

School of Commerce and Management

Feedback Analysis of Stakeholder 2020-21

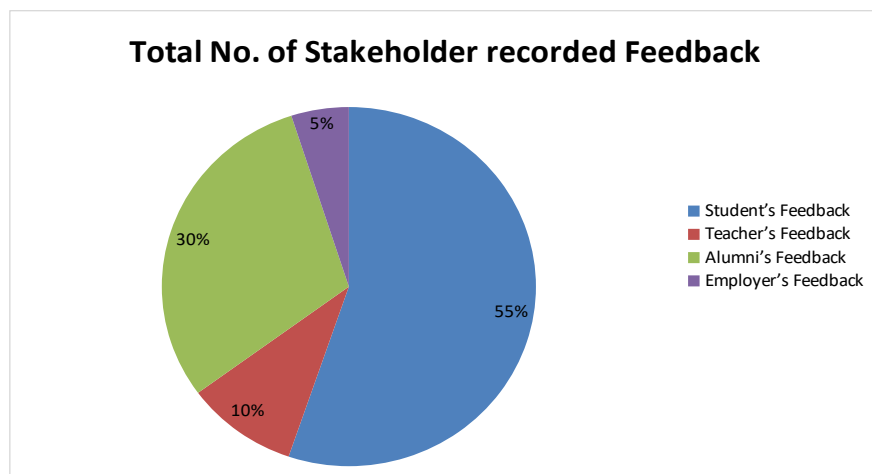
1.4.1 Structured feedback for curriculum and its transactions is regularly obtained from stakeholders like Students, Teachers, Employers, Alumni, Academic peers etc., and Feedback processes of the institution may be classified as follows:

- A. Feedback collected, analysed, action taken & communicated to relevant body and feedback hosted on the institutional website**
- B. Feedback collected, analysed, action has been taken and communicated to the relevant body**
- C. Feedback collected and analysed**
- D. Feedback collected**
- E. Feedback not collected**

Response: A

Summary Statistic of Feedback Received

S. No	Feedback Category	Total No. of Stakeholder recorded Feedback
1	Student's Feedback	222
2	Teacher's Feedback	39
3	Alumni's Feedback	121
4	Employer's Feedback	20



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Feedback Analysis of Stakeholder and Action Taken Report 2020-21

The School of Commerce and Management consistently gathers feedback on various aspects of the curriculum from students, teachers, parents, alumni, and employers across different departments. SOCM evaluates the feedback received from all stakeholders in accordance with their valuable suggestions. These relevant suggestions were used as a foundation, SOCM compiles a report for subsequent actions and submits it to the relevant authorities.

Objectives:

1. To solicit employer recommendations on how to modify our curriculum to better meet the needs of local, regional, national, and international job markets.
2. To compile alumni perspectives derived from their varied professional backgrounds with the goal of improving the programme and satisfying employers and the community at large.
3. To ask instructors for feedback on how to improve the curriculum while keeping it in line with international standards and the University's resources.
4. To get input from parents and students about how appropriate the syllabus is.

Student Feedback

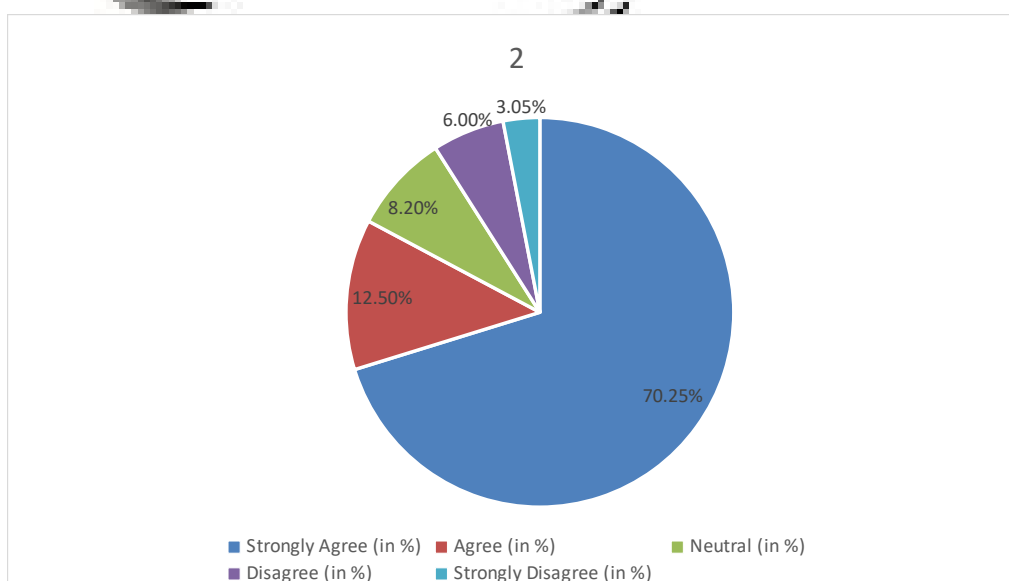
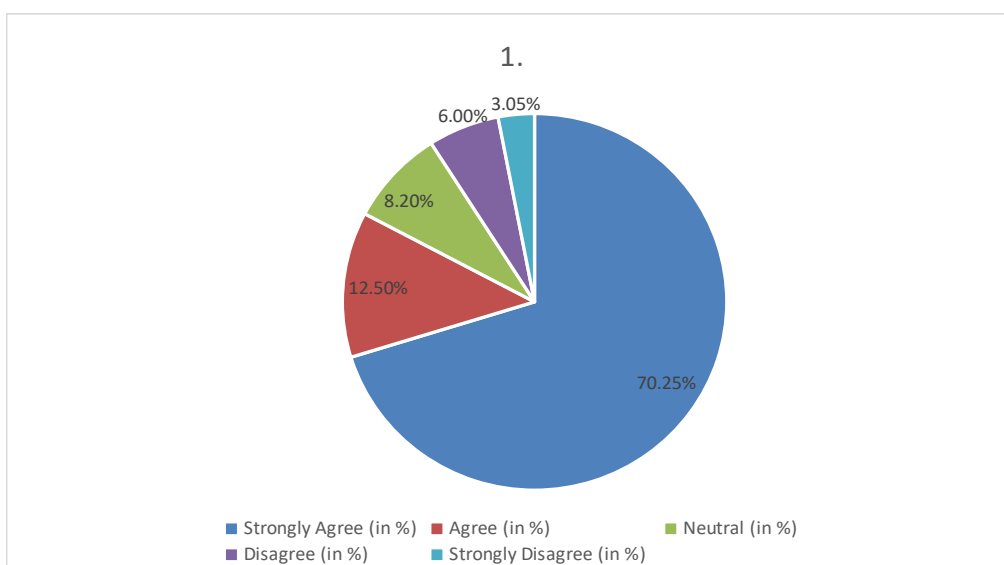
Category	Student's Feedback
Total No. of recorded student's feedback	222
No. of attempted question	10
Feedback type	Online/Offline

S. No.	Nature of Questions	Strongly Agree (in %)	Agree (in %)	Neutral (in %)	Disagree (in %)	Strongly Disagree (in %)
1	In terms of how well the course offered by SOCM has prepared you for the material, how would you rank its overall effectiveness?	62.25%	16.50%	10.75%	7.10%	3.40%
2	At the start of the course, were the learning objectives made clear?	70.25%	12.50%	8.20%	6.00%	3.05%
3	To what extent are you happy with the instructional strategies employed in the course offered by SOCM? (For instance, talks, debates in groups, and practical exercises)	80.50%	6.20%	4.00%	5.30%	3.00%
4	Did the course materials—textbooks, lectures, and internet resources—help you better comprehend the subjects covered?	75.25%	8.20%	6.00%	5.00%	5.55%
5	Were the tests, assignments, and quizzes conducted by SOCM fair and in line with the material taught in the course?	78.50%	6.20%	5.00%	4.50%	5.80%
6	Regarding workload, did the course fulfil your expectations and did you find it to be manageable?	69.20%	8.50%	7.00%	8.30%	6.00%
7	Do you have any particular suggestions for how the course offered by SOCM could have been improved?	10.50%	8.20%	15.00%	32.30%	34.00%
8	How likely are you, on a scale of 1 to 10, to suggest course offered by SOCM?	75.20%	14.50%	5.00%	3.00%	2.30%

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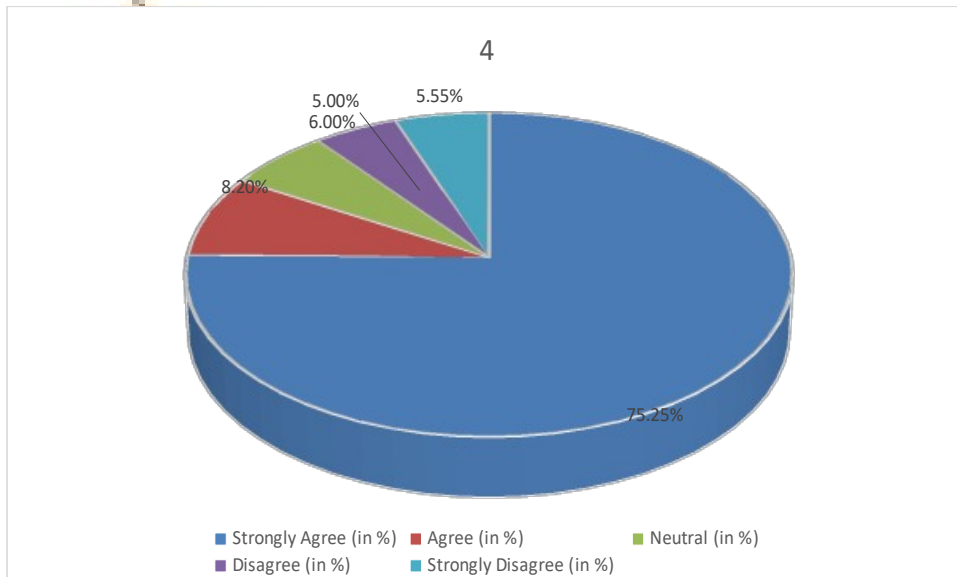
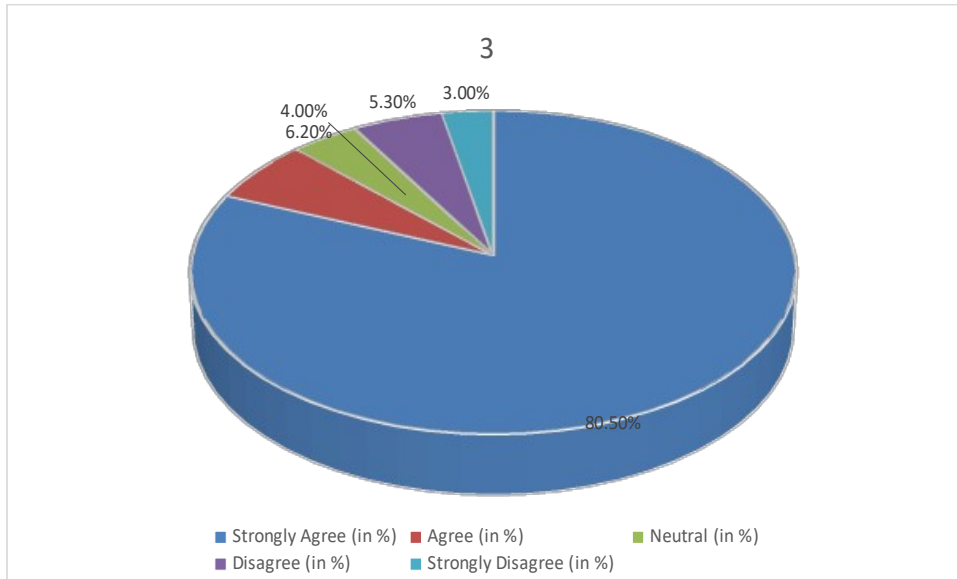
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9	In terms of how well the course has prepared you for the material, how would you rank its overall effectiveness?	80.50%	6.20%	4.00%	5.30%	3.00%
10	At the start of the course offered by SOCM, were the learning objectives made clear?	75.50%	9.20%	4.00%	5.50%	5.80%



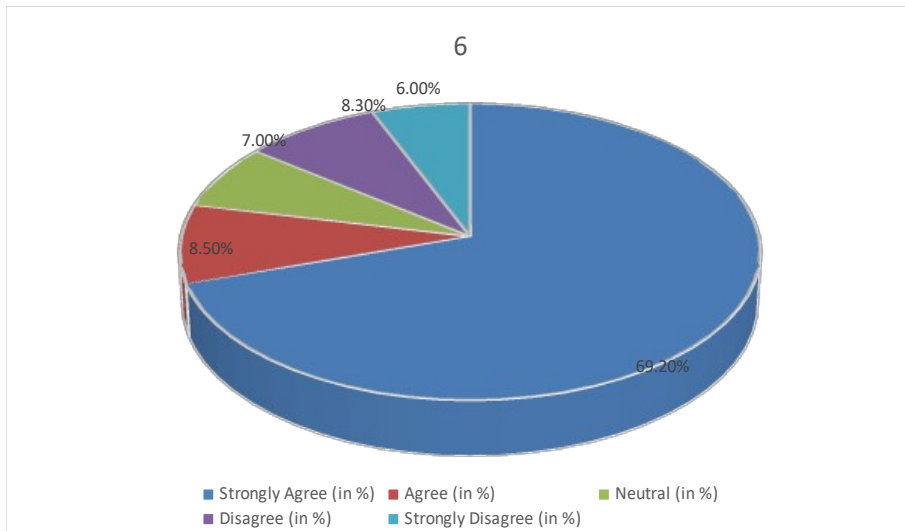
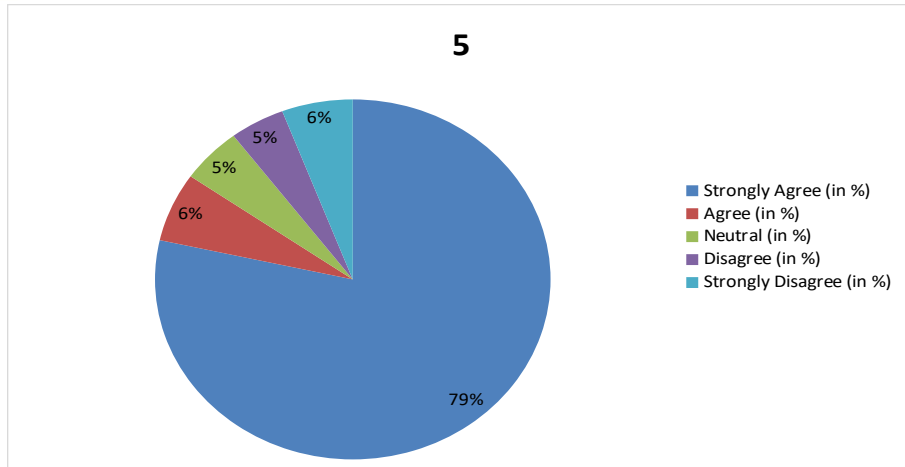
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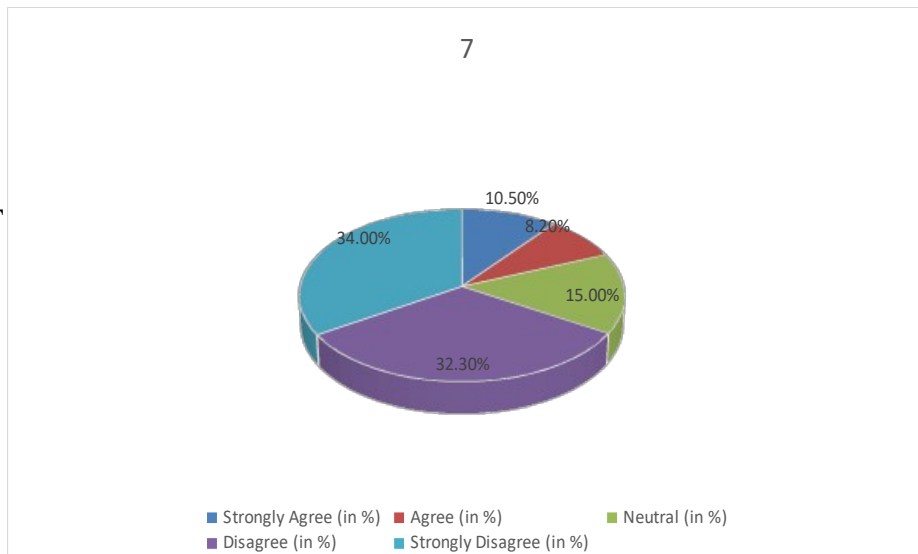


