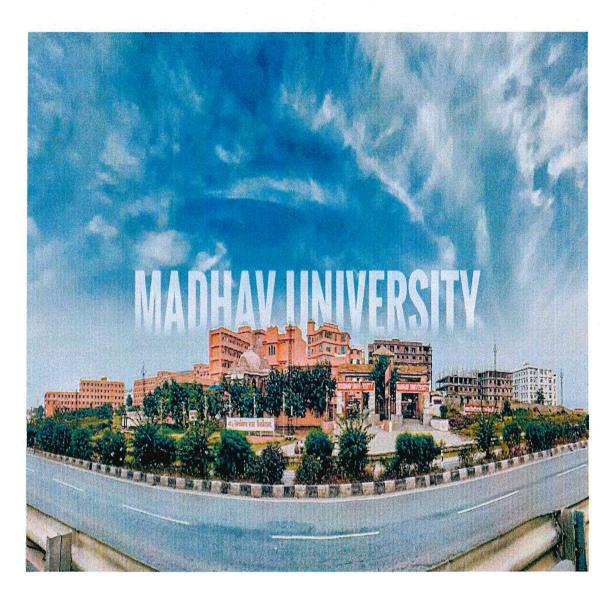


(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)



FEEDBACK ANALYSIS & ACTION TAKEN REPORT FOR ACADEMIC YEAR 2023-24



(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)

#### Introduction

Feedback is a cornerstone of continuous improvement and excellence in academic institutions. At Madhav University, we have established a robust feedback mechanism that encompasses a diverse range of stakeholders, including students, teachers, employers, alumni, and professionals. This comprehensive approach ensures that we capture valuable insights and perspectives from all corners of our academic community.

Our feedback system is designed to be inclusive, transparent, and responsive. By systematically gathering and analysing feedback, we are able to identify strengths, pinpoint areas for improvement, and implement targeted actions that enhance the quality of education and the overall student experience. Each stakeholder group contributes unique viewpoints and expertise, enriching our understanding of the academic environment and its alignment with industry and societal needs.

#### Stakeholder Engagement

- 1. **Students**: As the primary beneficiaries of our educational programs, students provide critical feedback on the curriculum, teaching methods, campus facilities, and support services. Their input helps us create a more engaging and effective learning environment.
- 2. **Teachers**: Our dedicated faculty members offer insights into the academic framework, teaching resources, and professional development needs. Their feedback is essential for refining pedagogical strategies and enhancing the overall quality of instruction.
- 3. **Employers**: Feedback from employers provides us with an external perspective on the preparedness and employability of our graduates. This information is vital for aligning our academic programs with industry requirements and ensuring that our students possess the skills and competencies demanded by the job market.
- 4. **Alumni**: Our alumni, having transitioned from academic life to professional careers, offer valuable reflections on how their education has impacted their professional journeys. Their feedback informs us about the long-term effectiveness of our programs and helps in strengthening the alumni network.
- 5. **Professionals:** Insights from academic peers and professionals help us benchmark our programs against best practices and emerging trends in higher education. Their



(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)

feedback supports our efforts to maintain high academic standards and fosters collaboration for continuous improvement.

#### Methodology

The feedback is collected through Online (Google Form). This data is then meticulously analysed to identify common themes, strengths, and areas for development. The analysis is shared with relevant faculties and committees to devise action plans aimed at addressing the feedback.

#### **Action Taken**

We are committed to transparency and accountability in our feedback process. For each key suggestion received, we document the corresponding action taken. This ensures that our stakeholders see the tangible impact of their contributions and reinforces our dedication to continuous improvement.

#### Conclusion

Our feedback analysis report serves as a testament to our proactive approach in engaging with our stakeholders and our unwavering commitment to excellence in education. By leveraging the collective wisdom of students, teachers, employers, alumni, and professionals, we strive to create an academic environment that is dynamic, responsive, and aligned with the evolving needs of society.

This report not only highlights the valuable feedback received but also showcases the strategic actions undertaken to enhance our educational offerings. Together, we continue to build a university that not only meets but exceeds the expectations of our diverse stakeholder community.



(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)

# STUDENTS FEEDBACK ANALYSIS & ACTION TAKEN



(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)

#### STUDENT FEEDBACK ANALYSIS

Students Feedback addressed the quality, competence, skills, and professionalism related to the curriculum and learning issues. Additionally, the feedback included comments on the delivery of the curriculum by teachers.

The collected feedback is analyzed and sent to the respective authorities for necessary actions.

#### Feedback from Students:

The analysis of student feedback indicates a high level of satisfaction with the curriculum development and revision processes. However, some suggestions for improvements in the teaching-learning process were noted and will be considered for implementation.

#### Madhav University - Students' Feedback Analysis 2023-24

The Feedback Analysis Committee at Madhav University designs and collects feedback from its stakeholders to monitor and evaluate the quality of the curriculum and related issues. For the academic year 2023-24, feedback forms were collected from students, focusing on several aspects of the curriculum and its learning-related issues in terms of quality, competence, skills, and professionalism. The feedback also considered other issues, such as the delivery of the curriculum by teachers.

The feedback analysis report is submitted to the President/Pro-Vice-Chancellor of the University. The feedback report is then forwarded to the Internal Quality Assurance Cell (IQAC) for necessary action. Following this, the analysis is shared with all constituent colleges and their heads, who are instructed to take necessary measures to address the issues raised by the students.

#### **Key Findings from Student Feedback:**

**Coverage of Syllabus:** 78.0% of students are satisfied with the extent of syllabus coverage.

**Depth of Syllabus:** 75.4% of students are satisfied with the depth of the syllabus.

**Comprehensive Curriculum:** 74.6% of students believe the syllabus covers all aspects, including communication skills.



(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)

**Applicability in Real Life:** 76.8% of students find the curriculum relevant and applicable to real-life situations.

**Learning Skills:** 74.6% of students rate learning skills (practical, communication, teamwork, leadership, research) as very good.

**Learning Values:** 72.0% of student's rate learning values (attitude, ethics, broadening perspective) as very good.

**Practical Facilities:** 76.7% of students find the availability of practical facilities satisfactory.

Clinical Facilities: 73.7% of students rate the availability of clinical facilities as satisfactory.

**Library Facilities:** 76.9% of students are satisfied with the library reading room facility. **Internal Examinations:** 73.5% of students rate the content and conduct of various internal examinations as very good.

**Feedback System:** 77.3% of students find the feedback system related to performance in internal examinations satisfactory.

**Extracurricular Activities:** 73.5% of students rate extracurricular activities as very good. **Overall Academic Response:** 77% of respondents found the overall academic response very good.

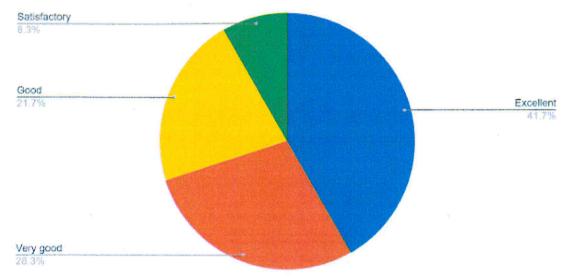
**Participation and Satisfaction:** Almost 75% participation was recorded, with approximately 54.52% rating the content, infrastructure, and facilities as excellent, 23.40% as very good, 18% as good, and 0.39% as satisfactory. The feedback analysis indicates high satisfaction among students regarding various aspects of the curriculum and related facilities, highlighting the university's commitment to continuous improvement and excellence in education.



(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)

Q1) How do you rate the sequence of the Courses that you have studied in sequence to what you have studied in the previous semester?

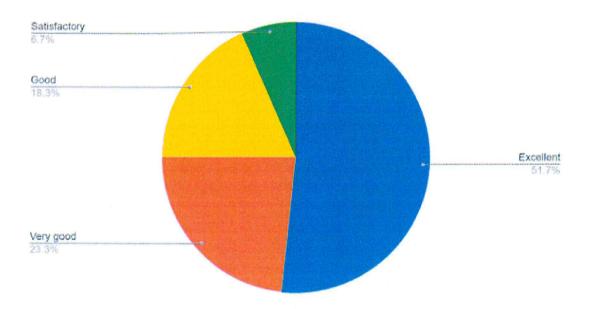
Excellent	Very good	Good	Satisfactory
41.70%	28.3%	21.7%	8.3%



Q2) How do you rate the syllabus of the courses that you have studied in relation to the competencies expected out of the course?

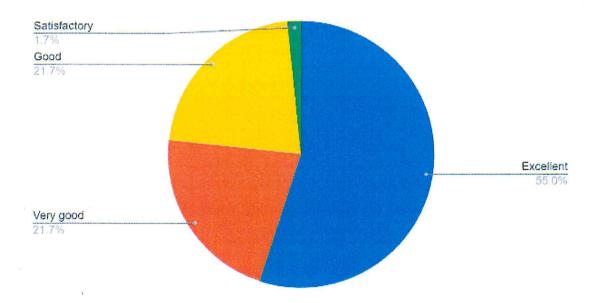
Excellent	Very good	Good	Satisfactory
51.7%	23.3%	18.3%	6.7%

(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)



#### Q3) How do you rate the relevance of the units in Syllabus relevant to the course?

Excellent	Very good	Good	Satisfactory
55%	21.7%	21.7%	1.7%

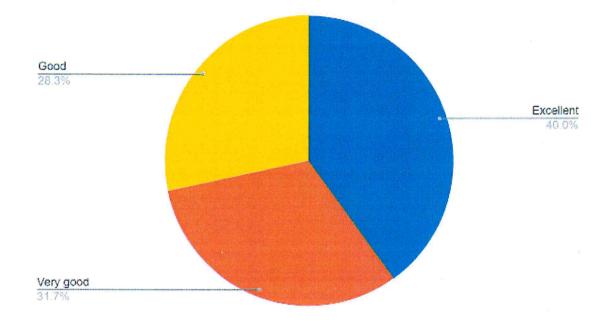




(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)

#### Q4) How do you rate the sequence of the units in the course?

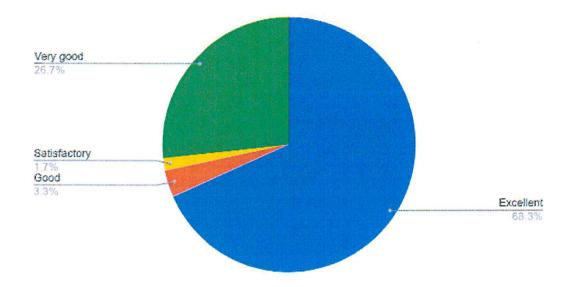
Excellent	Very good	Good	Satisfactory
40%	31.7%	28.3%	0%



### Q5) How do you rate the distribution of the contact hours among the course components (L-T-P)?

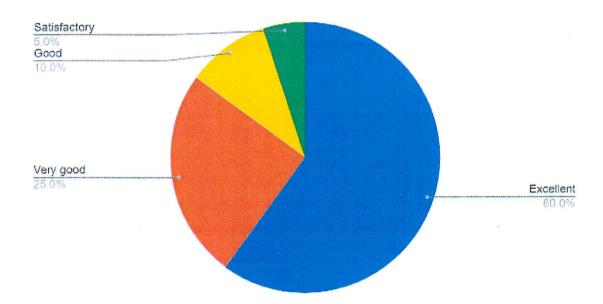
Excellent	Very good	Good	Satisfactory
68.3%	26.7%	3.3%	1.7%

(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)



Q6) How do you rate the offering of the electives in terms of their relevance to the specialization streams?

