce requirements. Overall, the curriculum is viewed as contemporary, relevant, and outcome-oriented, while continuous updating in line with technological advancements and industry trends will further improve its effectiveness.

Figures

The curriculum has relevance to local, national, regional and global developmental needs.

24 responses



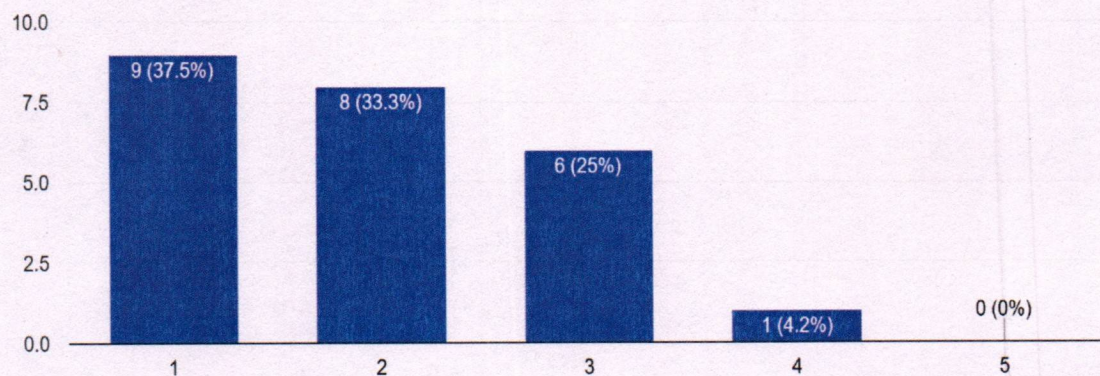
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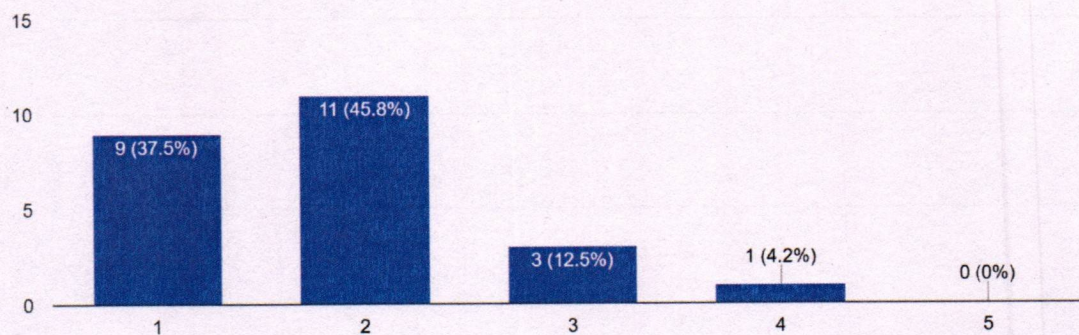
The curriculum integrates cross cutting issues relevant to gender, environment and sustainability, human values and professional ethics.

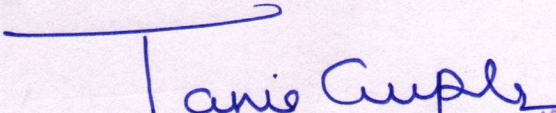
24 responses

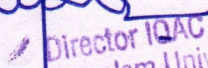


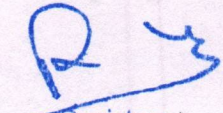
Adequate flexibility available in the choice of subjects to the students.