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STUDENT

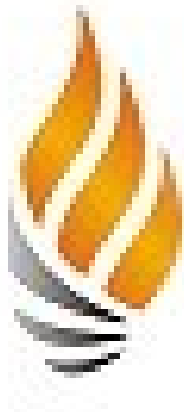


FEEDBACK ANALYSIS REPORT:

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Firstly, a solid 62.25% strongly agree that the courses have done a decent job in preparing them for the material, and an additional 16.50% are on board with it. That's a good chunk feeling well-equipped. Now, when it comes to clarity at the beginning of the course, 70.25% agree that the learning objectives were made clear, providing a strong foundation. The instructional strategies seem to be hitting the right chords with 80.50% expressing happiness with talks, debates, and practical exercises. The course materials also get a nod, with 75.25% finding textbooks, lectures, and online resources helpful in grasping the subjects. Tests and assignments seem fair and aligned with the material for a significant 78.50%. However, when it comes to workload, opinions are a bit scattered, with 69.20% finding it fulfilling and manageable, while others find it a bit on the heavier side. Suggestions for improvement are pouring in, with 32.30% feeling there's room for enhancement. On the bright side, an impressive 75.20% are quite likely to recommend the courses at SOCM. Overall effectiveness scores a solid 80.50%, and learning objectives at the start get a thumbs up from 75.50%. There's a mix of contentment and room for growth, but it looks like SOCM is making strides in delivering effective courses.



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Faculty's Feedback

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Category	Faculty's Feedback
Total No. of recorded student's feedback	39
No. of attempted question	10
Feedback type	Online/Offline

S. No.	Nature of Questions	Yes (in %)	No (in %)
1	Are the programme specific objectives (PSOs) clearly stating the syllabus or course objectives of SOCM?	96.5	3.5
2	Is it feasible for students in your class to finish the curriculum on time?	77.1	32.9
3	Does the syllabus of courses of SOCM aim to close the knowledge gap between theory and practice?	97.4	2.60
4	Does the syllabus of courses of SOCM allow for the adoption of new methods or approaches for student evaluation and testing?	95.4	4.60
5	Does the syllabus include contemporary and sophisticated subjects or methods?	87.4	12.6
6	Does the syllabus make any connections between higher education institutions and society?	98.5	1.70
7	Do most students of SOCM find the subject or its syllabus interesting?	44.1	55.3
8	Are the department recommended reference books and periodicals current and pertinent enough to cover the whole syllabus?	67.0	33.0
9	Are the materials difficult to teach with the available resources?	86.5	13.5
10	Is the curriculum created in a way that enhances opportunities for employment?	57.6	42.4

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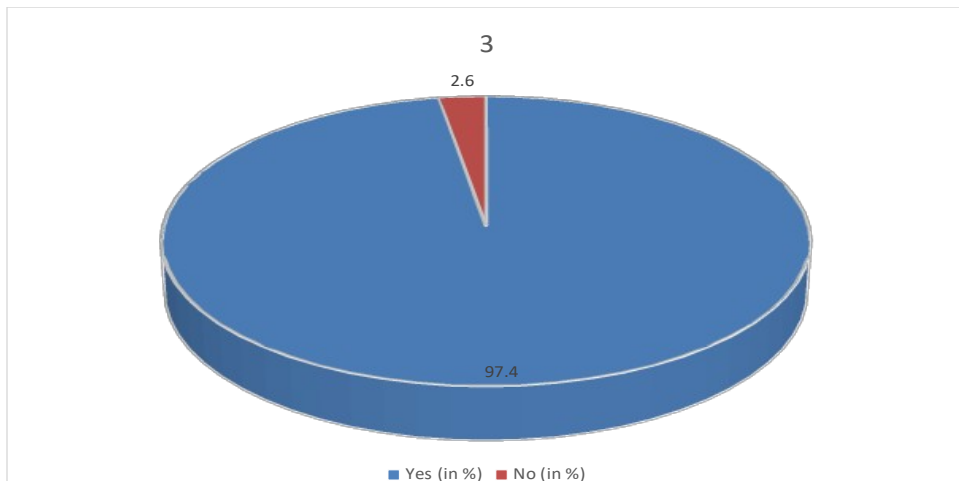
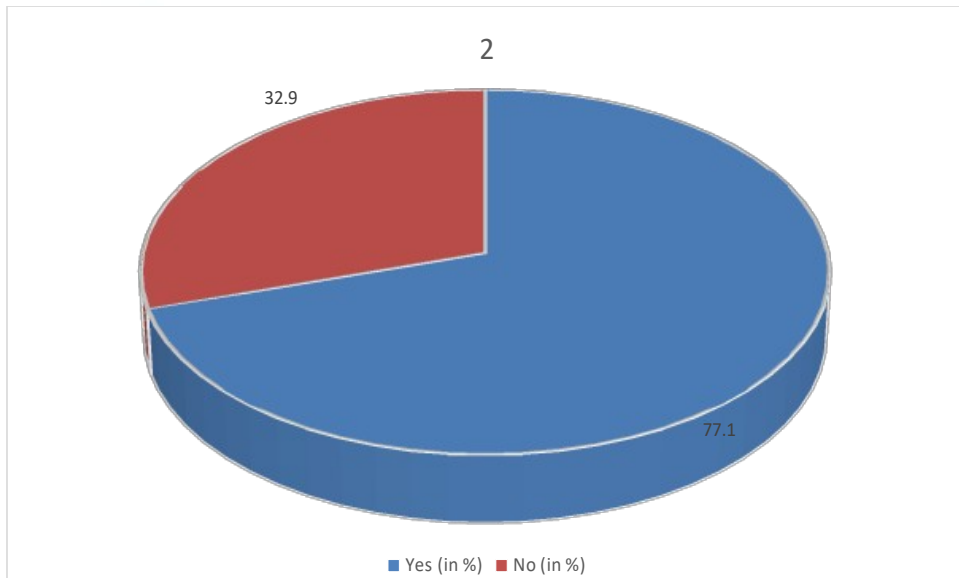
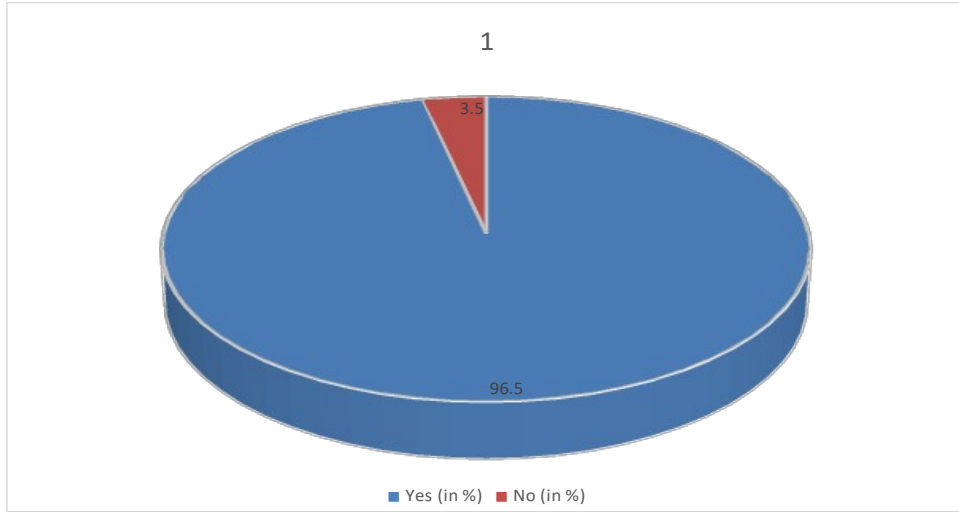
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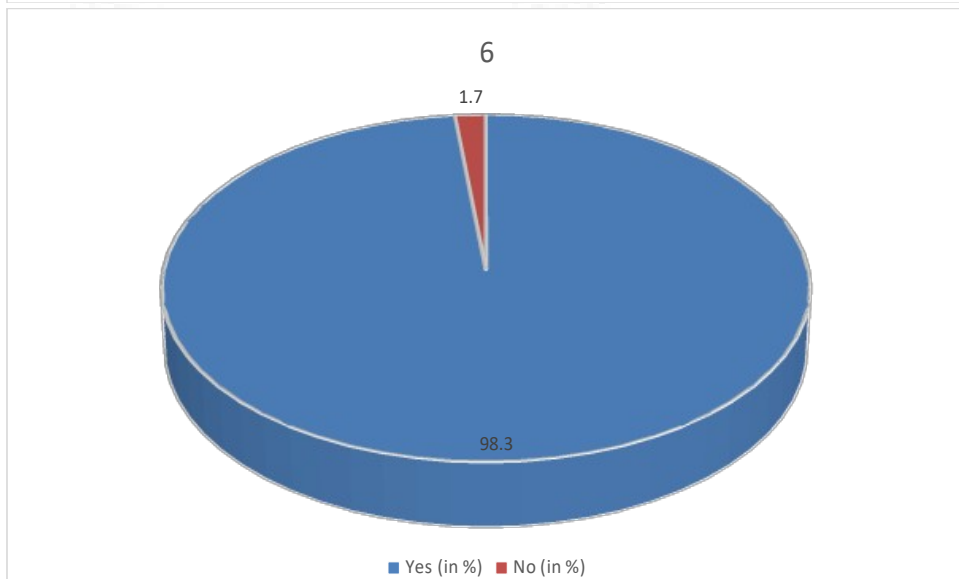
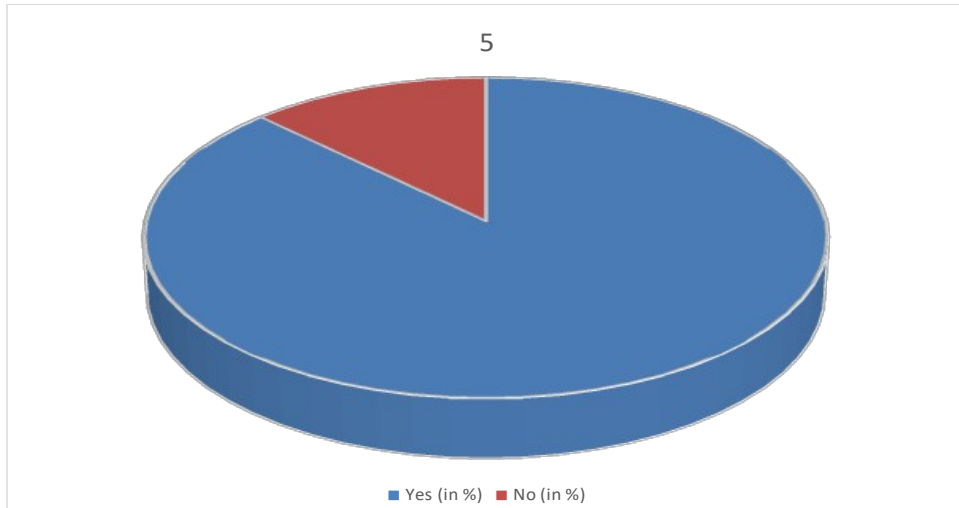
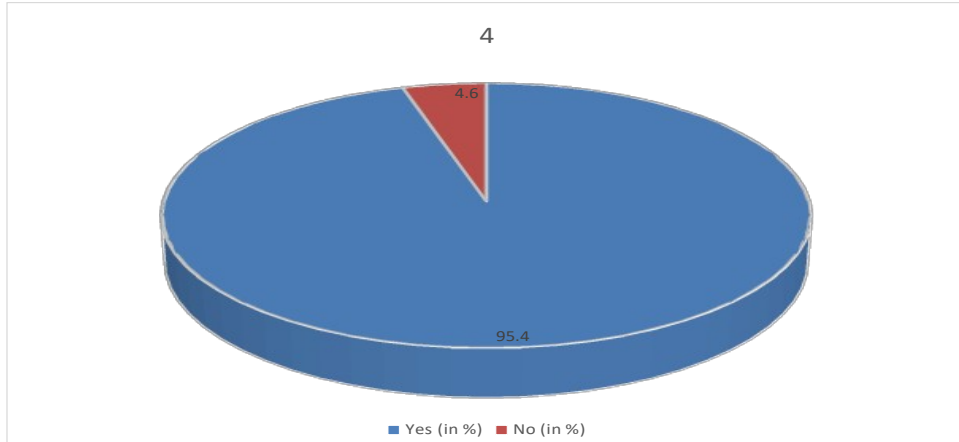
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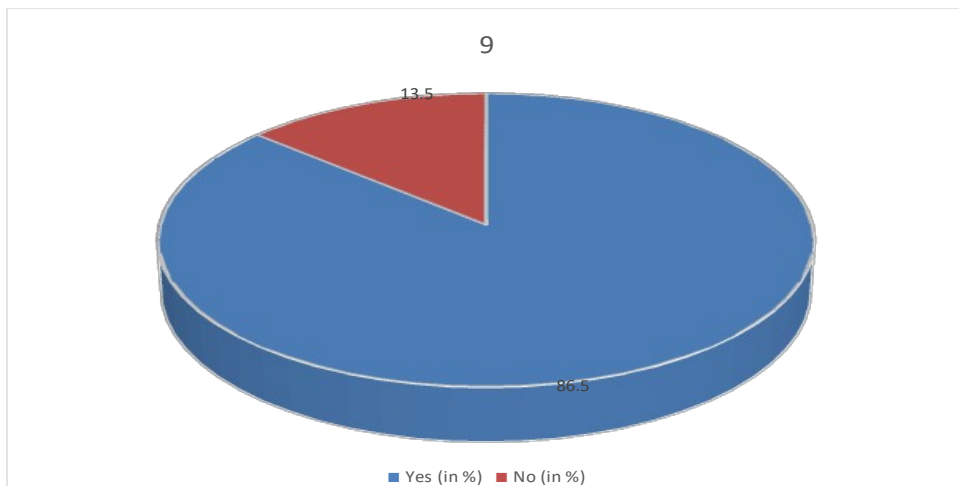
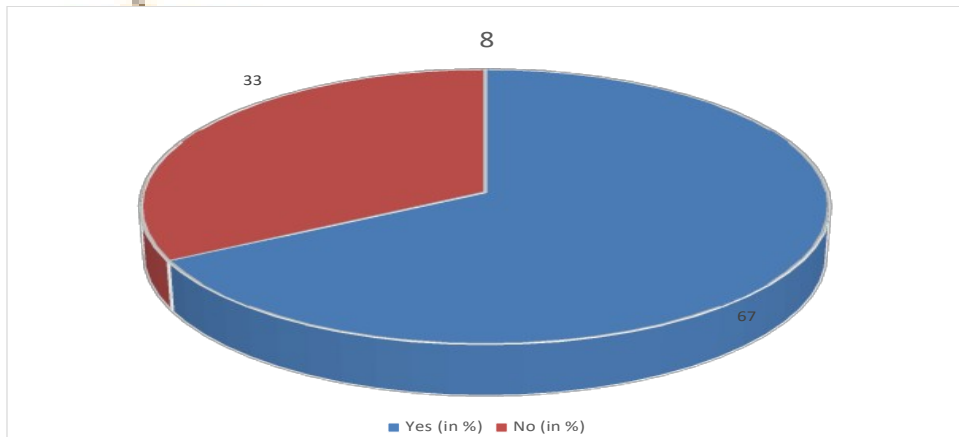
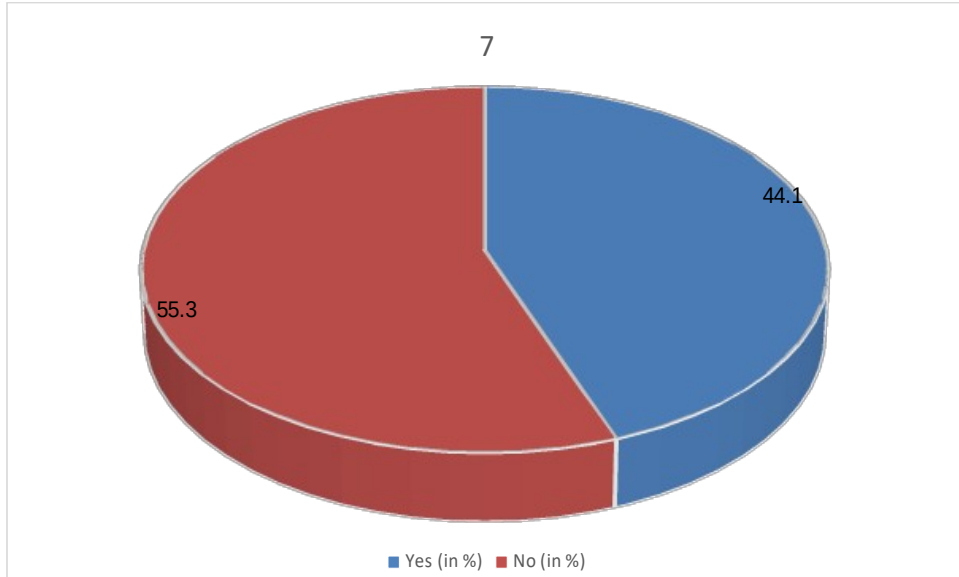
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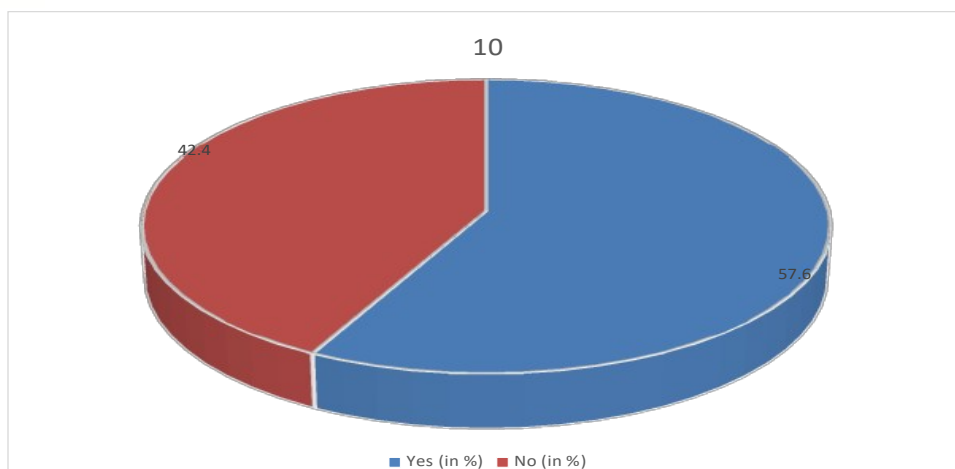
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FACULTY'S FEEDBACK ANALYSIS