Excellent	Very good	Good	Satisfactory
60%	25%	10%	5%

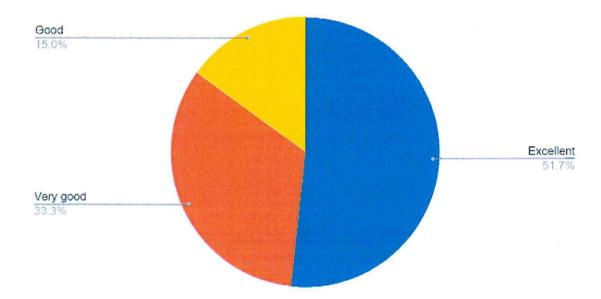




(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)

### Q7) How do you rate the electives offered in relation to the Technological advancements?

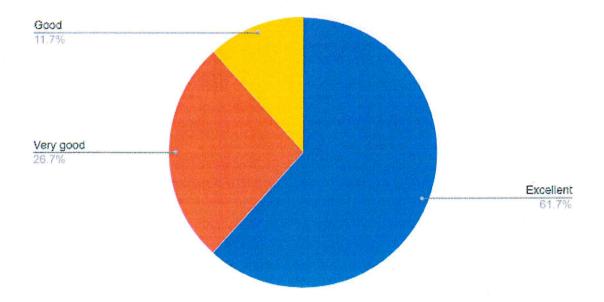
Excellent	Very good	Good	Satisfactory
51.7%	33.3%	15%	0%



Q8) How do you rate the relevance of the text Books and reference books by their International recognition to the Courses?

Excellent	Very good	Good	Satisfactory
61.7%	26.7%	11.7%	0%

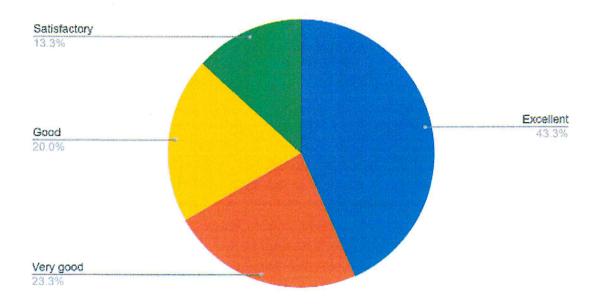
(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)



Q9) Rate the size of the syllabus in terms of the load on the student.

Excellent	Very good	Good	Satisfactory
43.3%	23.3%	20%	13.3%

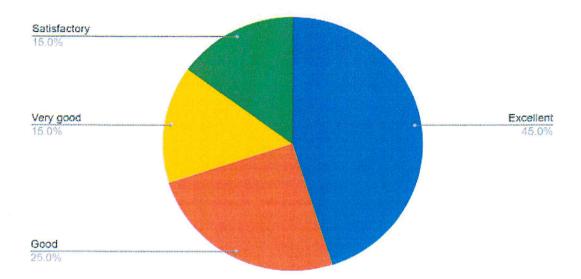
(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)



### Q10) Rate the courses in terms of extra learning or self-learning considering the design of the courses

Excellent	Very good	Good	Satisfactory
45%	15%	25%	15%

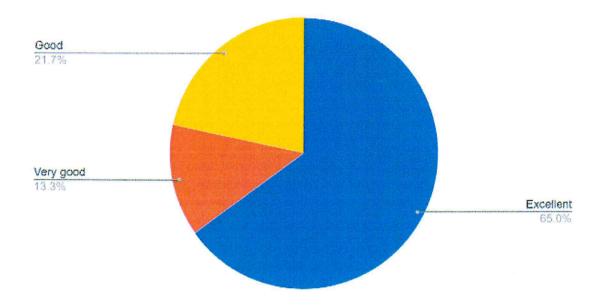
(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)



Q11) Rate the courses in terms of sequence of offering considering whether the preceding courses have been covered

Excellent	Very good	Good	Satisfactory
65%	13.3%	21.7%	0%

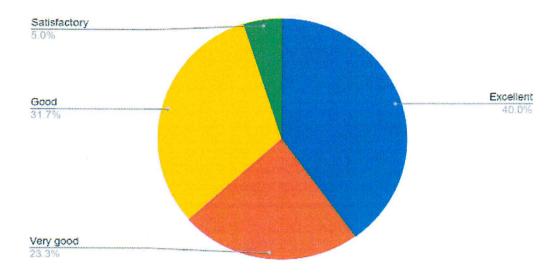
(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)



#### Q12) How do you rate the percentage of courses having LAB components?

Excellent	Very good	Good	Satisfactory
40%	23.3%	31.7%	5%

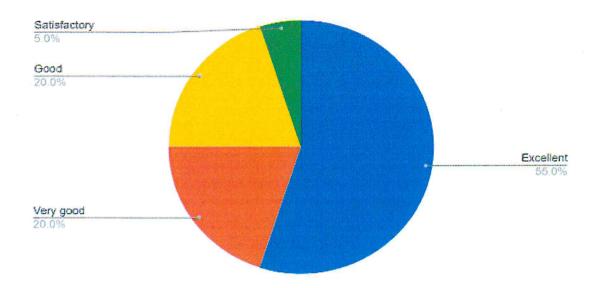
(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)



### Q13) How do you rate the domain used for designing the experiments for the LAB components?

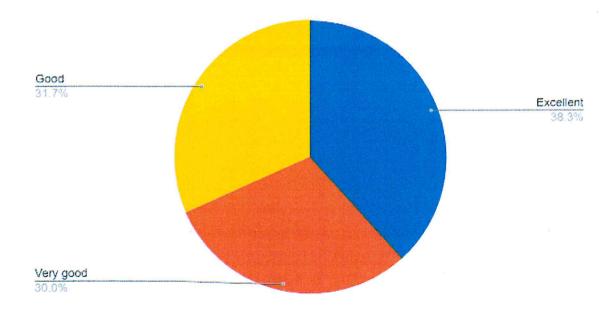
Excellent	Very good	Good	Satisfactory
55%	20%	20%	5%

(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)



Q14) How do you rate the experiments in relation to the real life Applications?

Excellent	Very good	Good	Satisfactory
38.3%	30%	31.7%	0%

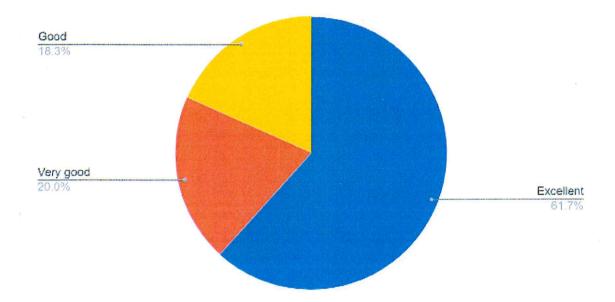




(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)

### Q15) Teachers take classes regularly, cover the syllabus with clear explanations on all topics

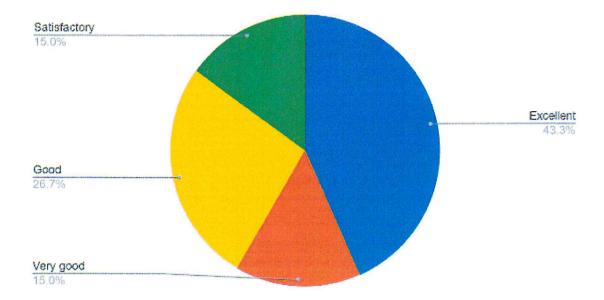
Excellent	Very good	Good	Satisfactory
61.7%	20%	18.3%	0%



Q16) Teachers mentor students on regular basis and motivate them to focus on studies , co and extra — curricular activities .

Excellent	Very good	Good	Satisfactory
43.3%	15%	26.7%	15%

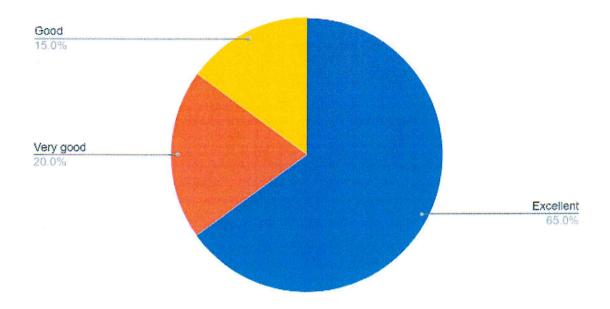
(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)



Q17) Teachers organize guest lecturers seminars, workshops, internships, field visits, projects at industries on regular basis.

Excellent	Very good	Good	Satisfactory
65%	20%	15%	0%

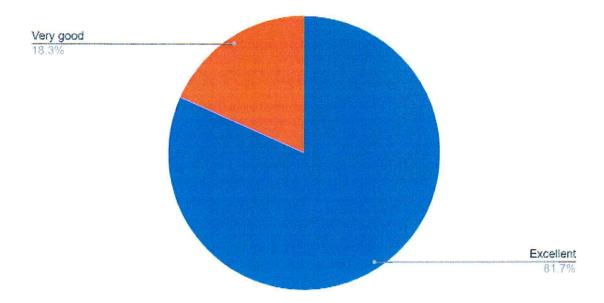
(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)



#### Q18) Classrooms and labs are clean and neat and enable quality learning.

Excellent	Very good	Good	Satisfactory
81.7%	18.3%	0%	0%

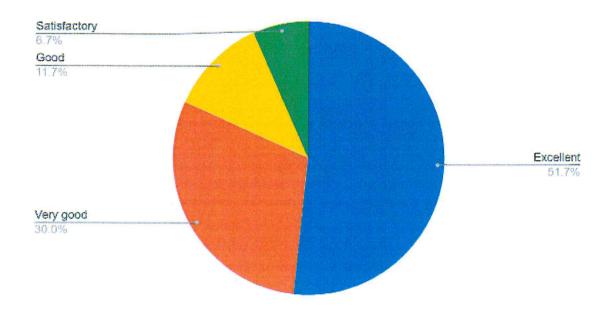
(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)



Q19) Laboratory experiments enable effective learning and understanding of concepts and experiments.