24 responses



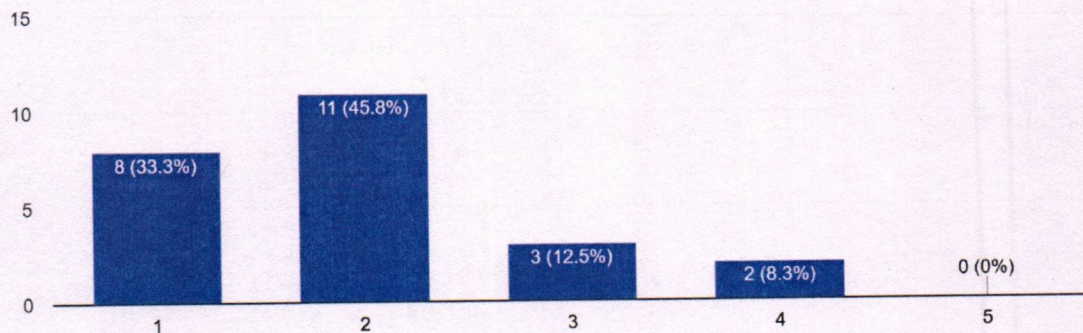

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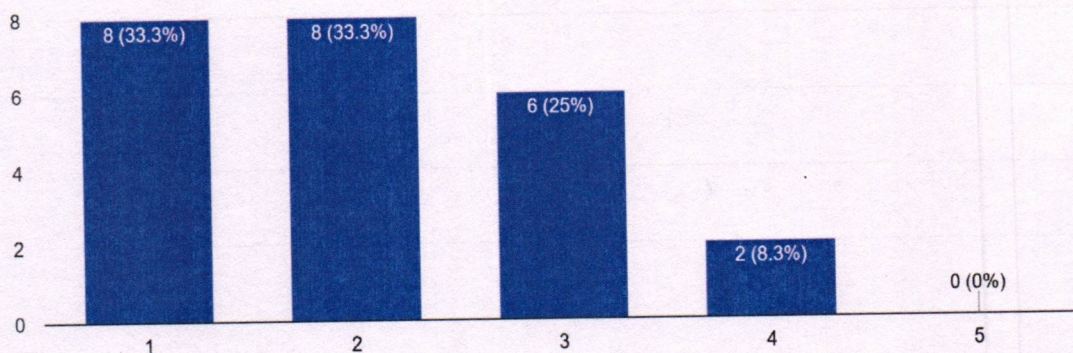
The current syllabus is job-oriented, skill-based, value-oriented and relevant for employability.

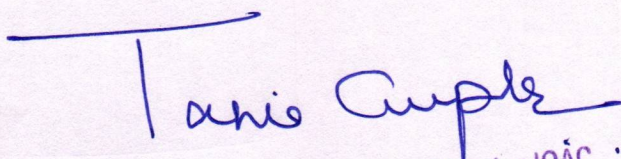
24 responses



The curriculum is effective for the development of entrepreneurship.

24 responses



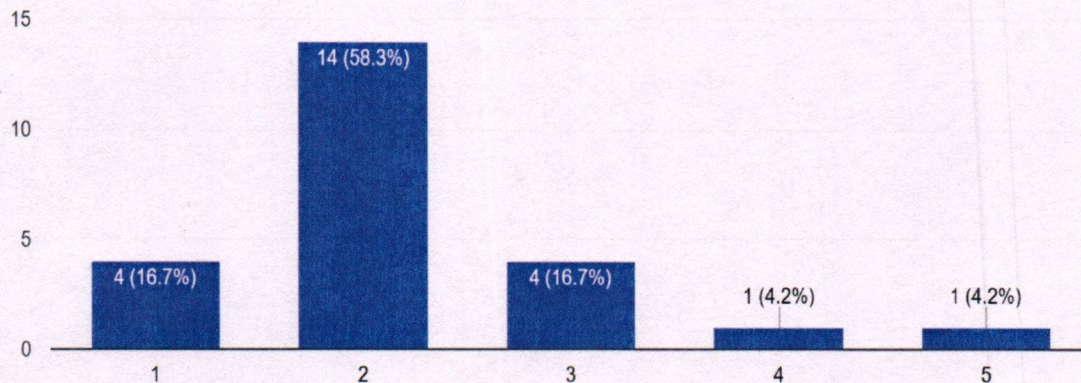

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The curriculum helps in bridging the gap between industry and academic institutions.

24 responses



Section III: Suggestions for Curriculum Design and Review

22 Please suggest if any new programmes/specialized courses should be introduced/added to existing academic programmes at our University.