Let's dive into the feedback on SOCM's course structure and syllabus. A solid 96.5% agree that the Programme Specific Objectives (PSOs) are crystal clear about the course objectives, showing a strong alignment. Now, on the practical side, 77.1% find it feasible to finish the curriculum on time, indicating a good balance between pace and content. An overwhelming 97.4% believe that the syllabus aims to bridge the gap between theory and practice, emphasizing the real-world application of knowledge. Flexibility in evaluation methods is valued, with 95.4% feeling that the syllabus allows for the adoption of new and effective approaches for testing and evaluation. Moving on to content, 87.4% believe the syllabus includes contemporary and sophisticated subjects, keeping things relevant and up-to-date. A whopping 98.3% see connections between higher education institutions and society, showcasing a holistic approach. However, the interest level seems a bit divided, with 44.1% finding the subject or its syllabus interesting. Reference materials get a nod from 67.0%, but there's room for improvement. The majority, at 86.5%, feel that teaching materials are not difficult to manage with available resources. Employment opportunities, however, seem to be a concern, with 57.6% expressing a need for improvement in the curriculum for better job prospects. It's a mix of strong positives and areas that could use a bit of fine-tuning to enhance the overall learning experience.

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Alumni's Feedback

Category	Alumni's Feedback
Total No. of recorded student's feedback	121
No. of attempted question	10
Feedback type	Online/Offline

S. No.	Nature of Questions	Yes (in %)	No (in %)
1	Are the programme specific objectives (PSOs) clearly stating the syllabus or course objectives?	92.3	7.7
2	Is it feasible for students in your class to finish the curriculum on time?	93.8	6.2
3	Does the syllabus taught by SOCM aim to close the knowledge gap between theory and practice?	91.3	8.7
4	Does the syllabus allow for the adoption of new methods or approaches for student evaluation and testing?	49.9	51.1
5	Does the syllabus include contemporary and sophisticated subjects or methods?	89.9	10.1
6	Does the syllabus make any connections between higher education institutions and society?	82.2	17.8
7	Do most students of SOCM find the subject or its syllabus interesting?	58.4	41.6
8	Are the department recommended reference books and periodicals current and pertinent enough to cover the whole syllabus?	92.3	7.7
9	Are the materials difficult to teach with the available resources?	77.2	22.8
10	Is the curriculum created in a way that enhances opportunities for employment?	96.2	0.8