Excellent	Very good	Good	Satisfactory
51.7%	30%	11.7%	6.7%

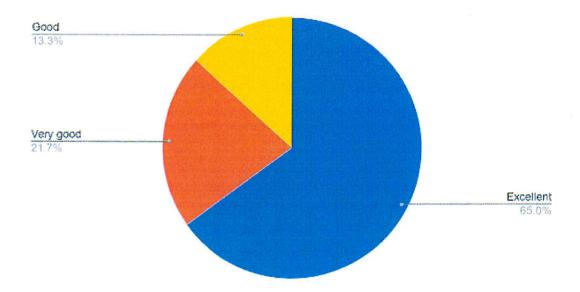
(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)



Q20) Internal tests and end semester examinations are periodically conducted towards students, continuous evaluation.

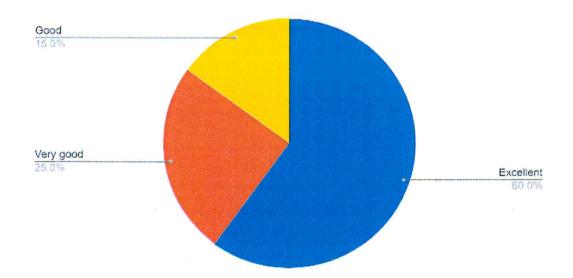
Excellent	Very good	Good	Satisfactory
65%	21.7%	13.3%	0%

(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)



Q21) Students get additional skills towards employability through value added programs.

Excellent	Very good	Good	Satisfactory
60%	25%	15%	0%





(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)

#### STUDENTS FEEDBACK ACTION TAKEN REPORT

Sr. No	Key Suggestions	Action Taken
1.	Increase clinical exposure and practical training.	Implemented more practical sessions and mandatory hospital postings in small groups, complementing regular lectures.
2.	Enhance syllabus quality and add value-added courses.	Circulated formal instructions to faculties to enrich curriculum with effective teaching-learning methodologies. Encouraged the incorporation of value-added courses.
3.	Diversify sports offerings to accommodate varied interests.	Established partnerships with local sports clubs to broaden the range of available sports and athletic programs.
4.	Introduce simulation labs for enhanced practical learning.	Launched Simulation Lab facilities at AIMS and increased practical sessions across faculties.
5.	Improve library resources and access.	Expanded the library's collection with updated resources, extended operating hours, and enhanced online access to ebooks and academic journals.
6.	Provide more career counselling and placement support.	Established a dedicated Career Counselling and Placement Cell, organized regular workshops, and invited industry experts for guest lectures and networking sessions.
7.	Increase availability of mental health support services.	Expanded mental health services by hiring additional counsellors, creating wellness programs, and establishing a 24/7 helpline for students.
8.	Strengthen academic advising.	Improved the academic advising system by increasing the number of advisors, offering additional training, and implementing regular advisor-student meetings to guide academic progress.
9.	Expand research opportunities for students.	Increased funding for undergraduate and graduate research projects, established new research partnerships, and organized



(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)

Sr. No	Key Suggestions	Action Taken
		research symposia to showcase student work.
10.	Enhance digital learning resources.	Upgraded digital learning platforms, provided access to a wider range of online courses, and improved the availability of digital tools and resources for remote and hybrid learning.
11.	Increase opportunities for student leadership and engagement.	Expanded student leadership programs, established more student clubs and organizations, and facilitated regular student-led events and activities to foster engagement and leadership skills.
12.	Improve faculty-student interaction.	Organized regular faculty-student interaction sessions, implemented open office hours, and encouraged mentorship programs to strengthen relationships and support academic growth.
13.	Support student innovation and entrepreneurship.	Established an innovation and entrepreneurship centre, provided seed funding for student start-ups, and organized workshops and mentorship programs to nurture entrepreneurial skills.
14.	Promote environmental sustainability on campus.	Launched green initiatives, including recycling programs, energy-efficient building projects, and sustainability workshops to promote environmental awareness and action among students.
15.	Provide more interdisciplinary learning opportunities.	Introduced interdisciplinary courses and collaborative projects, encouraging students to explore connections between different fields and develop a well-rounded academic perspective.
16.	Enhance technology integration in classrooms.	Implemented smart classroom technologies, provided training for faculty on digital teaching tools, and increased access to technological resources for students.



(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)

Sr. No	Key Suggestions	Action Taken
17.	Facilitate peer learning and support networks.	Established peer tutoring programs, study groups, and academic support networks to foster collaborative learning and peer-to-peer support.
18.	Strengthen alumni engagement and networking opportunities.	Developed an alumni mentorship program, organized networking events, and created an online platform for students and alumni to connect and share career opportunities.
19.	Improve accessibility for students with disabilities.	Upgraded campus facilities to be more accessible, provided additional support services, and implemented inclusive teaching practices to ensure all students can fully participate in university life.
20.	Increase opportunities for internships and industry partnerships.	Expanded partnerships with industry leaders, created more internship programs, and organized career fairs and industry engagement events to connect students with potential employers.



(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)

# EMPLOYERS FEEDBACK ANALYSIS & ACTION TAKEN



(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)

#### EMPLOYERS FEEDBACK ANALYSIS

Employers' Feedback addressed the quality, competence, skills, and professionalism related to the curriculum and learning issues. Additionally, the feedback included comments on the delivery of the curriculum by teachers. The collected feedback is analysed and sent to the respective authorities for necessary actions.

**Feedback from Employers:** The analysis of employer feedback indicates a high level of satisfaction with the curriculum development and revision processes. However, some suggestions for improvements in the teaching-learning process were noted and will be considered for implementation.

#### Madhav University - Employers' Feedback Analysis 2023-24

The Feedback Analysis Committee at Madhav University designs and collects feedback from its stakeholders to monitor and evaluate the quality of the curriculum and related issues. For the academic year 2023-24, feedback forms were collected from employers, focusing on several aspects of the curriculum and its learning-related issues in terms of quality, competence, skills, and professionalism. The feedback also considered other issues, such as the delivery of the curriculum by teachers.

The feedback analysis report is submitted to the President/Pro-Vice-Chancellor of the University. The feedback report is then forwarded to the Internal Quality Assurance Cell (IQAC) for necessary action. Following this, the analysis is shared with all constituent colleges and their heads, who are instructed to take necessary measures to address the issues raised by the employers.

#### Key Findings from Employer Feedback:

#### 1. Syllabus and Curriculum:

- Coverage of Syllabus: 78.0% satisfaction.
- Depth of Syllabus: 75.4% satisfaction.
- Comprehensive Curriculum: 74.6% satisfaction.
- Applicability in Real Life: 76.8% satisfaction.

#### 2. Learning Skills and Values:

• Practical Skills, Communication, Teamwork, Leadership, Research: 74.6% rated as very good.



(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)

• Learning Values (Attitude, Ethics, and Perspective): 72.0% rated as very good.

#### 3. Facilities and Resources:

• Practical Facilities: 76.7% satisfaction.

• Clinical Facilities: 73.7% satisfaction.

• Library Facilities: 76.9% satisfaction.

#### 4. Examinations and Feedback Systems:

- Internal Examinations (Content and Conduct): 73.5% rated as very good.
- Feedback System: 77.3% satisfaction.

#### 5. Extracurricular Activities and Overall Response:

• Extracurricular Activities: 73.5% rated as very good.

• Overall Academic Response: 77% rated as very good.

#### 6. Participation and Satisfaction Rates:

• Participation Rate: Approximately 75%.

• Content, Infrastructure, and Facilities Ratings:

✓ Excellent: 54.52%

✓ Very Good: 23.40%

✓ Good: 18%

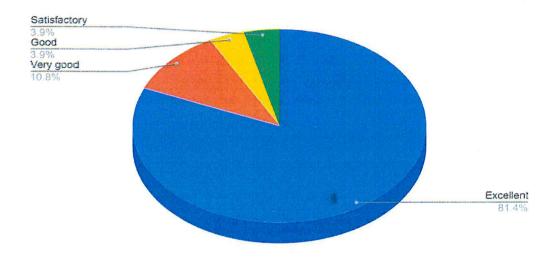
✓ Satisfactory: 0.39%



(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)

#### Q1) General communication skills.

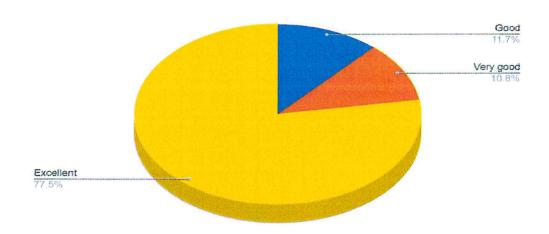
Excellent	Very good	Good	Satisfactory
81.4%	10.8%	3.9%	0%



#### Q2) Developing practical solutions to work place problems.

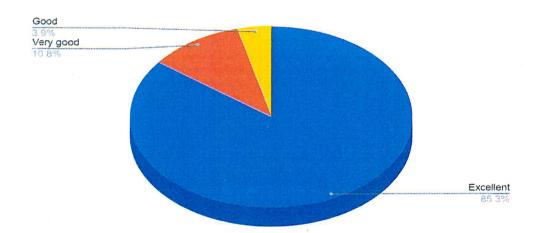
Excellent	Very good	Good	Satisfactory
77.5%	10.8%	11.7%	0%

(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)



#### Q3) Working as part of a team.

Excellent	Very good	Good	Satisfactory
85.3%	10.8%	3.9%	0%

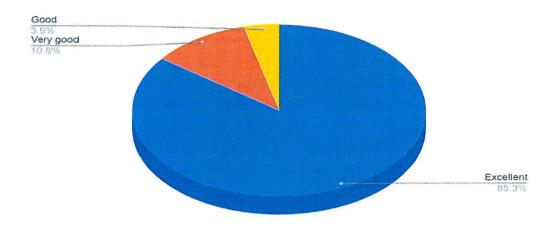




(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)