- Introduce a Master's programme in Hotel Management.
- For students interested in corporate and commercial law, offer stronger electives instead of over-emphasis on criminal law.
- Include practical courses such as FEMA, Mergers & Acquisitions, and Securities Market Law to build corporate fundamentals.
- Increase the number and quality of moot court and advocacy-based activities.
- Strengthen socio-legal training so students can resolve issues at the chamber level without unnecessary litigation.
- Integrate coding aptitude, startup exposure, and entrepreneurship skills across programmes.
- Existing courses on AI & legal ethics, Digital Personal Data Protection Act, and Indian Knowledge Systems with modern technology are valuable and should be further strengthened.

23 According to you, what new employee profile (attributes and skillsets) your organisation/industry is looking for in the workforce of the future?

- Strong foundation in core subjects with excellent attention to detail
- Research-oriented mindset, strengthened through long-term internships (3–4 months)
- Ability to use research databases and digital tools effectively
- AI and digital literacy, including legal tech, data protection, and cybersecurity awareness
- Knowledge of emerging areas such as AI law, ESG, Intellectual Property Rights, and regulatory compliance
- Critical thinking, negotiation, and problem-solving abilities
- Adaptability, resilience, and willingness to continuously learn

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- Awareness of human rights, sustainability, and social responsibility
- Exposure to international legal frameworks and collaborative work environment
- High standards of ethics, integrity, and professional responsibility

Section III: Overall Analysis and Interpretation

Suggestions for Curriculum Design and Review

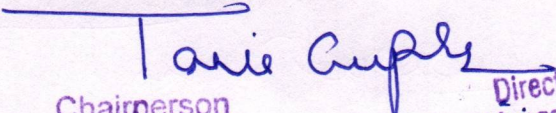
The qualitative suggestions provided by employers offer valuable insights for strengthening the University's curriculum and enhancing graduate employability. Employers recommended introducing specialised programmes and industry-focused courses in emerging domains while expanding practical and experiential learning opportunities. Greater emphasis was suggested on corporate law, AI and legal technology, cybersecurity, coding aptitude, entrepreneurship, research-based learning, and interdisciplinary education. They also highlighted the importance of increasing practical exposure through longer internships, advocacy-based activities, industry projects, and stronger collaboration with industry experts.

Employers further emphasized that future graduates should possess advanced digital literacy, research competency, critical thinking, problem-solving ability, adaptability, resilience, ethical values, sustainability awareness, and global professional perspectives. These recommendations indicate the growing demand for professionals who possess not only strong disciplinary knowledge but also technological competence, innovation, and lifelong learning abilities. Overall, the suggestions reinforce the need for continuous curriculum revision, stronger industry-academia partnerships, and integration of emerging technologies to ensure that graduates remain globally competitive and professionally competent.

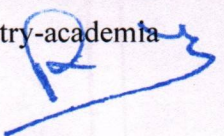
Conclusion

The Employer Feedback Analysis for the Academic Session **2025–26** demonstrates a high level of employer satisfaction with the quality of K.R. Mangalam University graduates and the relevance of its academic programmes. Employers acknowledged graduates' strong communication abilities, teamwork, leadership, ethical conduct, technological competence, critical thinking, and professional attitudes, indicating that the University effectively develops industry-ready professionals.

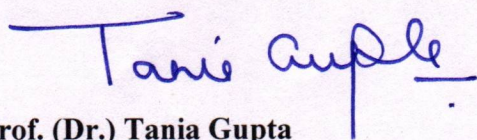
The curriculum was also appreciated for its relevance, flexibility, integration of human values, and focus on employability. At the same time, employers recommended further strengthening entrepreneurship education, practical learning, research orientation, industry-academia


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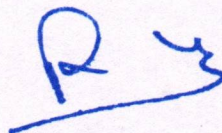
collaboration, emerging technology integration, and specialized domain knowledge. These insights provide valuable inputs for the Internal Quality Assurance Cell (IQAC) to undertake continuous curriculum review and quality enhancement, ensuring that academic programmes remain responsive to evolving industry requirements and global employment trends.



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