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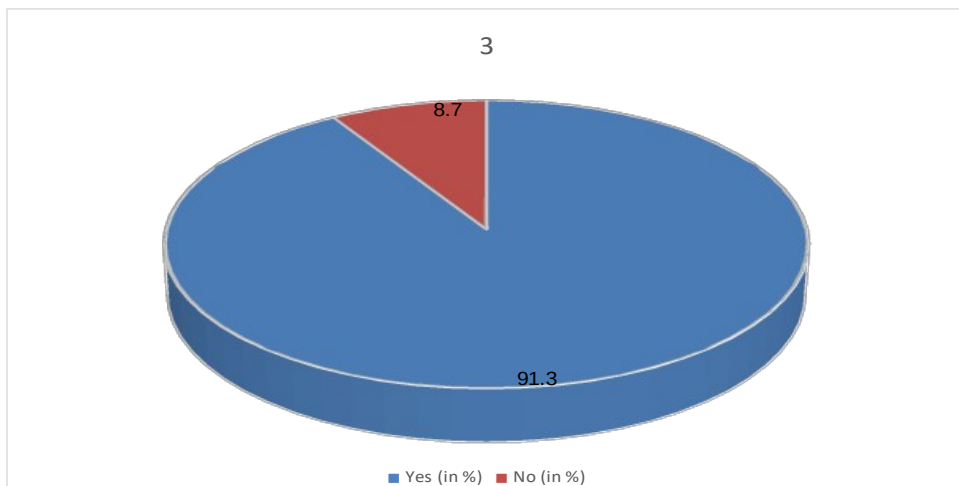
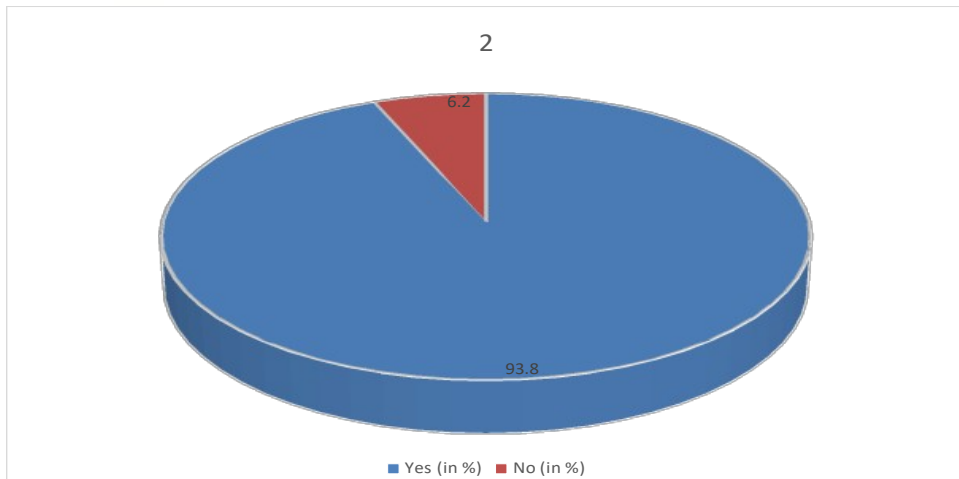
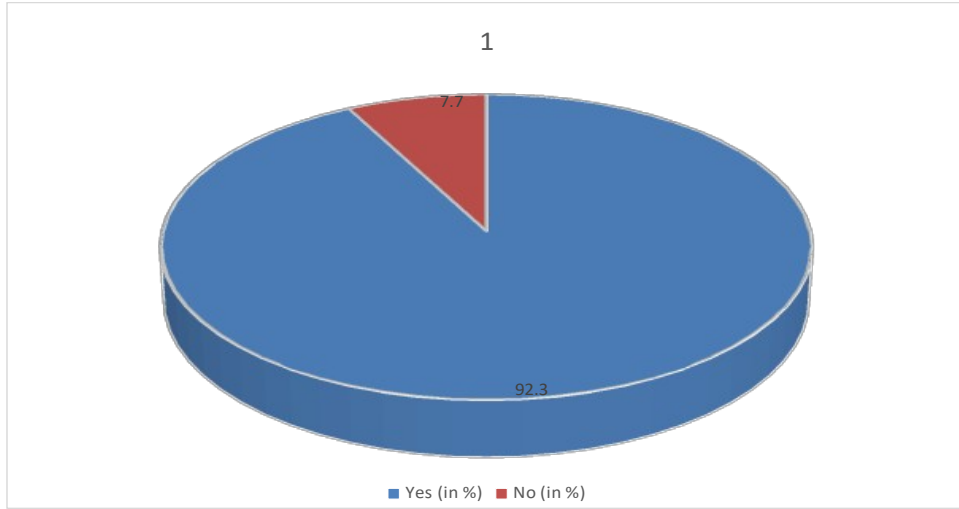
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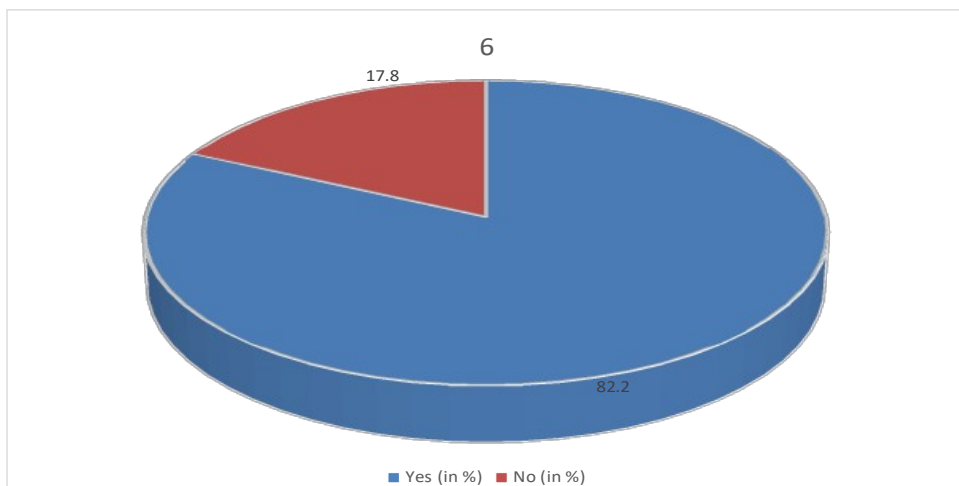
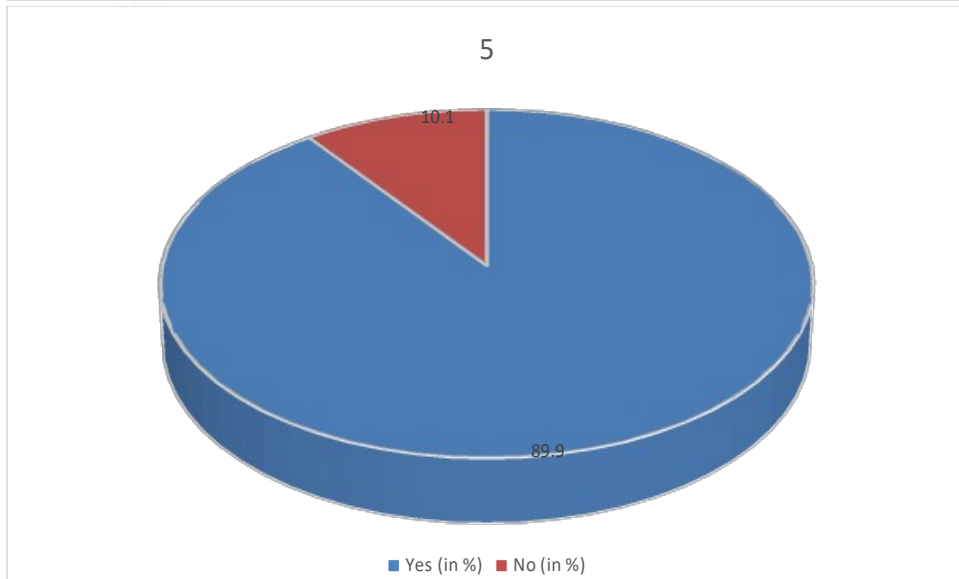
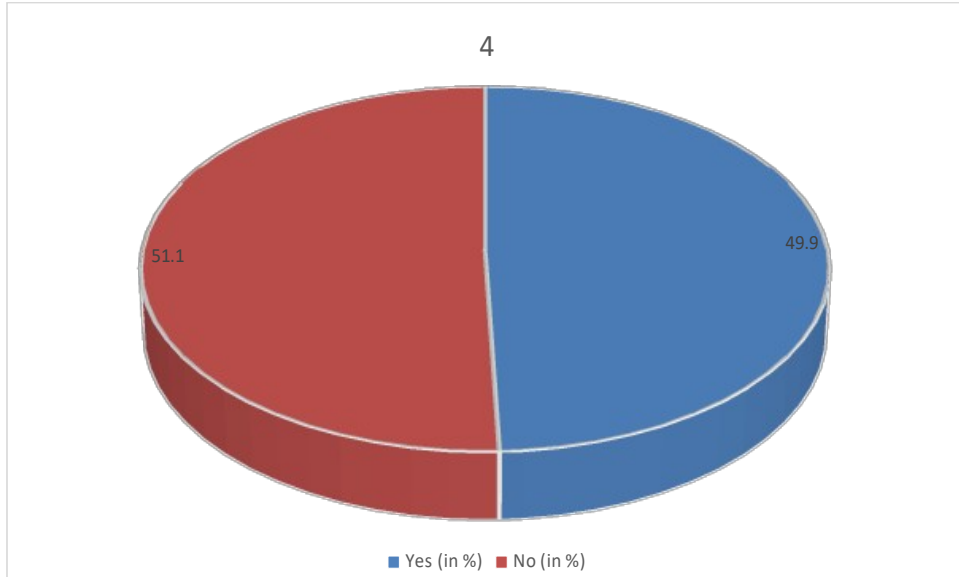
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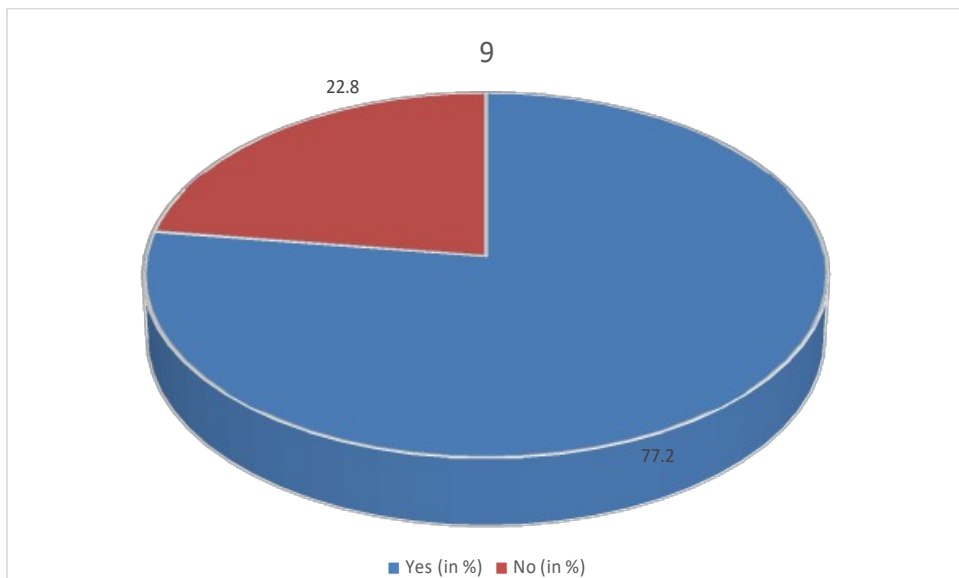
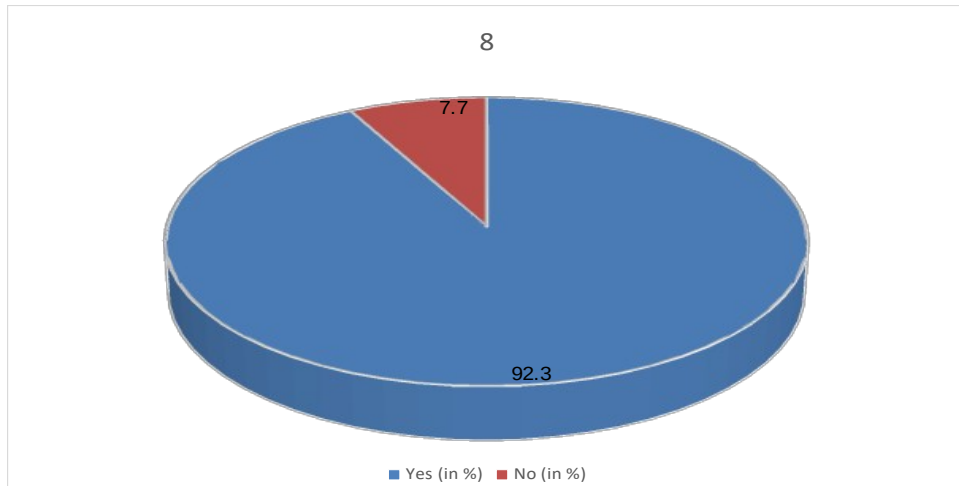
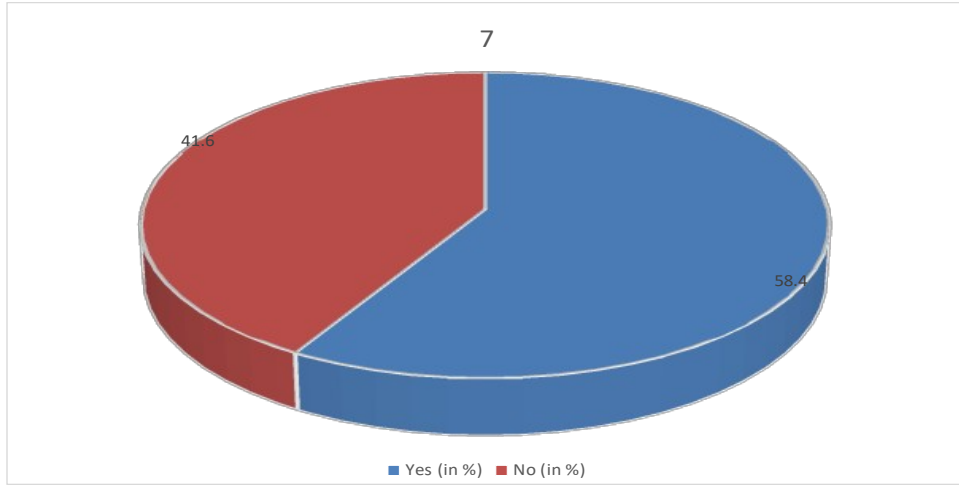
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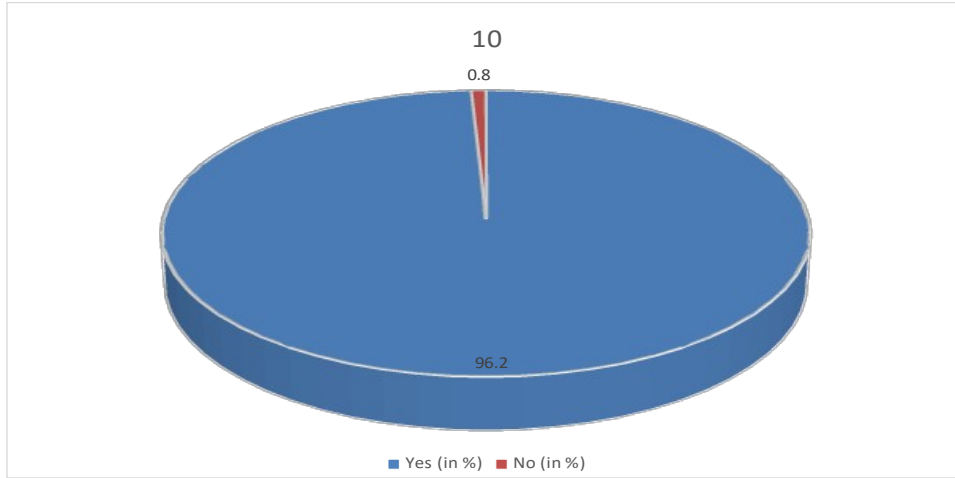
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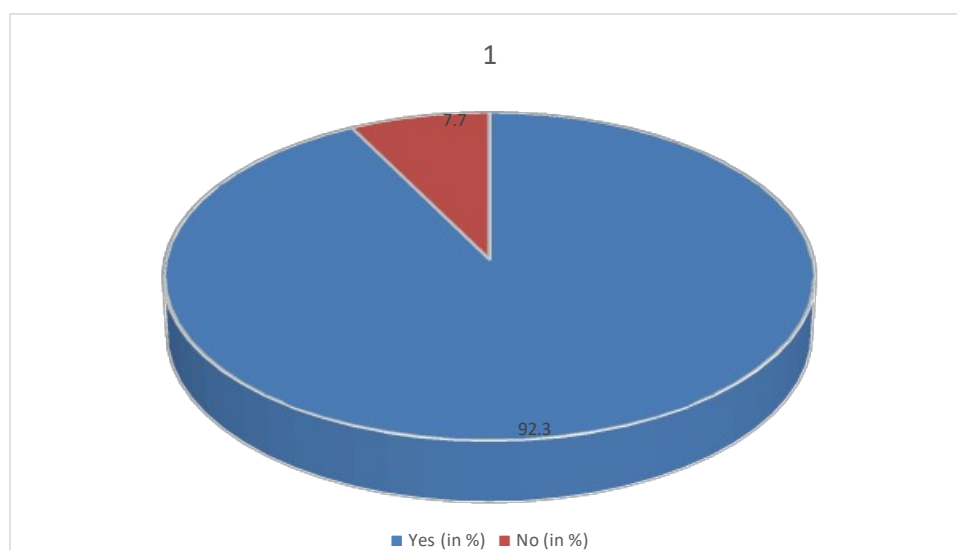
ALUMNI'S FEEDBACK ANALYSIS 2020-21

Let's dig into the feedback on SOCM's course structure and syllabus – it's like peeking behind the academic curtain. Firstly, a solid 92.3% agree that the Programme Specific Objectives (PSOs) are doing a pretty good job at stating the syllabus or course objectives clearly. Moving on, a whopping 93.8% believe it's feasible for students to finish the curriculum on time, suggesting a well-paced academic journey. Bridging the gap between theory and practice is a priority for 91.3%, showcasing a practical approach to education. However, when it comes to the adoption of new evaluation methods, there's a bit of a split, with 49.9% feeling it needs a bit more innovation. On the bright side, 89.9% find the syllabus inclusive of contemporary and sophisticated subjects, keeping things fresh. Connections between higher education and society get a nod from 82.2%, reflecting a holistic educational experience. The interest factor is a bit divided, with 58.4% finding the subject or syllabus interesting. Reference materials are a hit, with 92.3% feeling they're up to the mark. Managing materials with available resources seems a bit challenging for 77.2%, indicating a potential area for improvement. The curriculum's role in enhancing employment opportunities is a massive win, with a staggering 96.2% believing it does just that. There's a mix of applause and a few areas to fine-tune, but it looks like SOCM is on the right track in crafting a well-rounded academic experience.