#### Q4) Creative in response to workplace challenges.

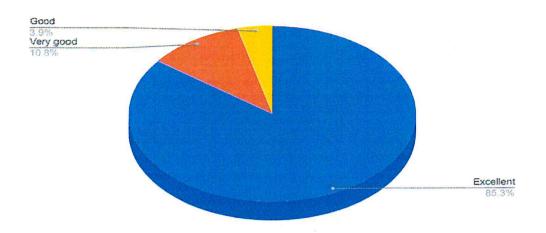
Excellent	Very good	Good	Satisfactory
85.3%	10.8%	3.9%	0%



#### Q5) Their Planning and Organization skills.

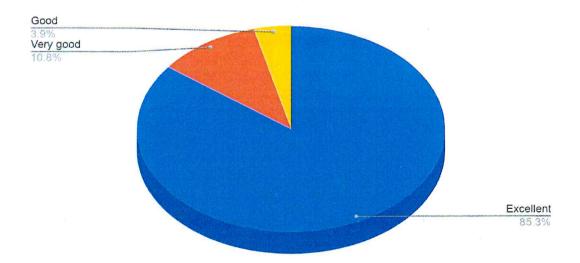
Excellent	Very good	Good	Satisfactory
85.3%	10.8%	3.9%	0%

(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)



#### Q6) Self-motivated and taking an appropriate level of responsibility.

Excellent	Very good	Good	Satisfactory
85.3%	10.8%	3.9%	0%

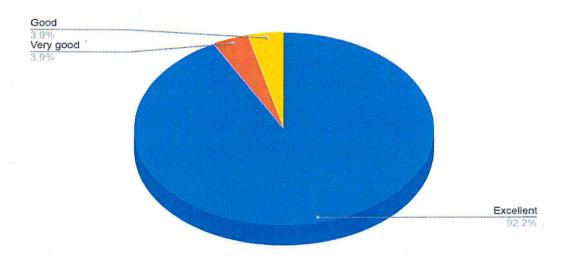




(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)

#### Q7) Open to new ideas and learning new techniques.

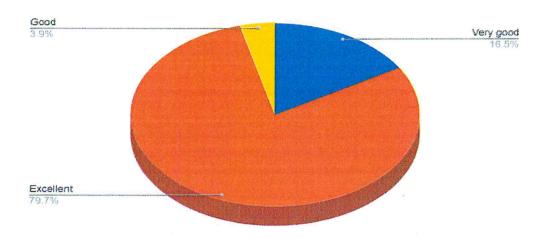
Excellent	Very good	Good	Satisfactory
92.2%	3.9%	3.9%	0%



#### Q8) Using technology and workplace equipment.

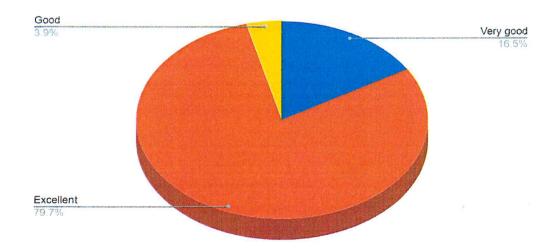
Excellent	Very good	Good	Satisfactory
79.7%	16.5%	3.9%	0%

(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)



#### Q9) Ability to contribute to the goals of the organization.

Excellent	Very good	Good	Satisfactory
79.7%	16.5%	3.9%	0%

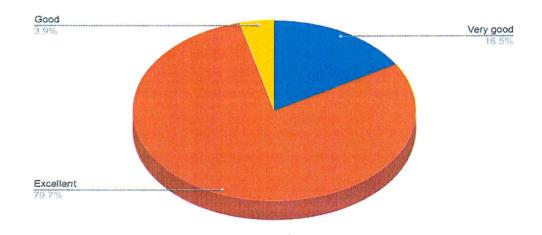




(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)

#### Q10) Technical Knowledge/Skills.

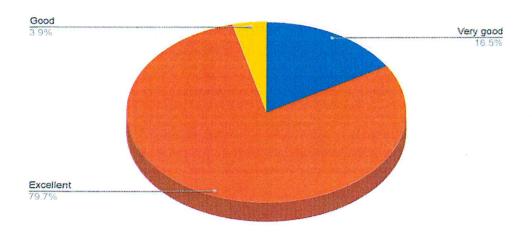
Excellent	Very good	Good	Satisfactory
81.4%	10.8%	3.9%	0%



#### Q11) Ability to manage Leadership Qualities.

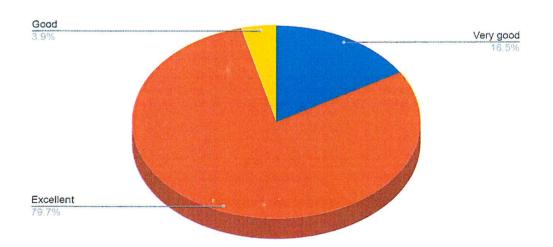
Excellent	Very good	Good	Satisfactory
79.7%	16.5%	3.9%	0%

(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)



## Q12) Innovativeness, Creativity.

Excellent	Very good	Good	Satisfactory
79.7%	16.5%	3.9%	0%

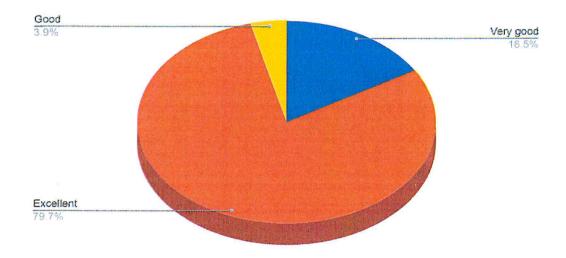




(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)

## Q13) Relationship with Seniors/Peers/Subordinates.

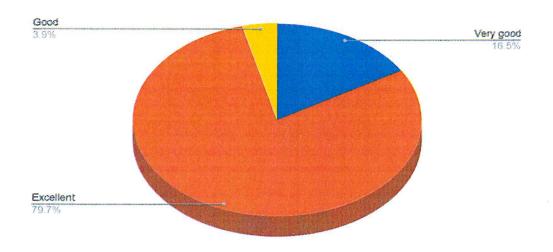
Excellent	Very good	Good	Satisfactory
79.7%	16.5%	3.9%	0%



### Q14) Involvement in Social Activities.

Excellent	Very good	Good	Satisfactory
79.7%	16.5%	3.9%	0%

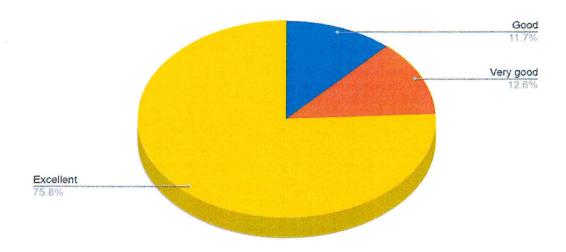
(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)



## Q15) Ability to take up extra responsibility.

Excellent	Very good	Good	Satisfactory
75.8%	12.6%	11.7%	0%

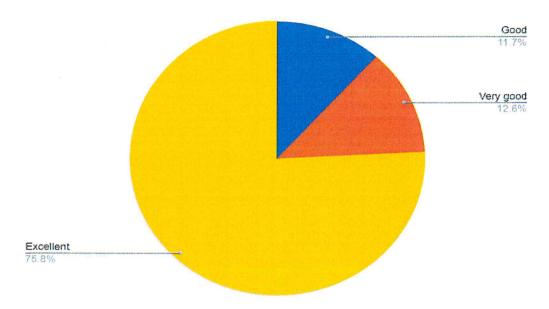
(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)



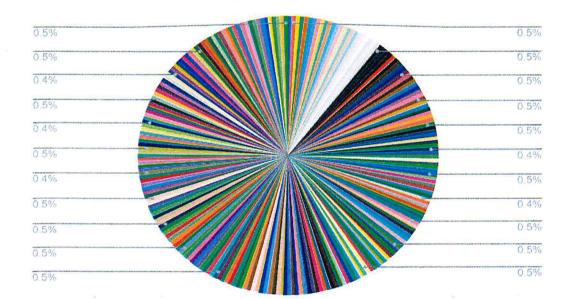
## Q16) Obligation to work beyond schedule if required.

Excellent	Very good	Good	Satisfactory
75.8%	12.6%	11.7%	0%

(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)



Q17) On a scale of 1 to 10 how do you rate your overall satisfaction with MU students and the curriculum?

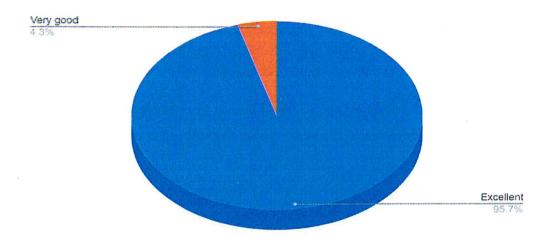




(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)

### Q18) If you were dissatisfied with any aspect, please comment further

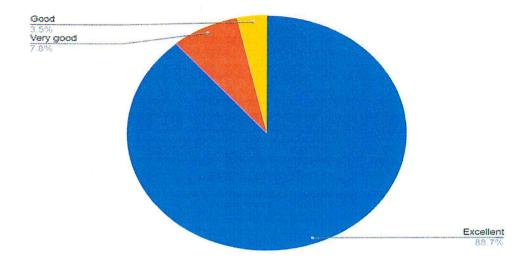
Excellent	Very good	Good	Satisfactory
95.7%	4.3%	0%	0%



## Q19) How could our programs be improved? What specific comments do you have regarding the curriculum?

Excellent	Very good	Good	Satisfactory
88.7%	7.8%	3.5%	0%

(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)





(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)

## EMPLOYERS FEEDBACK ACTION TAKEN REPORT

Sr. No	Key Suggestions	Action Taken
1.	Improve graduates' practical skills and industry readiness	Enhanced the curriculum with more industry-aligned courses, introduced mandatory internships, and increased practical training sessions in collaboration with industry experts
2.	Strengthen soft skills and communication abilities of graduates	Launched dedicated soft skills training programs, including workshops on communication, teamwork, and leadership, as part of the curriculum
3.	Increase exposure to real-world business scenarios	Implemented case study-based learning, invited industry leaders for guest lectures, and organized regular industry visits and field trips
4.	Enhance technical skills relevant to current industry needs	Updated technical courses to reflect the latest industry trends and technologies, and provided advanced training sessions on emerging tools and software
5.	Facilitate better understanding of workplace ethics and professionalism	Introduced ethics and professionalism modules into the curriculum, conducted seminars on workplace behaviour, and invited professionals to share their experiences
6.	Improve problem-solving and critical-thinking skills	Integrated problem-based learning approaches, organized hackathons and competitions, and included critical thinking exercises in the coursework
7.	Increase collaboration with industry for curriculum development	Established industry advisory boards to provide input on curriculum design, ensuring that courses remain relevant and aligned with industry requirements
8.	Provide more opportunities for project-based learning	Increased the number of project-based courses, encouraged industry-sponsored projects, and facilitated cross-disciplinary project collaborations



(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)

# ALUMNI FEEDBACK ANALYSIS & ACTION TAKEN



(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)

### ALUMNI FEEDBACK ANALYSIS

Alumni feedback addressed the quality, competence, skills, and professionalism related to the curriculum and learning issues. Additionally, the feedback included comments on the delivery of the curriculum by teachers. The collected feedback is analysed and sent to the respective authorities for necessary actions.

#### Feedback from Alumni:

The analysis of alumni feedback indicates a high level of satisfaction with the curriculum development and revision processes. However, some suggestions for improvements in the teaching-learning process were noted and will be considered for implementation.

### Madhav University - Alumni Feedback Analysis 2023-24

The Feedback Analysis Committee at Madhav University designs and collects feedback from its stakeholders to monitor and evaluate the quality of the curriculum and related issues. For the academic year 2023-24, feedback forms were collected from alumni, focusing on several aspects of the curriculum and its learning-related issues in terms of quality, competence, skills, and professionalism. The feedback also considered other issues, such as the delivery of the curriculum by teachers.

The feedback analysis report is submitted to the President/Pro-Vice-Chancellor of the University. The feedback report is then forwarded to the Internal Quality Assurance Cell (IQAC) for necessary action. Following this, the analysis is shared with all constituent colleges and their heads, who are instructed to take necessary measures to address the issues raised by the alumni.

### Key Findings from Alumni Feedback:

### Course Relevance and Sequence:

- Relevance of Courses in Relation to the Program: 85.7% rated as Excellent or Good.
- Sequence of Courses in the Programs: 71.4% rated as Very Good or Excellent.

### **Competencies and Course Content:**

- Competencies in Relation to the Course Content: 64.2% rated as Excellent.
- Sequence of Topics in the Units: 64.3% rated as Excellent or Very Good.



(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)

### Specializations and Technological Advancements:

- Offering in Relation to Specialization Streams: 71.4% rated as Excellent.
- Offering of Electives in Relation to Technological Advancements: 57.1% rated as Excellent.

### Teaching and Mentorship:

- Teachers' Support in Academic and Co-curricular Activities: 71.4% rated as Excellent or Very Good.
- Adoption of Teaching Methodologies (Face-to-Face and Online): 64.3% rated as Excellent.

### Certification and Learning Opportunities:

 Additional Certification Programs and Opportunities for Employability: 57.2% rated as Excellent or Very Good.

### Extracurricular and Social Responsibilities:

- Participation in NSS/NCC/Red Cross/YRC and Outreach Activities: 64.2% rated as Excellent.
- Impact of Academic, Co-curricular, and Extra-curricular Facilities on Values and Character Development: 100% rated as Excellent.

### Participation and Satisfaction Rates:

• Participation Rate: 75%

• Content, Infrastructure, and Facilities Ratings:

✓ Excellent: 56.4%✓ Very Good: 21.8%✓ Good: 18.0%

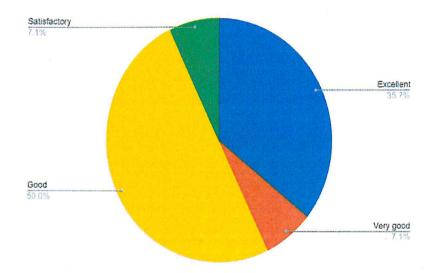
✓ Satisfactory: 3.8%



(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)

### Q1. How do you rate the relevance of the courses in relation to the program?

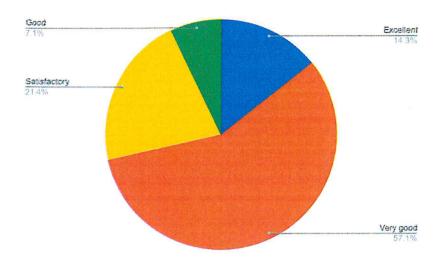
Excellent	Very good	Good	Satisfactory
35.7%	7.1%	50%	7.1%



## Q2. How do you rate the sequence of the courses included into the programs?

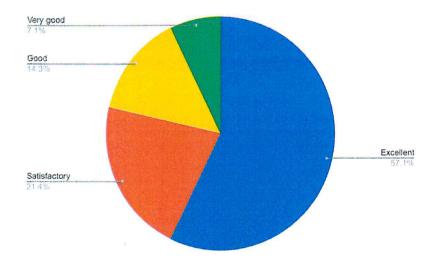
Excellent	Very good	Good	Satisfactory
14.3%	57.1%	7.1%	21.4%

(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)



### Q3. How do you rate the competencies in relation to the course content?

Excellent	Very good	Good	Satisfactory
57.1%	7.1%	14.3%	21.4%

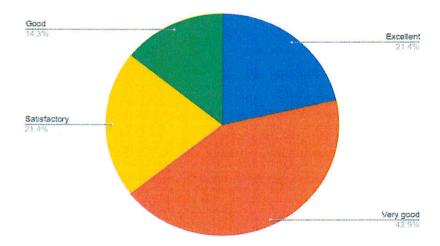




(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)

## Q4. How do rate the sequence of the topics in the units?

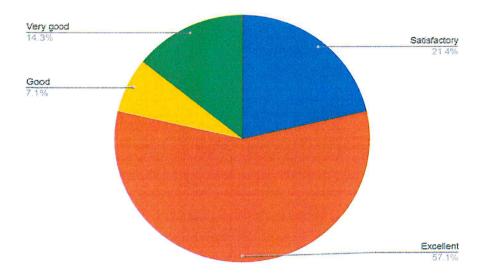
Excellent	Very good	Good	Satisfactory
21.4%	42.9%	14.3%	21.4%



## Q5. Rate the offering of the in relation to the specialization streams?

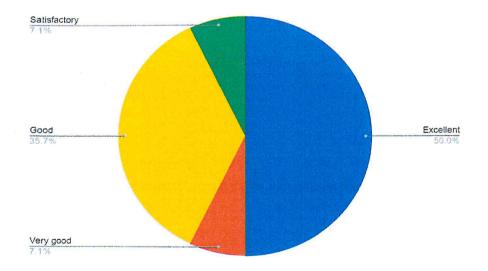
Excellent	Very good	Good	Satisfactory
57.1%	14.3%	7.1%	21.4%

(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)



Q6. How do you rate the offering of the electives in relation to the Technological advancements?

Excellent	Very good	Good	Satisfactory
50%	7.1%	35.7%	7.1%

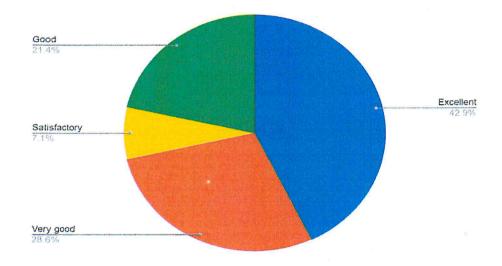




(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)

# Q7. Teachers and their mentorships helped in good academic performance and in excelling in co and extra-curricular activities.

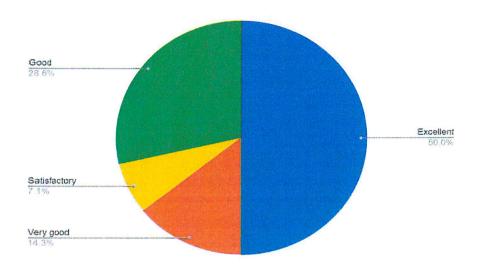
Excellent	Very good	Good	Satisfactory
42.9%	28.6%	21.4%	7.1%



# Q8. Teachers have adopted both face-to-face teaching and online learning methodologies.

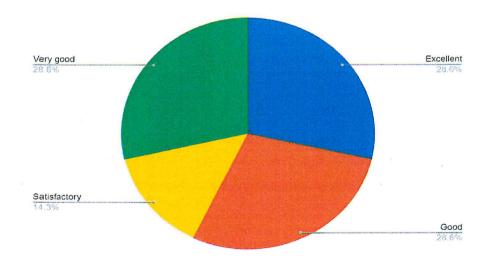
Excellent	Very good	Good	Satisfactory
50%	14.3%	28.6%	7.1%

(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)



# Q9. Teachers have provided additional certification programs and opportunities to learn new skills for employability and life-long learning.

Excellent	Very good	Good	Satisfactory
28.6%	28.6%	28.6%	14.3%

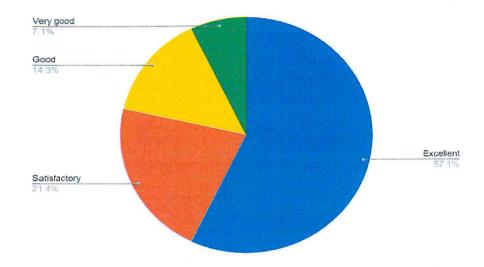




(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)

# Q10. The opportunities to participate in NSS/NCC/Red cross/YRC and in other Outreach activities inculcated social responsibilities.

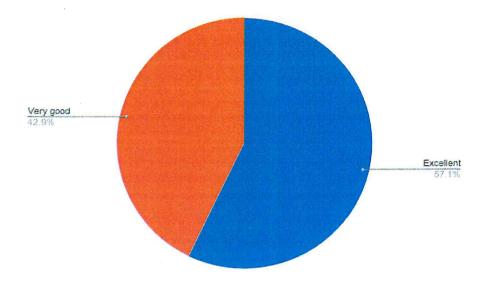
Excellent	Very good	Good	Satisfactory
57.1%	7.1%	14.3%	21.4%



# Q11. Academics, co and extra-curricular facilities and ambience shaped the character in terms of values, ethics, self-learning and creative attitudes.