Employer's Feedback

Category	Employer's Feedback
Total No. of recorded student's feedback	20
No. of attempted question	08
Feedback type	Online/Offline

S. No.	Nature of Questions	Yes (in %)	No (in %)
1	Is there sufficient room for creativity and innovation in the syllabus?	92.3	7.7
2	Do the subjects or courses offered by SOCM aid in students' personality development?	93.8	6.2
3	Does a particular topic's curriculum pick students' interest in further research?	90.3	9.7
4	Is the curriculum of SOCM thoughtfully created?	88.2	11.8
5	Does the syllabus taught by SOCM include material for building problem-solving abilities in the workplace?	87.9	12.1
6	Does employability play a major role in curriculum design?	97.2	2.8
7	Is there enough material in the curriculum for a student to gain the knowledge they need to get a career relating to their subject?	88.4	11.6
8	Can students of SOCM be intellectually stimulated by the course curriculum?	92.3	7.7



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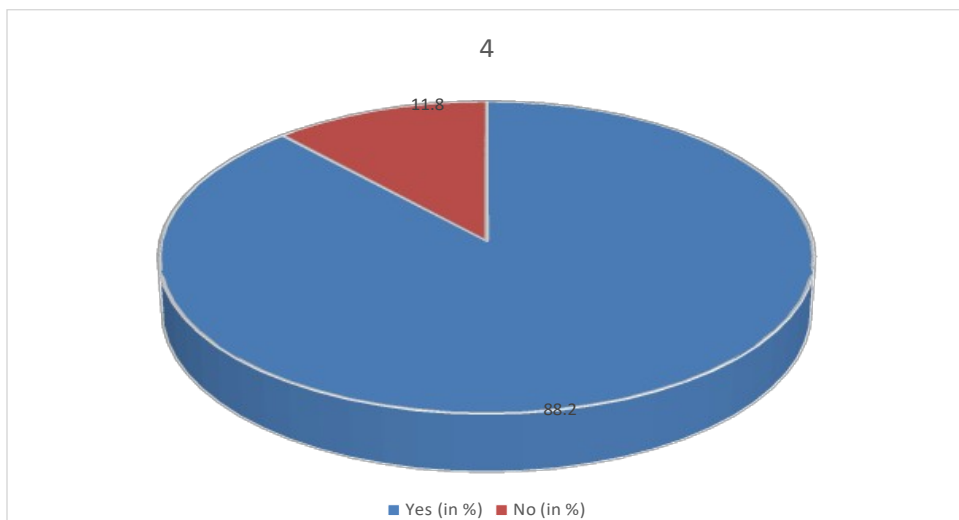
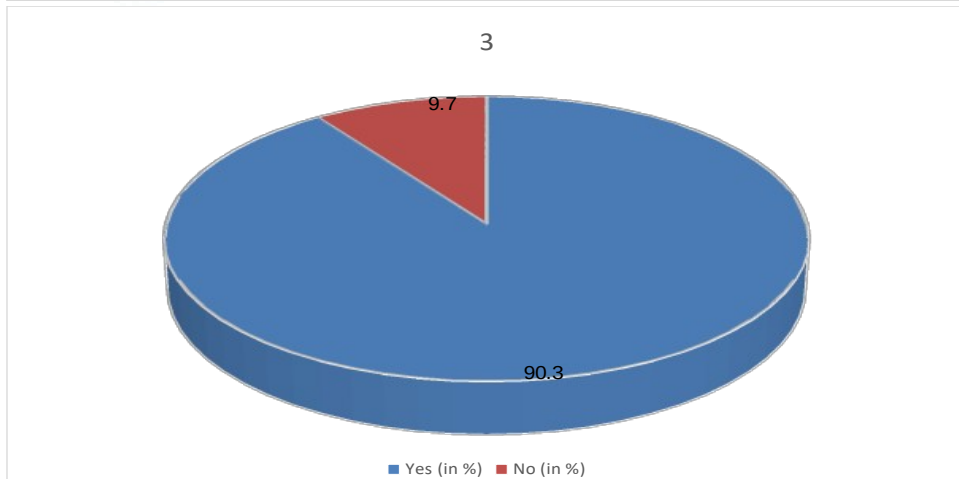
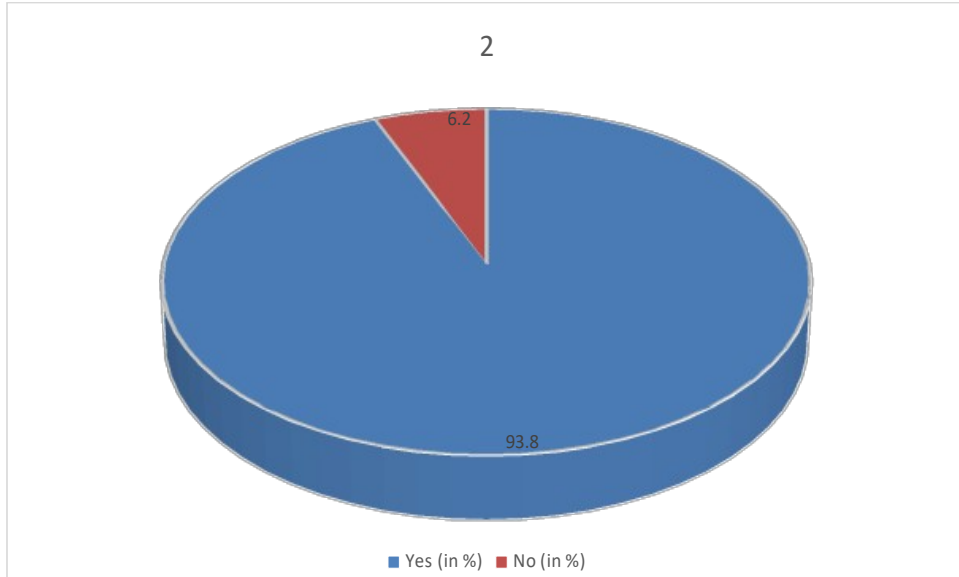
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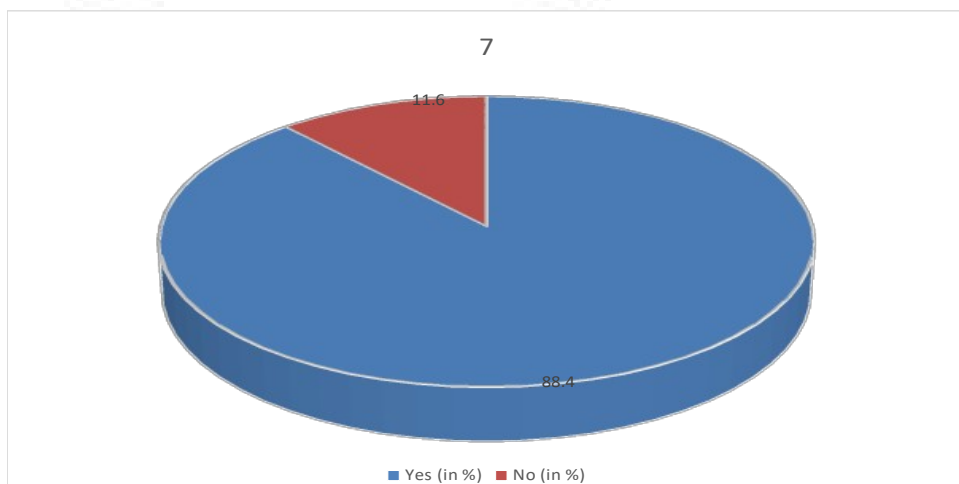
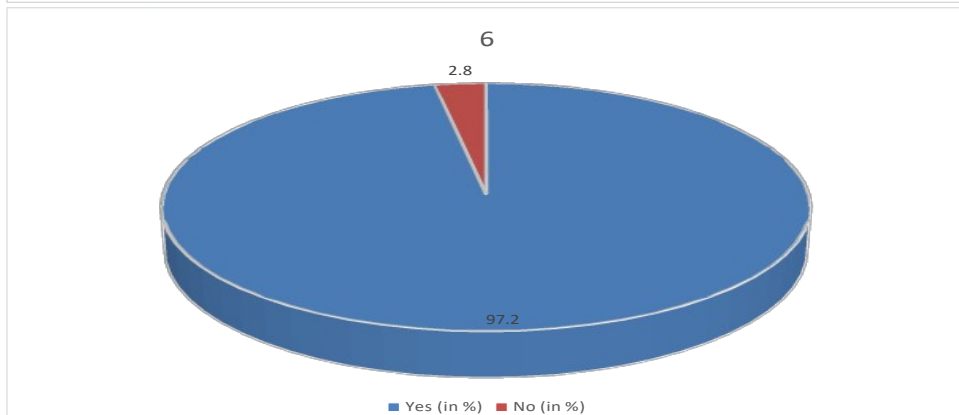
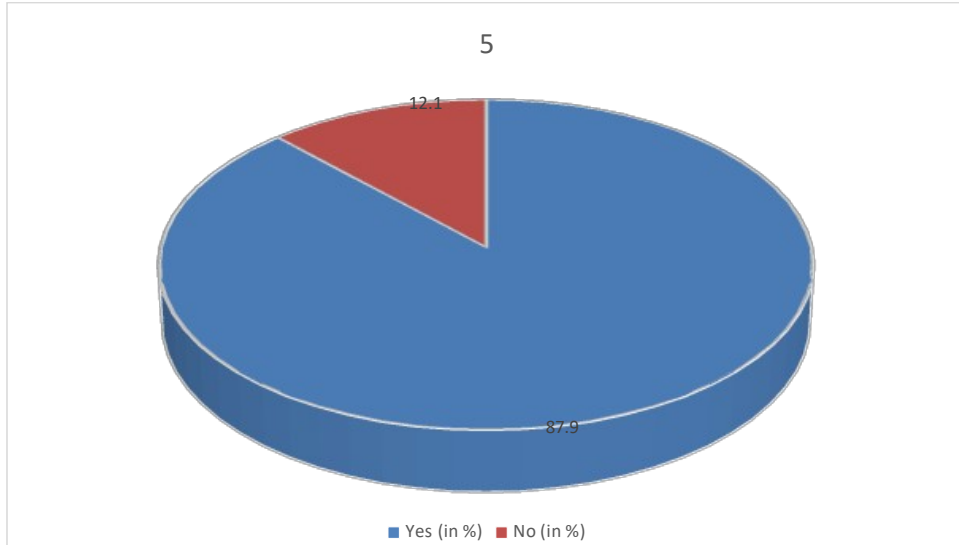
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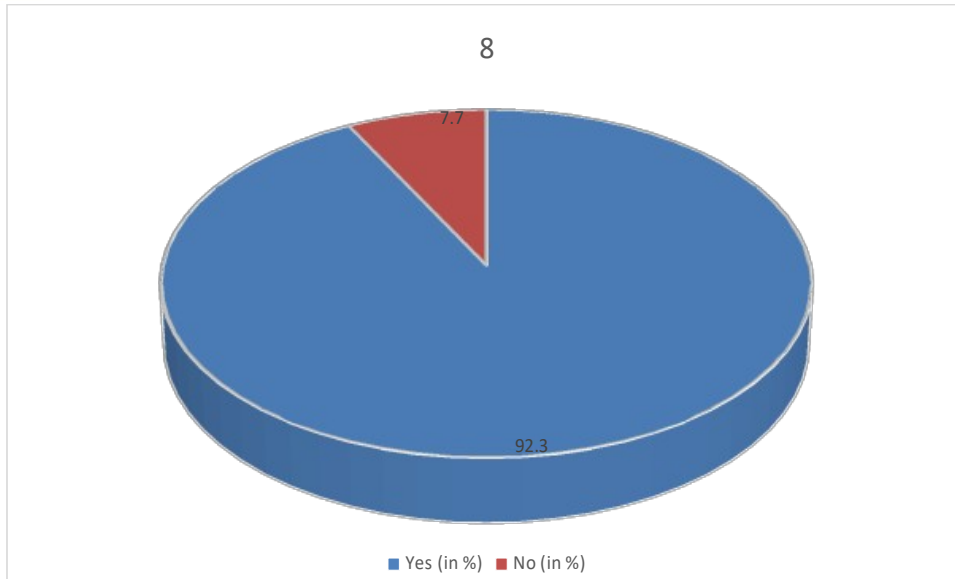
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EMPLOYER'S FEEDBACK ANALYSIS 2020-21

A solid 92.3% believe there's ample room for creativity and innovation in the syllabus, fostering a dynamic learning environment. Personality development takes center stage, with an overwhelming 93.8% feeling that the subjects or courses contribute significantly to students' personal growth. An impressive 90.3% find certain topics so intriguing that they spark an interest in further research, showcasing a curiosity-driven educational experience. Thoughtful curriculum creation gets a nod from 88.2%, indicating a well-planned approach to shaping the learning journey. Workplace readiness is a priority, with 87.9% acknowledging the inclusion of material to enhance problem-solving abilities on the job. Employability is a big win, with a whopping 97.2% believing it's a crucial element in curriculum design, ensuring students are well-prepared for the professional realm. When it comes to knowledge acquisition, 88.4% feel the curriculum provides enough material for students to confidently step into subject-related careers. And lastly, intellectual stimulation is key, and 92.3% find the course curriculum at SOCM intellectually enriching. It seems like SOCM is not just providing courses but creating an environment that fosters creativity, personal development, and a strong foundation for future careers.

Employer Feedback:

Feedback from employers is crucial as it helps student understand Industry expectations and improve their skills accordingly. It also helps the University tailor its curriculum to meet the needs of the job market.

**Lingaya's Vidyapeeth
School of Humanities and Social Sciences
Department of English**

**Report Analysis of Feedback on Curriculum Collected from Different Stakeholders
Academic Year: 2020-2021 (Odd Sem)**

Introduction

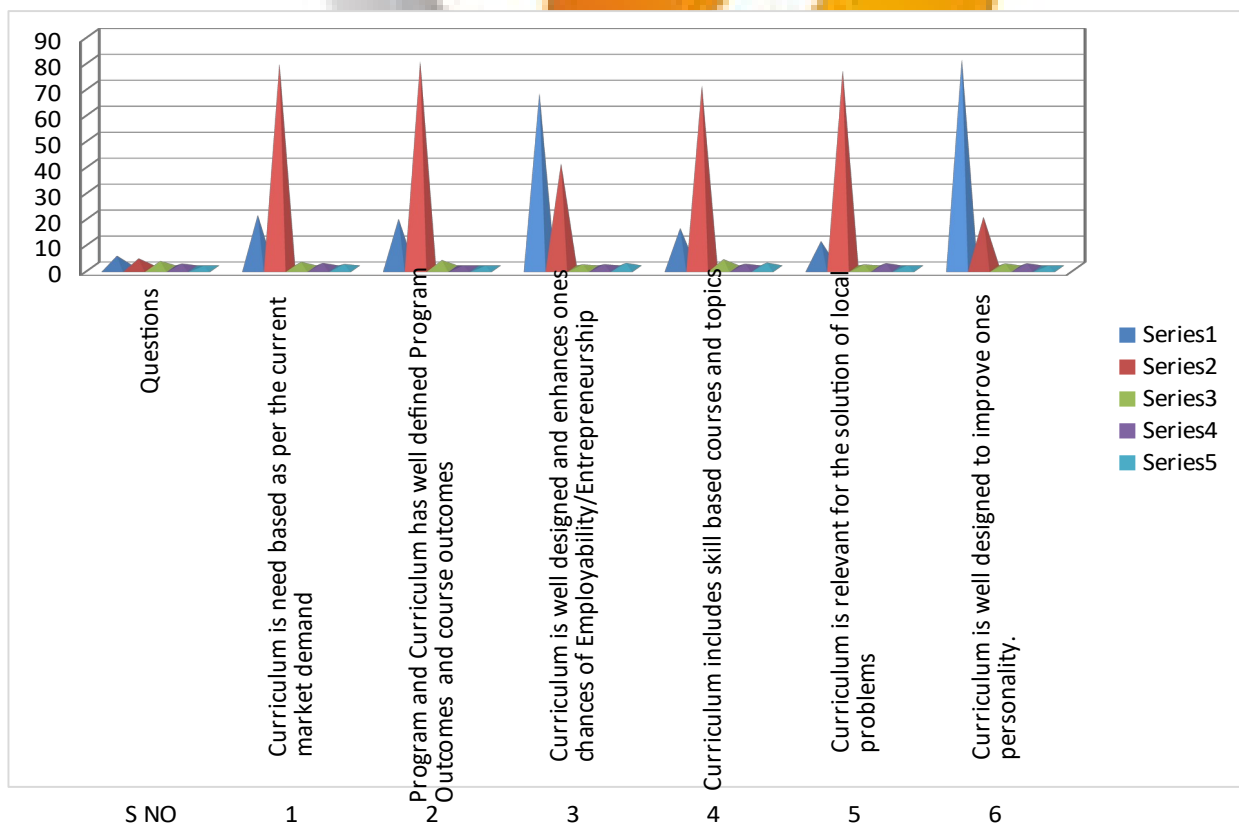
Feedback is an essential element of the learning process. The Vidyapeeth collects the feedback on various curriculum aspects and courses from different stakeholders such as the students, alumni, Faculty, Employers and Parents. The feedback collected from the individuals has been analysed and taken into the consideration for the development of curriculum, teaching learning process and environment.

Student Feedback

The Students' Feedback on curriculum and teaching learning process at Lingayas Vidyapeeth, Faridabad is designed to get formative feedback from students that can be used towards the improvements in the quality of course design and delivery, as well as student learning experiences. For the academic year 2020-2021, students' feedback is sought from the students. Majority of the student population agreed that the syllabus is very much challenging and the allocation of credits is appropriate in relation to the level of course work. Majority of the students strongly agreed that the syllabus is covered by the teachers on time. While as some of the students agreed that the content provided in the syllabus is well sequenced and equipped them with necessary technical skills required for their professional areas. It is also observed that the respondents agreed that the courses are in tune with their

respective field of specialisation. Also, majority of students agreed that the practical exposure given to them enhanced their understanding of the concepts and enable them to relate theoretical components to practice.

Student feedback on Curriculum						
S NO	Questions	5	4	3	2	1
1	Curriculum is need based as per the current market demand	20.67	78.94	2.65	1.25	1.45
2	Program and Curriculum has well defined Program Outcomes and course outcomes	19.23	77.87	1.34	2.25	1.65
3	Curriculum is well designed and enhances one's chances of Employability/Entrepreneurship	67.54	41.54	2.64	2.75	2.29
4	Curriculum includes skill-based courses and topics	15.67	68.77	2.15	1.89	2.48
5	Curriculum is relevant for the solution of local problems	10.67	79.12	1.25	2.45	1.17
6	Curriculum is well designed to improve one's personality.	80.67	18.54	1.05	2.32	1.27

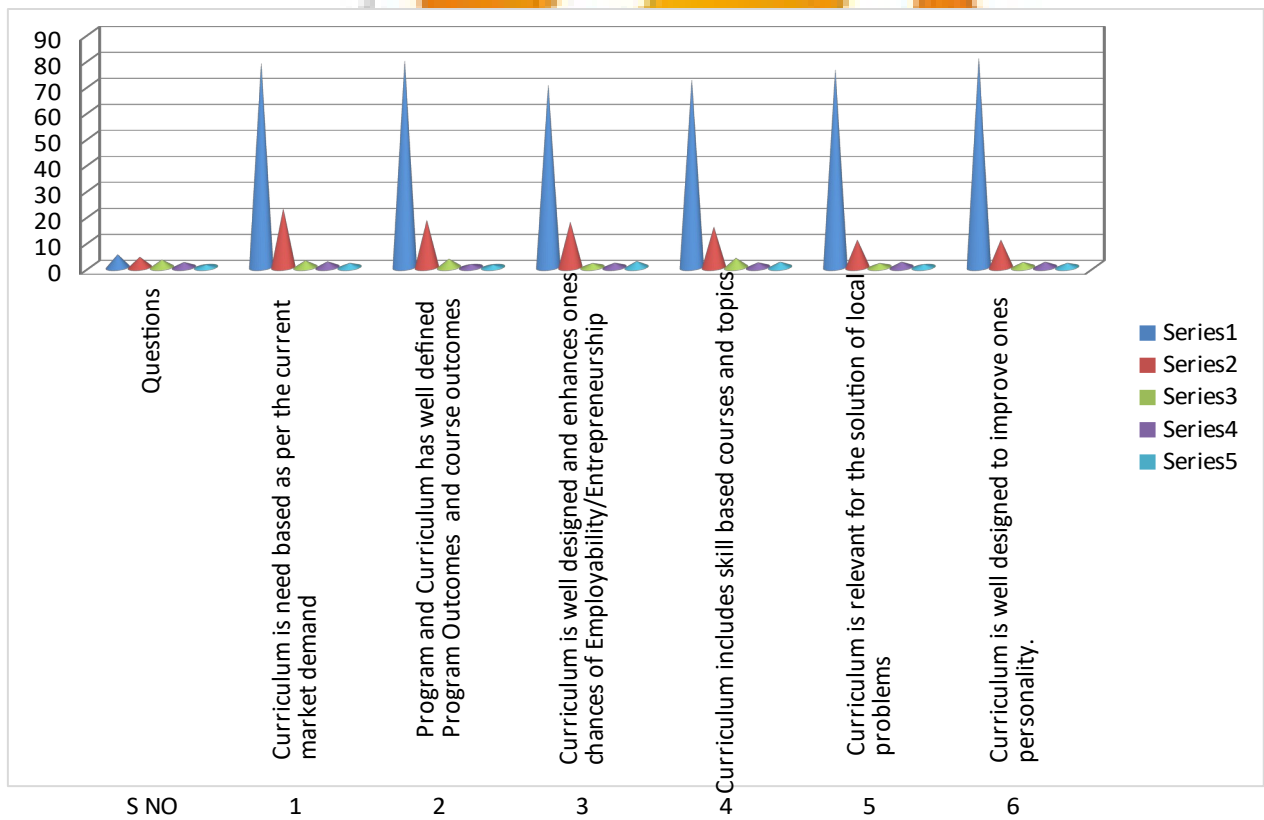


On an average 18% students strongly agree, 79% agree, 2% neutral, 1% disagree and 1% strongly disagree with the current syllabus of the various programmes designed by the Lingaya's Vidyapeeth, Faridabad.

Faculty Feedback:

Feedback on various aspects of curriculum is sought from the faculty members of the School of Humanities and Social Sciences. The aspects such as provision of adequate time and resources for framing syllabus, coverage of both theoretical and practical components in the syllabus, the coherence of the syllabus with Programme Outcomes, involvement of the field experts while designing the syllabus, focus on necessary technical/ teaching skills, ensuring components that inculcate ethical values, enlisting reference books, focus on flexible curriculum based on current trends, updated elective courses etc. As Faculty plays a pivotal role in designing and implementing the curriculum, the inputs received from their feedback was taken into consideration for further necessary action wherever applicable. Majority of the Faculty members expressed that the syllabus is framed with major focus on necessary technical skills. They also expressed that the curriculum is flexible for enrichment, revision and modification based on recent trends and innovative ideas. Majority of the Faculty agreed that they have the freedom to adopt new teaching strategies for curriculum strategies.

Faculty feedback on Curriculum						
S NO	Questions	5	4	3	2	1
1	Curriculum is need based as per the current market demand	78.94	22.67	2.65	2.25	1.67
2	Program and Curriculum has well defined Program Outcomes and course outcomes	79.87	18.23	3.34	1.25	1.01
3	Curriculum is well designed and enhances one's chances of Employability/Entrepreneurship	70.54	17.54	1.64	1.75	2.43
4	Curriculum includes skill-based courses and topics	72.55	15.67	3.65	1.89	2.13
5	Curriculum is relevant for the solution of local problems	76.44	10.67	1.65	2.15	1.22
6	Curriculum is well designed to improve one's personality.	80.94	10.67	2.05	2.12	1.67

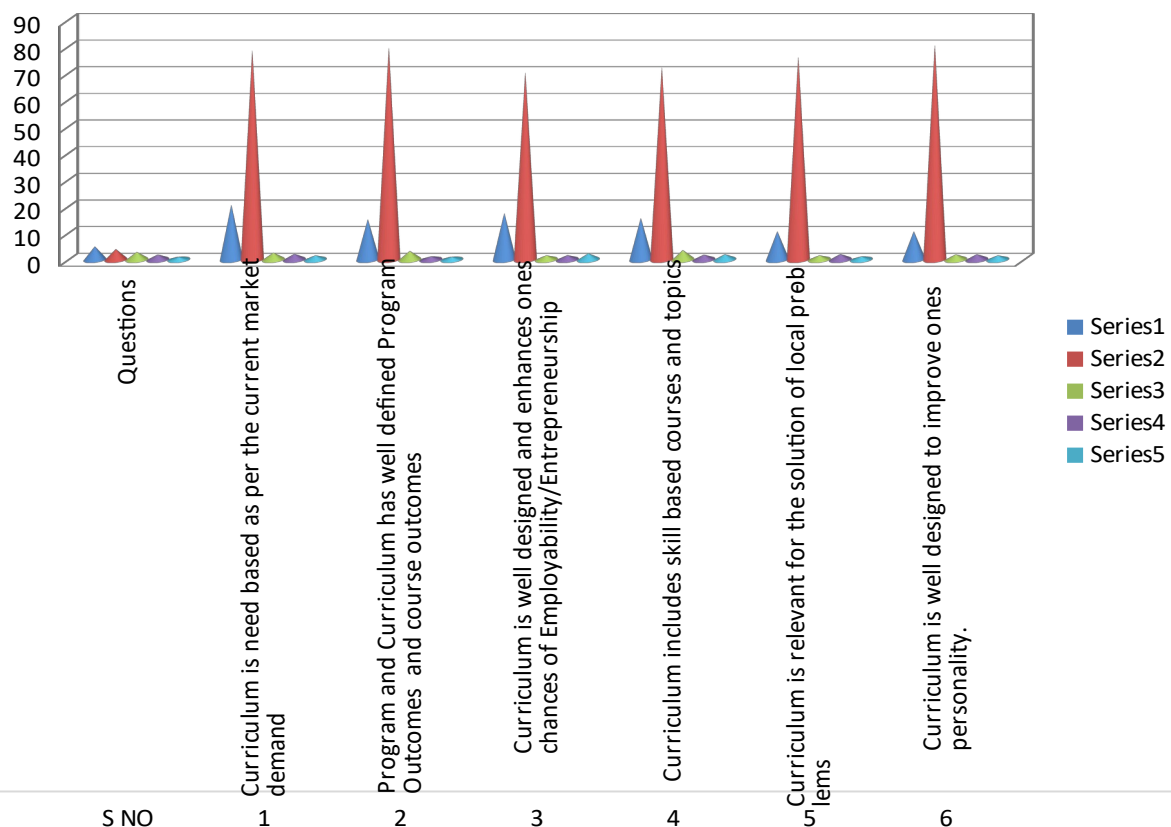


On an average 79% students strongly agree, 20% agree, 2% neutral, 3% disagree and 1% strongly disagree with the current syllabus of the various programmes designed by the Lingaya's Vidyapeeth, Faridabad.

Alumni Feedback:

The contribution of alumni to the activities of the Lingaya's Vidyapeeth is substantial especially in the development of the curriculum. On an average 15.16% students strongly agree, 78.71% agree, 2.1% neutral, 1.9% disagree and 1.68% strongly disagree with the current syllabus of the various programmes designed by the Lingaya's Vidyapeeth, Faridabad.

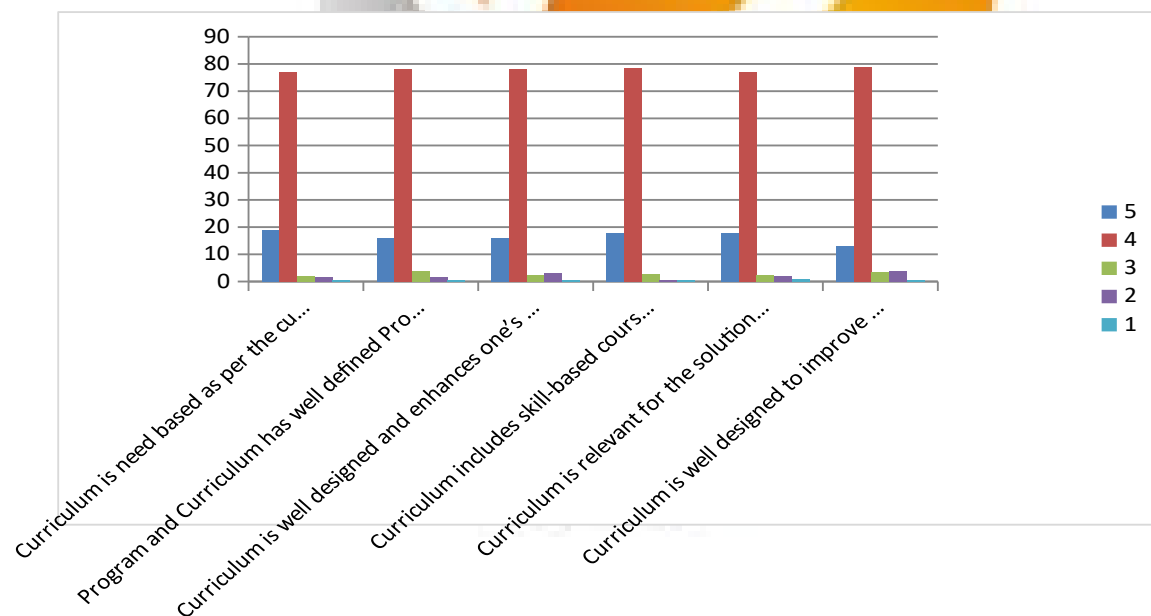
Alumni feedback on Curriculum						
S NO	Questions	5	4	3	2	1
1	Curriculum is need based as per the current market demand	19.34	78.94	1.65	2.25	1.67
2	Program and Curriculum has well defined Program Outcomes and course outcomes	16.45	79.87	2.56	1.25	1.01
3	Curriculum is well designed and enhances one's chances of	15.37	77.54	1.29	1.75	2.43



Employer Feedback:

Feedback from employers is crucial as it helps student understand Industry expectations and improve their skills accordingly. It also helps the University tailor its curriculum to meet the needs of the job market.