Excellent	Very good	Good	Satisfactory
57.1%	42.9%	0%	0%

(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)





(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)

### ALUMNI FEEDBACK ACTION TAKEN REPORT

Sr. No	Key Suggestions	Action Taken
1.	Improve alumni networking opportunities	Organized regular alumni networking events, created an online alumni platform for professional connections, and launched a mentorship program pairing alumni with current students
2.	Increase career support and continuing education opportunities for alumni	Established an alumni career services office, offered continuing education courses at discounted rates, and organized webinars and workshops on career development
3.	Enhance communication and engagement with the alumni community	Launched a quarterly alumni newsletter, improved the alumni website with updated resources and news, and increased engagement through social media platforms
4.	Facilitate alumni involvement in university activities	Created an alumni advisory board, invited alumni to participate in university events and guest lectures, and established an alumni volunteer program to support university initiatives
5.	Strengthen the alumni association's role and visibility	Reorganized the alumni association structure, increased its visibility through events and campaigns, and provided more resources for alumni association activities
6.	Improve access to university facilities for alumni	Offered alumni access to university libraries, gyms, and recreational facilities, and provided alumni discounts for attending university events and programs
7.	Support alumni entrepreneurship and innovation	Established an alumni entrepreneurship hub, provided seed funding and resources for alumni start-ups, and organized pitch events and innovation challenges
8.	Enhance collaboration between alumni and academic departments	Facilitated regular meetings between alumni and faculty, involved alumni in curriculum development discussions, and invited alumni to contribute to research projects



(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)

# PROFESSIONAL FEEDBACK ANALYSIS & ACTION TAKEN



(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)

### PROFESSIONAL FEEDBACK ANALYSIS

#### Feedback from Professionals:

Feedback from professionals addressed the quality, competence, skills, and professionalism related to the curriculum and learning issues. Additionally, the feedback included comments on the delivery of the curriculum by teachers. The collected feedback is analysed and sent to the respective authorities for necessary actions.

### Madhav University - Professionals' Feedback Analysis 2023-24

The Feedback Analysis Committee at Madhav University designs and collects feedback from its stakeholders to monitor and evaluate the quality of the curriculum and related issues. For the academic year 2023-24, feedback forms were collected from professionals, focusing on several aspects of the curriculum and its learning-related issues in terms of quality, competence, skills, and professionalism. The feedback also considered other issues, such as the delivery of the curriculum by teachers.

The feedback analysis report is submitted to the President/Pro-Vice-Chancellor of the University. The feedback report is then forwarded to the Internal Quality Assurance Cell (IQAC) for necessary action. Following this, the analysis is shared with all constituent colleges and their heads, who are instructed to take necessary measures to address the issues raised by the professionals.

### **Key Findings from Professional Feedback:**

### **Curriculum Relevance and Practical Application:**

- Preparation for Practical Demands: 71.4% rated as Excellent or Very Good.
- Understanding of Industry Trends and Developments: 42.8% rated as Excellent.

### Curriculum Gaps and Enhancement:

- Gaps in Curriculum for Professional Needs: 71.4% rated as Excellent or Very Good.
- Hands-on or Practical Components: 57.1% rated as Excellent.

### **Emerging Technologies and Innovations:**

- Coverage of Emerging Technologies: 64.2% rated as Excellent.
- Fostering Critical Thinking and Problem-Solving Skills: 64.3% rated as Very Good.



(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)

### Real-World Scenarios and Case Studies:

• Incorporation of Real-World Scenarios and Case Studies: 71.5% rated as Excellent or Very Good.

### **Industry Collaboration and Internships:**

• Opportunities for Collaboration and Internships: 64.3% rated as Excellent.

### Balance of Theoretical and Practical Knowledge:

• Balance between Theoretical Knowledge and Practical Application: 64.3% rated as Excellent.

### **Professional Development:**

• Introduction of Additional Courses for Professional Development: 57.2% rated as Excellent or Very Good.

### Participation and Satisfaction Rates:

• Participation Rate: 75%

• Content, Infrastructure, and Facilities Ratings:

✓ Excellent: 56.0% ✓ Very Good: 24.3% ✓ Good: 15.7%

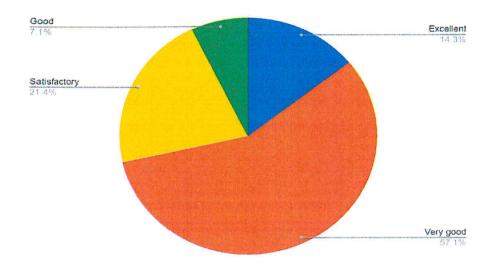
✓ Satisfactory: 4.0%



(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)

# Q1) How do you rate the university curriculum in terms of preparing you for the practical demands of your profession?

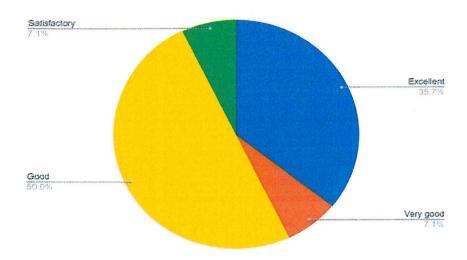
Excellent	Very good	Good	Satisfactory
14.3%	57.1%	7.1%	21.4%



## Q2) Did the curriculum contribute to your understanding of current industry trends and developments?

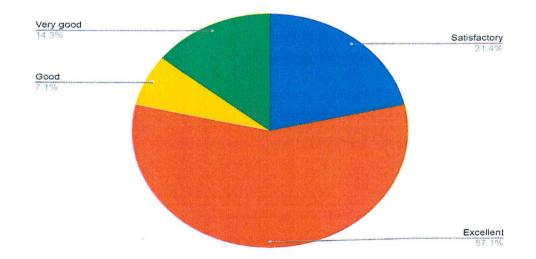
Excellent	Very good	Good	Satisfactory
35.7%	7.1%	50.0%	7.1%

(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)



Q3) Do you think that there are gaps in the curriculum that you believe should be addressed to better align with the needs of the profession?

Excellent	Very good	Good	Satisfactory
57.1%	14.3%	7.1%	21.4%

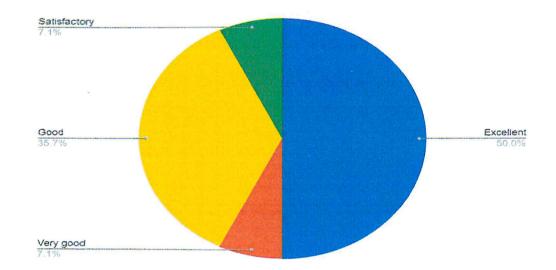




(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)

# Q4) Do you think the curriculum aptly reflect the hands-on or practical components in enhancing your skills and knowledge?

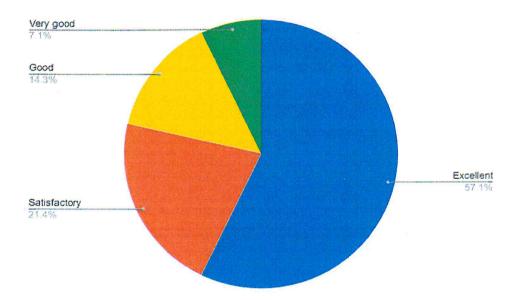
Excellent	Very good	Good	Satisfactory
50%	7.1%	35.7%	7.1%



(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)

# Q5) Did the curriculum adequately cover emerging technologies and innovations relevant to your field?

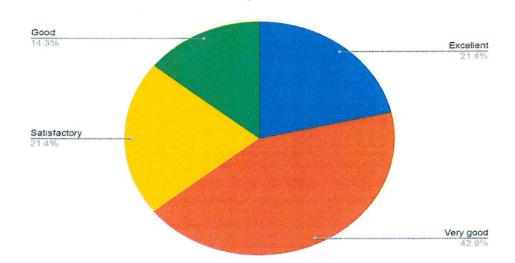
Excellent	Very good	Good	Satisfactory
57.1%	7.1%	14.3%	21.4%



Q6) Do you think the syllabi foster critical thinking and problem-solving skills applicable to your profession?

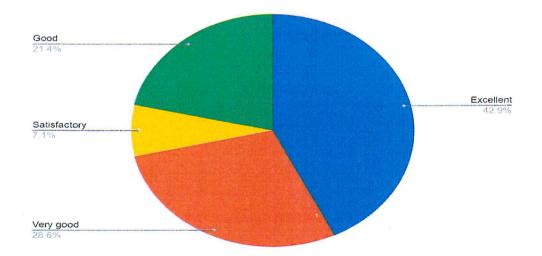
Excellent	Very good	Good	Satisfactory
21.4%	42.9%	14.3%	21.4%

(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)



# Q7) Does the curriculum incorporate real-world scenarios and case studies to enhance your practical understanding?

Excellent	Very good	Good	Satisfactory
42.9%	28.6%	21.4%	7.1%

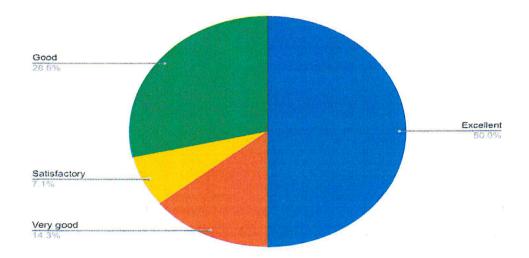




(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)

# Q8) There are opportunities for collaboration with industry professionals or internships?

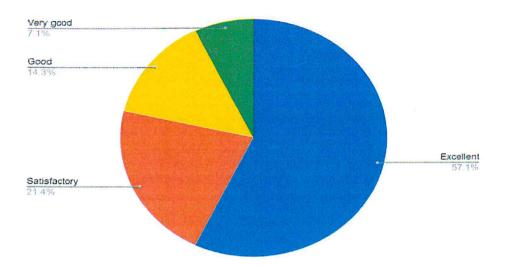
Excellent	Very good	Good	Satisfactory
50%	14.3%	28.6%	7.1%



# Q9) Did the curriculum provide a good balance between theoretical knowledge and practical application in your field?

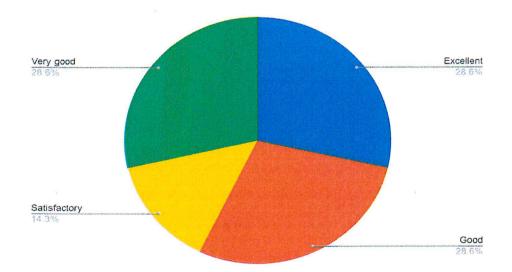
Excellent	Very good	Good	Satisfactory
57.1%	7.1%	14.3%	21.4%

(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)



Q10) Reflecting on your professional journey, is there a need to introduce courses or subjects you believe could have been integrated into the curriculum to enhance your overall professional development?

Excellent	Very good	Good	Satisfactory
28.6%	28.6%	28.6%	14.3%





(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)

### PROFESSIONAL FEEDBACK ACTION TAKEN REPORT

Sr. No	Key Suggestions	Action Taken
1.	Align syllabus with current industry trends and demands	Conducted a comprehensive syllabus review with industry experts, updated course content to include emerging trends and technologies, and introduced new courses reflecting industry needs
2.	Increase interdisciplinary course offerings	Developed interdisciplinary programs that bridge multiple fields, encouraged cross- departmental projects, and created new courses that integrate knowledge from different disciplines
3.	Enhance practical and hands-on learning experiences	Increased the number of lab sessions, introduced more project-based assessments, and partnered with industries to provide real-world case studies and practical assignments
4.	Incorporate more advanced and specialized topics	Added advanced elective courses in specialized areas, invited guest lecturers with expertise in cutting-edge topics, and provided resources for self-study on advanced subjects
5.	Improve the integration of technology in teaching	Upgraded classroom technology, implemented learning management systems for better course management, and trained faculty on using advanced educational tools and software
6.	Strengthen the linkage between theory and practice	Integrated more case studies and practical examples into the curriculum, invited industry professionals for guest lectures, and organized field trips to relevant industries
7.	Foster a more interactive and engaging learning environment	Implemented active learning techniques, increased the use of discussion-based and collaborative learning methods, and utilized technology to enhance student engagement



(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)

Sr. No	Key Suggestions	Action Taken
8.	Increase opportunities for experiential learning	Developed internship and co-op programs with industry partners, facilitated service-learning projects, and incorporated experiential learning components into existing courses



(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)

# TEACHERS FEEDBACK ANALYSIS & ACTION TAKEN



(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)

### TEACHERS FEEDBACK ANALYSIS

#### Feedback from Teachers:

Feedback from teachers focused on various aspects of the curriculum and instructional practices, including the effectiveness of teaching methods, alignment with educational objectives, and the availability of resources. Additionally, feedback addressed the challenges faced in curriculum delivery and suggestions for improvement. The collected feedback is analyzed and sent to the respective authorities for necessary actions

### Madhav University - Teachers' Feedback Analysis 2023-24

The Feedback Analysis Committee at Madhav University designs and collects feedback from its stakeholders to monitor and evaluate the quality of teaching and related academic issues. For the academic year 2023-24, feedback forms were collected from teachers, concentrating on several aspects of teaching, curriculum delivery, and professional practices. The feedback also included comments on the alignment of teaching methods with curriculum goals and the effectiveness of resource utilization.

The feedback analysis report is submitted to the President/Pro-Vice-Chancellor of the University. The feedback report is then forwarded to the Internal Quality Assurance Cell (IQAC) for necessary action. Following this, the analysis is shared with all constituent colleges and their heads, who are instructed to take necessary measures to address the issues raised by the teachers.

### **Key Findings from Teacher Feedback:**

The feedback from Teachers shows a generally positive assessment of the curriculum and academic experience at Madhav University. Key highlights from the data include:

- Course Sequence: The sequence of courses is well-rated, with a majority of respondents considering it either excellent or very good.
- Syllabus Relevance: The syllabus is highly valued for its alignment with the expected competencies, with a significant majority rating it as excellent.
- Program Structure: The overall structure of the program is well-regarded, reflecting an effective organization and coherence.



(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)

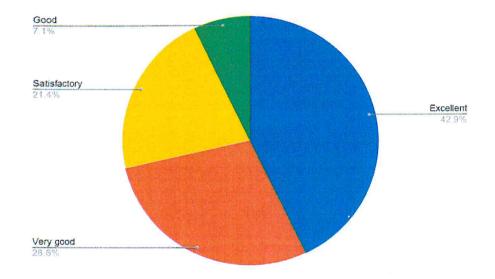
- Credits and Contact Hours: Allocation of credits and contact hours is positively evaluated, indicating an appropriate distribution.
- Electives: The relevance of electives to specialization streams and technological advancements is highly appreciated.
- Textbooks and Reference Materials: These are considered useful and relevant, with a significant portion of respondents rating them positively.
- Syllabus Size and Load: The size of the syllabus and its manageability are well-received, suggesting a balanced workload.
- Course Sequence and Preceding Courses: The order of course offerings is seen as effective, supporting a logical learning progression.
- Extra Learning Opportunities: Courses provide valuable opportunities for extra and self-learning, fostering independent study.
- Evaluation Schemes: The evaluation schemes are generally seen as effective and meeting expectations.
- Course Composition: The variety in course composition, including core and elective components, is viewed as balanced.
- LAB Components: LAB components and experiment designs are positively rated for their relevance and integration.
- Teacher Performance: Teachers are highly praised for their academic performance and support in guiding students.
- ICT Tools for Teachers: The availability and use of ICT tools are well-regarded, enhancing teaching effectiveness.
- Certification and Skill Development: Additional certification and skill development programs are valued for their contribution to employability and lifelong learning.
- Mentoring and Counseling: Regular mentoring and counseling by teachers are highly appreciated, supporting student development.
- Impact on Student Character: Academic and extracurricular opportunities are seen as positively shaping students' values and attitudes.
- Online Information Systems: The online information systems are viewed as providing good access to relevant information.
- Research and Faculty Development: Efforts in promoting research and faculty development are recognized, though there is room for further improvement.
- Library Facilities: Library resources are considered extensive and valuable for self-learning and research.
- Co-Curricular Activities: Co-curricular activities are highly praised for nurturing students' talents and achievements.
- Campus Environment: The campus environment supports healthy interactions among students, teachers, and other stakeholders.



(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)

### Q1) How do you rate the sequence of the Courses provided in the curriculum?

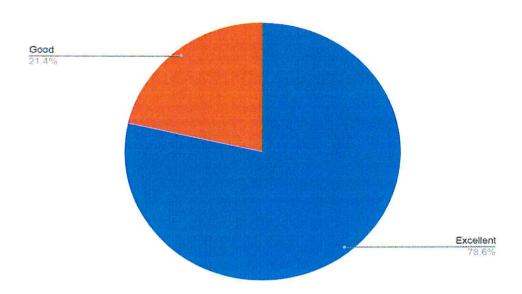
Excellent	Very good	Good	Satisfactory
42.9%	28.6%	7.1%	21.4%



# Q2) How do you rate the syllabus of the courses in relation to the competencies expected out of the course?

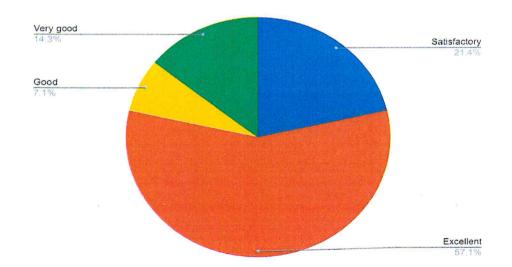
Excellent	Very good	Good	Satisfactory
78.6%	0%	21.4%	0%

(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)



#### Q3) How do you rate the structure framed for the entire program?

Excellent	Very good	Good	Satisfactory
57.1%	14.3%	7.1%	21.4%

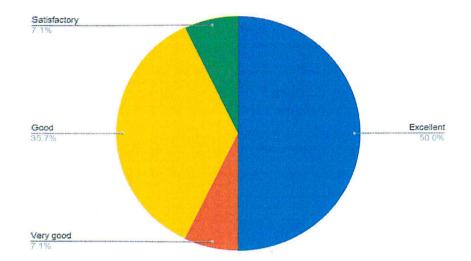




(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)

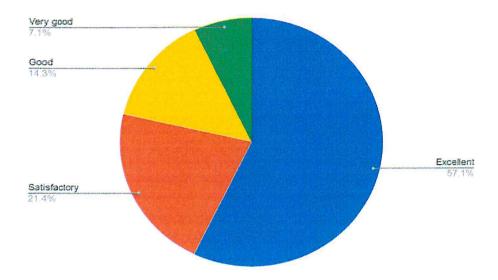
## Q4) How do you rate the allocation of the credits and contact hours (L-T-P) to the courses?

Excellent	Very good	Good	Satisfactory
50%	7.1%	35.7%	7.1%



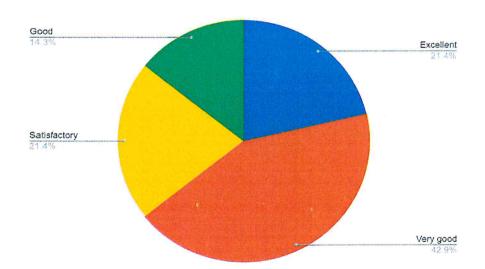
Q5) How do you rate the offering of the electives in terms of their relevance to the specialization streams and technological advancements?

Excellent	Very good	Good	Satisfactory
57.1%	7.1%	14.3%	21.4%



Q6) How do you rate the relevance of the Text Books and reference books by their International recognition to the Courses?

Excellent	Very good	Good	Satisfactory
21.4%	42.9%	14.3%	21.4%

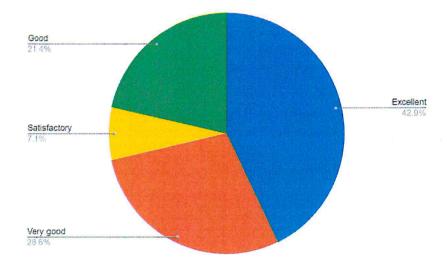




(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)

#### Q7) Rate the Size of syllabus in terms of the load on the student

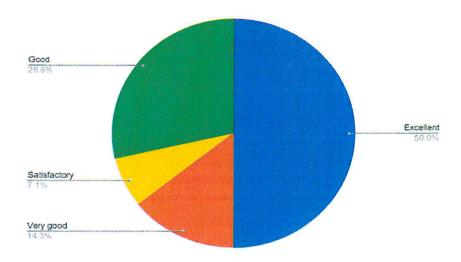
Excellent	Very good	Good	Satisfactory
42.9%	28.6%	21.4%	7.1%



# Q8) Rate the courses in terms of sequence of offering considering whether the preceding courses have been covered.

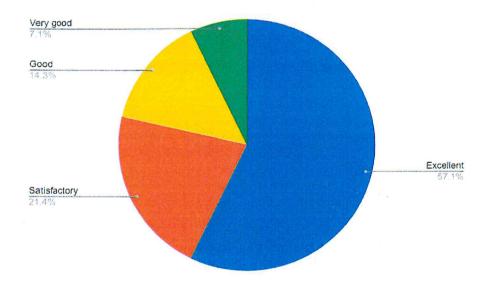
Excellent	Very good	Good	Satisfactory
50%	14.3%	28.6%	7.1%

(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)



# Q9) Rate the courses in terms of extra learning or self-learning considering the design of the courses.

Excellent	Very good	Good	Satisfactory
57.1%	7.1%	14.3%	21.4%

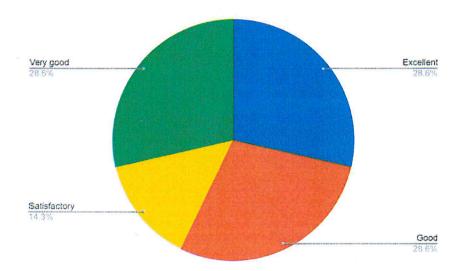




(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)

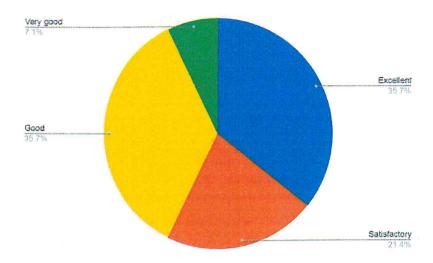
#### Q10) How do you rate the evaluation scheme designed for each of the course?