Employer feedback on Curriculum						
S NO	Questions	5	4	3	2	1
1	Curriculum is need based as per the current market demand	19	77	1.96	1.50	0.54
2	Program and Curriculum has well defined Program Outcomes and course outcomes	16	77.98	4	1.50	0.52
3	Curriculum is well designed and enhances one's chances of Employability/Entrepreneurship	16	78	2.50	3.0	0.50
4	Curriculum includes skill-based courses and topics	17.76	78.55	2.69	0.5	0.5
5	Curriculum is relevant for the solution of local problems	18	77	2.26	1.96	0.78
6	Curriculum is well designed to improve one's personality.	13	79	3.56	4	0.44



The analysis of the data helps us understand that the majority of the employers believe that the curriculum is in sync with the market demand. Around 78% of the employers agree that the curriculum has well defined program outcomes and course outcomes. In the similar lines 78% of the employers have agreed that the curriculum has the components that enhance the chances of employability and entrepreneurship among the students. Majority of the employers have consented that the curriculum includes skill based courses. Around 77%+ employers believe that the curriculum is relevant for finding solutions to local problems thereby improving their overall personality.



Lingaya's Vidyapeeth
School of Humanities and Social Sciences
Department of English
Report Analysis of Feedback on Curriculum Collected from Different Stakeholders
Academic Year: 2020-2021 (Even Sem)

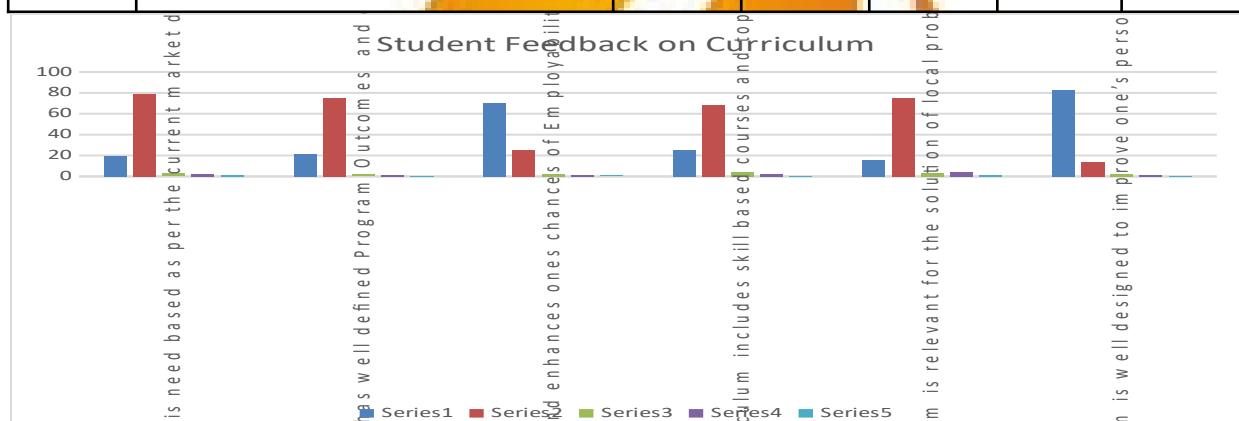
Introduction

Feedback is an essential element of the learning process. The Vidyapeeth collects the feedback on various curriculum aspects and courses from different stakeholders such as the students, alumni, Faculty, Employers and Parents. The feedback collected from the individuals has been analysed and taken into the consideration for the development of curriculum, teaching learning process and environment.

Student Feedback

The Students' Feedback on curriculum and teaching learning process at Lingaya's Vidyapeeth, Faridabad is designed to get formative feedback from students that can be used towards the improvements in the quality of course design and delivery, as well as student learning experiences. For the academic year 2020-2021, students' feedback is sought from the students. Majority of the student population agreed that the syllabus is very much challenging and the allocation of credits is appropriate in relation to the level of course work. Majority of the students strongly agreed that the syllabus is covered by the teachers on time. While as some of the students agreed that the content provided in the syllabus is well sequenced and equipped them with necessary technical skills required for their professional areas. It is also observed that the respondents agreed that the courses are in tune with their respective field of specialisation. Also, majority of students agreed that the practical exposure given to them enhanced their understanding of the concepts and enable them to relate theoretical components to practice.

Student feedback on Curriculum						
S NO	Questions	5	4	3	2	1
1	Curriculum is need based as per the current market demand	19.33	79.23	2.75	2.64	1.33
2	Program and Curriculum has well defined Program Outcomes and course outcomes	21.23	75.22	1.75	1.2	0.6
3	Curriculum is well designed and enhances one's chances of Employability/Entrepreneurship	70.25	25.22	2.5	1.2	0.83
4	Curriculum includes skill-based courses and topics	25.22	68.3	3.9	2.3	0.28
5	Curriculum is relevant for the solution of local problems	15.67	75.27	3.56	3.95	1.55
6	Curriculum is well designed to improve one's personality.	82.33	13.65	2.63	1.2	0.19

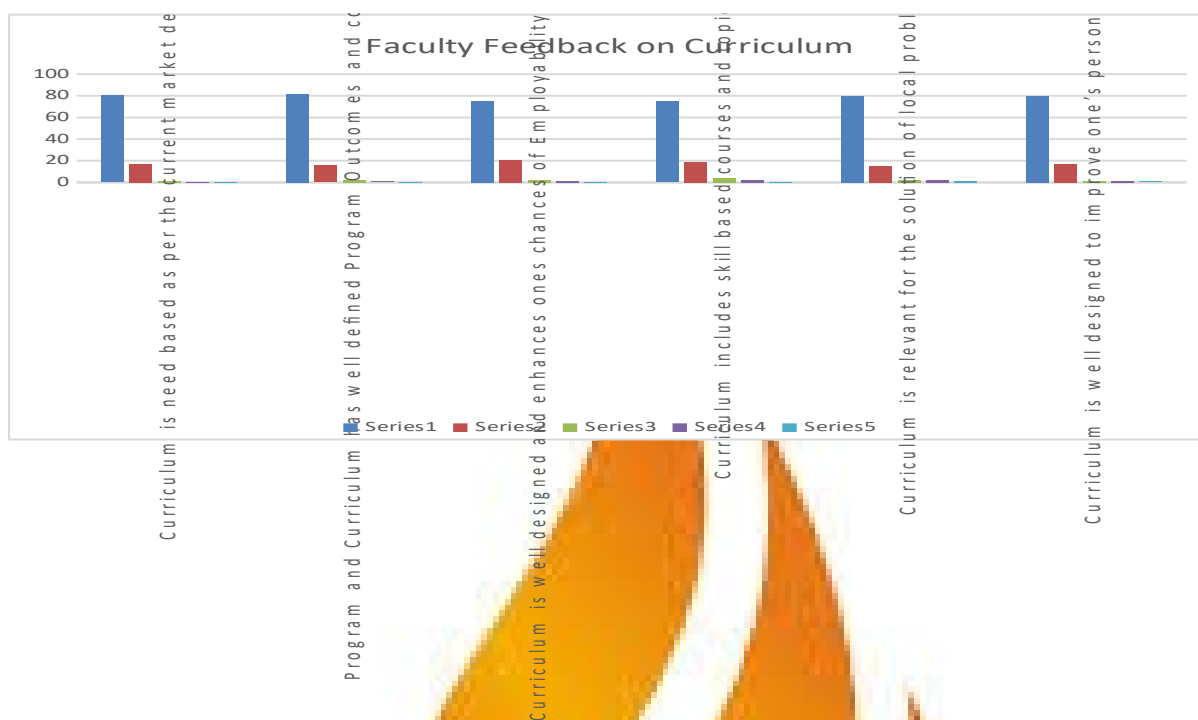


On an average 39.05% students strongly agree, 56.14% agree, 2.84% neutral, 2.08% disagree and 0.79% strongly disagree with the current syllabus of the various programmes designed by the Lingaya's Vidyapeeth, Faridabad.

Faculty Feedback:

Feedback on various aspects of curriculum is sought from the faculty members of the School of Humanities and Social Sciences. The aspects such as provision of adequate time and resources for framing syllabus, coverage of both theoretical and practical components in the syllabus, the coherence of the syllabus with Programme Outcomes, involvement of the field experts while designing the syllabus, focus on necessary technical/ teaching skills, ensuring components that inculcate ethical values, enlisting reference books, focus on flexible curriculum based on current trends, updated elective courses etc. As Faculty plays a pivotal role in designing and implementing the curriculum, the inputs received from their feedback was taken into consideration for further necessary action wherever applicable. Majority of the Faculty members expressed that the syllabus is framed with major focus on necessary technical skills. They also expressed that the curriculum is flexible for enrichment, revision and modification based on recent trends and innovative ideas. Majority of the Faculty agreed that they have the freedom to adopt new teaching strategies for curriculum strategies.

Faculty feedback on Curriculum						
S NO	Questions	5	4	3	2	1
1	Curriculum is need based as per the current market demand	80.23	17.33	1.5	0.74	0.2
2	Program and Curriculum has well defined Program Outcomes and course outcomes	81.22	15.65	1.96	0.85	0.32
3	Curriculum is well designed and enhances one's chances of Employability/Entrepreneurship	75.35	20.33	2.6	1.5	0.22
4	Curriculum includes skill-based courses and topics	74.66	18.67	3.6	2.6	0.47
5	Curriculum is relevant for the solution of local problems	79.36	15.33	2.6	1.75	0.96
6	Curriculum is well designed to improve one's personality.	79.36	16.89	1.28	1.65	0.82



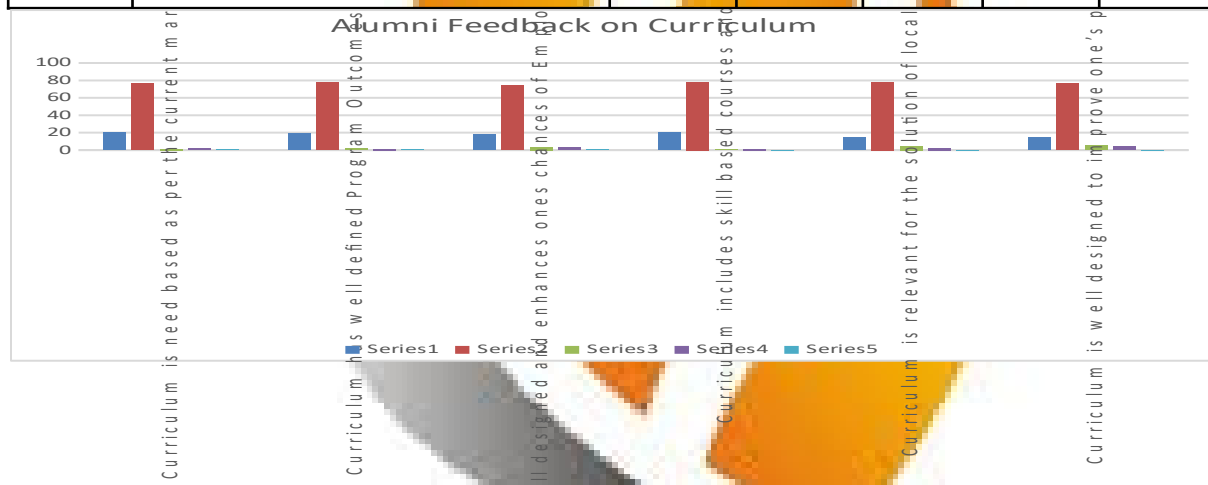
On an average 78.36% students strongly agree, 17.36% agree, 2.25% neutral, 1.51% disagree and 0.49% strongly disagree with the current syllabus of the various programmes designed by the Lingaya's Vidyapeeth, Faridabad.

Alumni Feedback:

The contribution of alumni to the activities of the Lingaya's Vidyapeeth is substantial especially in the development of the curriculum. Majority of the Alumni gave their feedback for the academic year 2020-21. The feedback from the alumni reveals that most of them feel proud to be a part of the institution and are willing to contribute to the development of the institution. On an average 17.75% students strongly agree, 76.82% agree, 2.82% neutral, 2.23% disagree and 0.38% strongly disagree with the current syllabus of the various programmes designed by the Lingaya's Vidyapeeth, Faridabad.

Alumni feedback on Curriculum

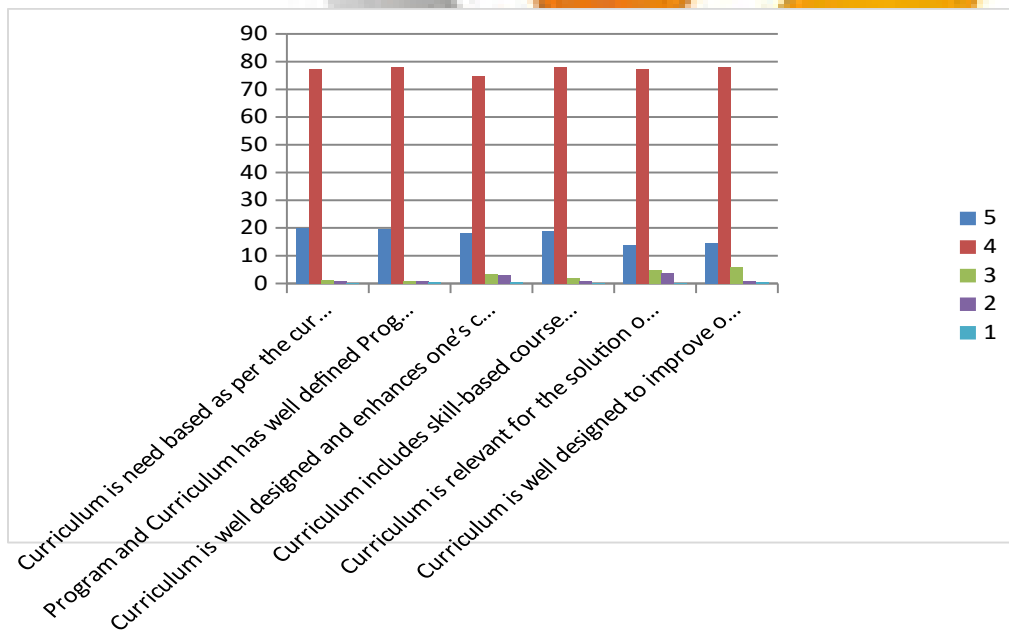
SNO	Questions	5	4	3	2	1
1	Curriculum is need based as per the current market demand	20.22	76.33	1.35	1.75	0.45
2	Program and Curriculum has well defined Program Outcomes and course outcomes	19.45	77.25	1.7	1.2	0.4
3	Curriculum is well designed and enhances one's chances of Employability/Entrepreneurship	18.12	74.45	3.6	2.8	1.03
4	Curriculum includes skill-based courses and topics	19.89	78.3	0.49	1.2	0.12
5	Curriculum is relevant for the solution of local problems	14.45	78.36	4.56	2.5	0.13
6	Curriculum is well designed to improve one's personality.	14.37	76.23	5.26	3.95	0.19



Employer Feedback:

Feedback from employers is crucial as it helps student understand Industry expectations and improve their skills accordingly. It also helps the University tailor its curriculum to meet the needs of the job market.