Excellent	Very good	Good	Satisfactory
28.6%	28.6%	28.6%	14.3%



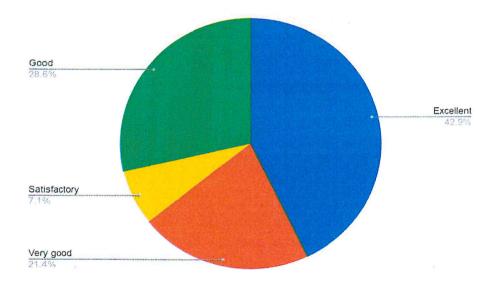
Q11) How do you rate the composition of the courses in terms of Basic science, Engineering science, Humanities, Discipline core, discipline elective, open elective, project etc?

Excellent	Very good	Good	Satisfactory
35.7%	7.1%	35.7%	21.4%



Q12) How do you rate the percentage of courses having LAB components and the domain used for designing the experiments for the LAB components?

Excellent	Very good	Good	Satisfactory
42.9%	21.4%	28.6%	7.1%

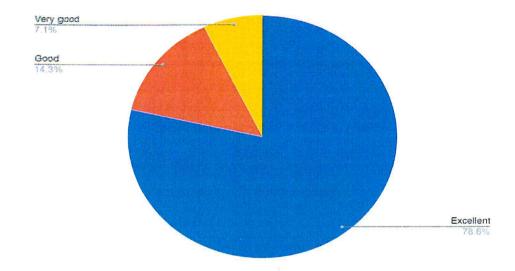




(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)

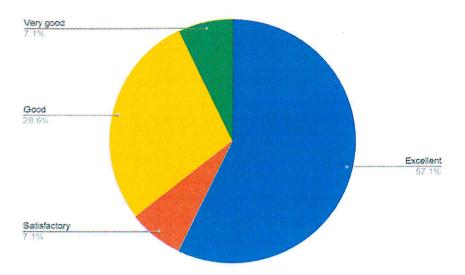
#### Q13) Teachers have complete academic performance in moulding their students.

Excellent	Very good	Good	Satisfactory
78.6%	7.1%	14.3%	0%



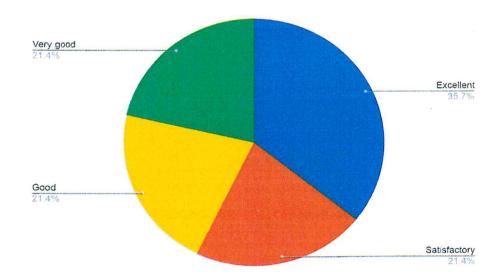
# Q14) Teachers are facilitated with ICT Tools like Laptops, LCD Projectors, Smart Boards, and Wireless Internet etc.

Excellent	Very good	Good	Satisfactory
57.1%	7.1%	28.6%	7.1%



Q15) Teachers blend additional certification and skill development programs for students, to learn new skills for employability and life-long learning.

Excellent	Very good	Good	Satisfactory
35.7%	21.4%	21.4%	21.4%

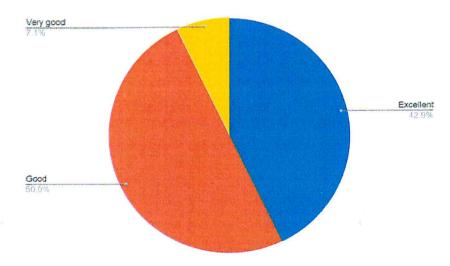




(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)

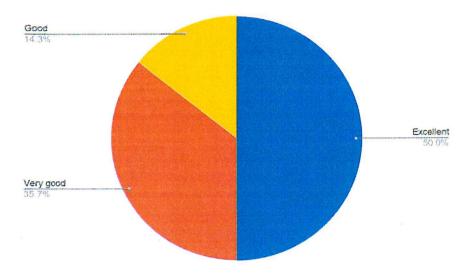
Q16) Teachers mentor students on a regular basis offering counselling/mentoring services for students' excellence and to overcome students' personal and leaning issues.

Excellent	Very good	Good	Satisfactory
42.9%	7.1%	50%	0%



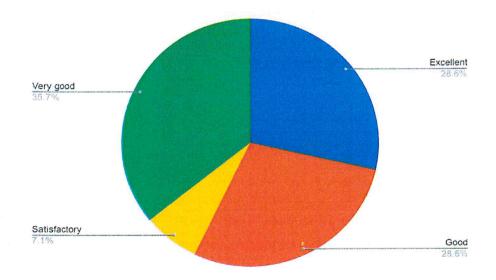
Q17) Academics, co and extracurricular opportunities and facilities and ambience shaped the character of students' in terms of values, ethics, self-learning and creative attitudes.

Excellent	Very good	Good	Satisfactory
50%	35.7%	14.3%	0%



Q18) University has enabled on-line information systems for access to students, parents, faculty and others for up to-date access to information.

Excellent	Very good	Good	Satisfactory
28.6%	35.7%	28.6%	7.1%

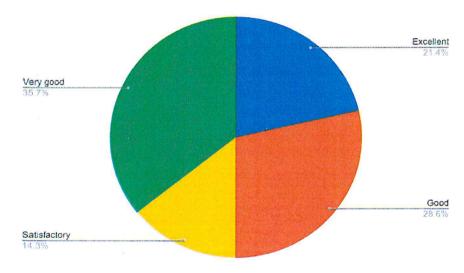




(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)

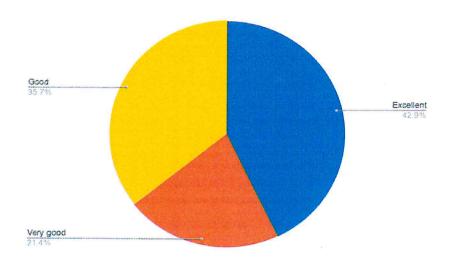
Q19) University promotes sponsored research, research publications, consultancy, faculty developments, patents etc., though faculty motivation and budget provisions.

Excellent	Very good	Good	Satisfactory
21.4%	35.7%	28.6%	14.3%



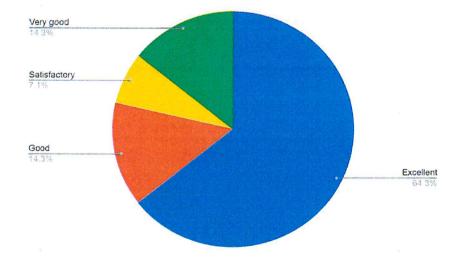
Q20) Library facilities are good with enormous number of books, eBooks, e-Journals etc., for self-learning and research.

Excellent	Very good	Good	Satisfactory
42.9%	21.4%	35.7%	0%



Q21) The initiatives towards co-curricular activities helped in nurturing natural talents and achieving accolades.

Excellent	Very good	Good	Satisfactory
64.3%	14.3%	14.3%	7.1%

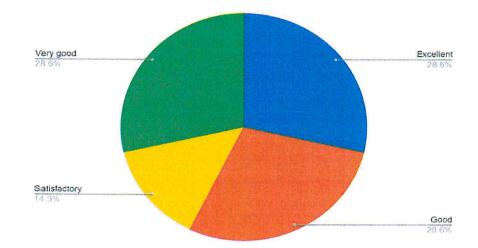




(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)

## Q22) Campus environment promotes healthy interaction of students, teachers and other stake-holders

Excellent	Very good	Good	Satisfactory
28.6%	28.6%	28.6%	14.3%





(Established by the Rajasthan State Govt. Legislature Act No. 07 of 2014)

#### TEACHERS FEEDBACK ACTION TAKEN REPORT

Sr. No	Key Suggestions	Action Taken
1.	Enhance professional development opportunities	Introduced regular professional development workshops, training sessions, and conferences focused on teaching methodologies, research skills, and technology integration
2.	Increase research funding and support	Allocated additional funds for research projects, provided grants for conference participation, and established a research support office to assist with grant applications and publications
3.	Foster collaboration and interdisciplinary research	Established interdisciplinary research groups, organized collaborative projects, and facilitated regular meetings and seminars to encourage knowledge sharing and joint research efforts
4.	Enhance recognition and rewards for teaching excellence	Implemented a teaching excellence awards program, introduced performance-based incentives, and recognized outstanding teaching contributions during faculty meetings and university events
5.	Encourage work-life balance	Introduced flexible working hours, provided wellness programs, and organized recreational activities and retreats to promote a healthy work-life balance among faculty members
6.	Increase opportunities for faculty exchange and sabbaticals	Established new faculty exchange programs with partner institutions, increased the availability of sabbatical leave, and provided financial support for faculty to engage in international academic activities
7.	Enhance digital literacy and technological skills	Organized training sessions on the latest educational technologies, provided resources for online teaching tools, and established a tech support team for faculty



Sr. No	Key Suggestions	Action Taken
8.	Expand access to academic journals and research databases	Subscribed to additional academic journals and research databases, improved access to digital libraries, and provided training on effectively using these resources.
9.	Support international collaboration and networking	Facilitated international research collaborations, organized global academic conferences, and provided travel grants for faculty to attend international events
10.	Enhance support for faculty mental health and well-being	Established a mental health support program specifically for faculty, provided confidential counselling services, and organized wellness initiatives and stress management workshops