Employer feedback on Curriculum						
S NO	Questions	5	4	3	2	1
1	Curriculum is need based as per the current market demand	20	77.45	1.35	1	0.20
2	Program and Curriculum has well defined Program Outcomes and course outcomes	19.65	78	1	1	0.35
3	Curriculum is well designed and enhances one's chances of Employability/Entrepreneurship	18	75	3.45	3	0.55
4	Curriculum includes skill-based courses and topics	19	78	1.95	1	0.05
5	Curriculum is relevant for the solution of local problems	14	77.35	5	3.57	0.08
6	Curriculum is well designed to improve one's personality.	14.50	78	6	1	0.50



The statistics show that the majority of the employers believe that the curriculum is appropriate as per the market demand. Around 78% of the employers agree that the curriculum has well defined program outcomes and course outcomes. Similarly around 75% of the employers have agreed that the curriculum has the components that enhance the chances of employability and entrepreneurship among the students. Majority of the employers have consented that the curriculum includes skill based courses. Around 75%+ employers believe that the curriculum is relevant for finding solutions to local problems thereby improving their overall personality.



Lingaya's Vidyapeeth
School of Humanities and Social Sciences
Department of Psychology
Report Analysis of Feedback on Curriculum Collected From Different Stakeholders
Academic Year:
2020-2021(EVEN)

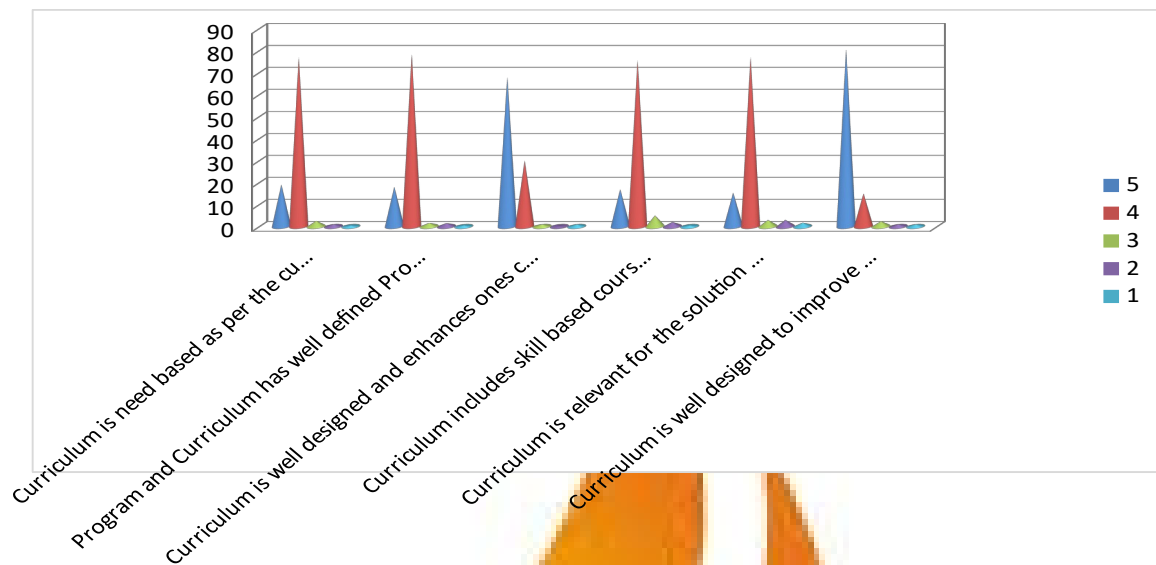
Introduction

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Student Feedback

The Students' Feedback on curriculum and teaching learning process at Lingaya's Vidyapeeth, Faridabad is designed to get formative feedback from students that can be used towards the improvements in the quality of course design and delivery, as well as student learning experiences. For the academic year 2020-2021, students' feedback is sought from the students.

Student feedback on Curriculum (in percentage)						
S NO	Questions	5	4	3	2	1
1	Curriculum is need based as per the current market demand	78	18	2.46	1	0.54
2	Program and Curriculum has well defined Program Outcomes and course outcomes	79	16.78	3	1	0.22
3	Curriculum is well designed and enhances ones chances of Employability/Entrepreneurship	70	18	4.95	3.69	3.36
4	Curriculum includes skill based courses and topics	74.99	20	2.11	1.5	1.4
5	Curriculum is relevant for the solution of local problems	76	18	3	1.5	1.5
6	Curriculum is well designed to improve one's personality.	80	11	5	2.9	1.1



78% students believe that curriculum is closely aligned with the current market trend and will help them acquire the key skills needed to work in the different fields of psychology. Majority of the students have agreed that the program and the curriculum have well defined program and course outcomes. Immense emphasis was given on developing the curriculum, which enhances their employability and entrepreneurship skills. 70 % of the students believe that the curriculum has been designed to increase one's chances of employability/ entrepreneurship. Around 75% students have agreed that the curriculum includes skill based courses and topics. In the similar line, majority of the students have agreed that the curriculum is relevant for solutions of local problem. In the same line around 80% of the students believe that the curriculum is enriched with courses and topics that help them in improving their personality.

Faculty Feedback:

Feedback on various aspects of curriculum is sought from the faculty members of the School of Humanities and Social Sciences. Faculty feedback is an important aspect that ensures a healthy teaching learning experience for a student.

Faculty feedback on Curriculum						
S NO	Questions	5	4	3	2	1
1	Curriculum is need based as per the current market demand	78	15.3	4.7	1.75	0.25
2	Program and Curriculum has well defined Program Outcomes and course outcomes	81.23	15	2	1	0.7
3	Curriculum is well designed and enhances ones chances of Employability/Entrepreneurship	79	10.3	5.63	3.00	2.07
4	Curriculum includes skill based courses and topics	76	12.9	9	1.3	0.8
5	Curriculum is relevant for the solution of local problems	80	13	4	1.7	1.3
6	Curriculum is well designed to improve one's personality.	81	13	4.5	1	0.5

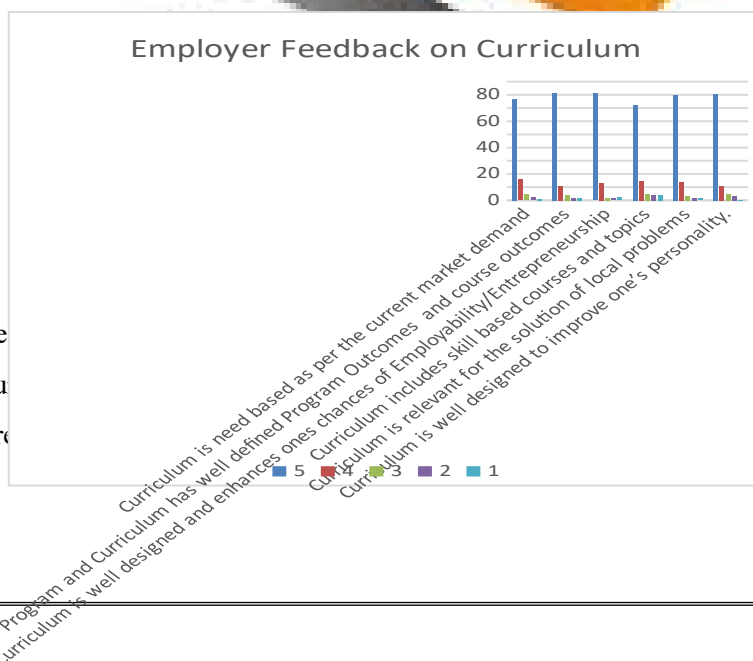


78% of the faculties agree that the curriculum is in sync with the market demand. Similarly, 81.23% of the population believe that the curriculum has a well-defined program outcomes and course outcomes. Majority of the faculty members (79%) agree that the curriculum is enriched with the content that will enhance one's chance of employability and entrepreneurship. 76% of the faculty members believe that the curriculum contains courses that will help the students in acquiring skills required to work in the various fields of Psychology. More than 80% of the population agree that the curriculum is relevant for solutions to local problems and will enhance in the development of one's personality.

Employer Feedback:

Feedback from employers is crucial as it helps students understand industry expectations and improve their skills accordingly. It also helps the University tailor its curriculum to meet the needs of the job market.

Employer feedback on Curriculum						
S NO	Questions	5	4	3	2	1
1	Curriculum is need based as per the current market demand	76.8	15.85	4.35	2.20	0.8
2	Program and Curriculum has well defined Program Outcomes and course outcomes	81.5	11	4.1	1.9	1.5
3	Curriculum is well designed and enhances ones chances of Employability/Entrepreneurship	81.1	13.4	2	1.40	2.1
4	Curriculum includes skill based courses and topics	72.5	14.70	5	3.80	4
5	Curriculum is relevant for the solution of local problems	80	13.8	3.20	1.6	1.4
6	Curriculum is well designed to improve one's personality.	80.8	11.1	4.55	3.20	0.35



It can be concluded that the majority of the employers agree

employers
% of
course

outcomes. In the same line around 80% of the employers have agreed that the curriculum has the components that enhance the chances of employability and entrepreneurship among the students. Majority of the employers have agreed that the curriculum includes skill based courses and is relevant for finding solutions to local problems thereby improving their overall personality.





Lingaya's Vidyapeeth
School of Humanities and Social Sciences
Department of Psychology

Report Analysis of Feedback on Curriculum Collected From Different Stakeholders
Academic Year:
2020-2021(ODD)

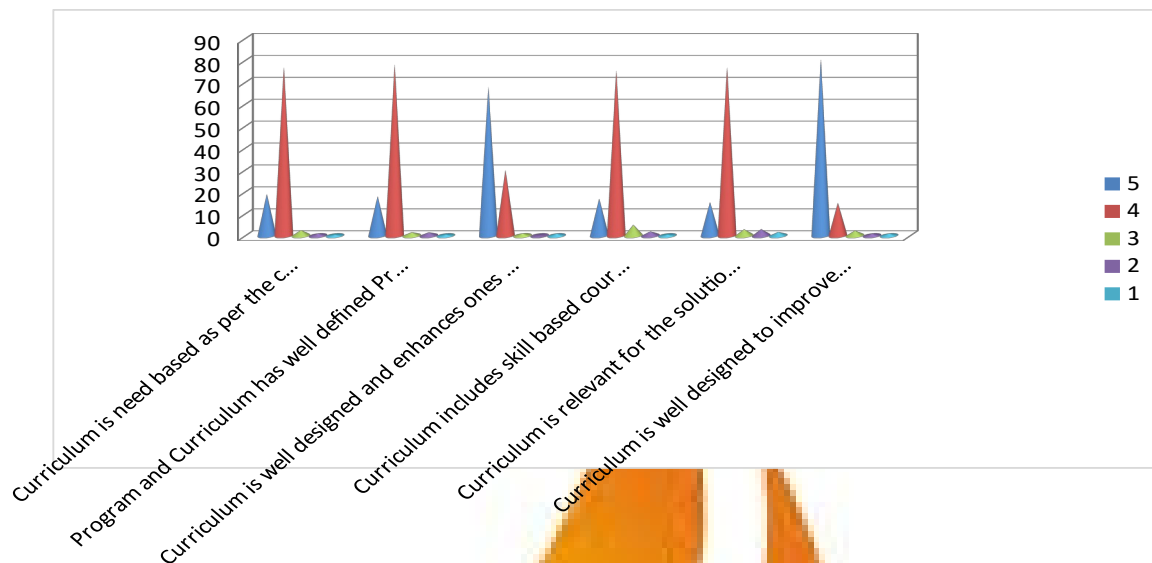
Introduction

Feedback is an essential element of the learning process. The Vidyapeeth collects the feedback on various curriculum aspects and courses from different stakeholders such as the students, alumni, Faculty, Employers and Parents. The feedback collected from the individuals has been analysed and taken into the consideration for the development of curriculum, teaching learning process and environment.

Student Feedback

The Students' Feedback on curriculum and teaching learning process at Lingayas Vidyapeeth, Faridabad is designed to get formative feedback from students that can be used towards the improvements in the quality of course design and delivery, as well as student learning experiences. For the academic year 2020-2021, students' feedback is sought from the students.

Student feedback on Curriculum						
S NO	Questions	5	4	3	2	1
1	Curriculum is need based as per the current market demand	19	77	2.55	1	0.45
2	Program and Curriculum has well defined Program Outcomes and course outcomes	18	78.40	1.60	1.50	0.5
3	Curriculum is well designed and enhances ones chances of Employability/Entrepreneurship	68	30	0.99	0.11	0.90
4	Curriculum includes skill based courses and topics	16.9	75.63	5	2	0.47
5	Curriculum is relevant for the solution of local problems	15.36	77	2.93	3	1.71
6	Curriculum is well designed to improve one's personality.	80.77	15	2.33	0.90	1



Almost 77% students agreed that curriculum is closely aligned with the current market trend and will help them acquire the key skills needed to work in the different fields of psychology. The students have agreed that the program and the curriculum have well defined program and course outcomes. 78.40 % students have expressed their agreement on the same. While developing the curriculum, concrete efforts were made to include components that enhance their employability and entrepreneurship skills. It was materialised by introducing subjects that helps in skill development along with a practical paper in all the semesters. 75.63% students have consented that the curriculum includes skill based courses and topics. Since psychology as a discipline requires finding solutions various complexes of human life, around 77% students have agreed that the curriculum has sufficient relevant components to find the solutions of local problems. Majority of the students believe that the curriculum is enriched with courses and topics that help them in improving their personality.

Faculty Feedback:

Feedback on various aspects of curriculum is sought from the faculty members of the School of Humanities and Social Sciences. Faculty feedback is an important aspect that ensures a healthy teaching learning experience for a student.

Faculty feedback on Curriculum						
S NO	Questions	5	4	3	2	1
1	Curriculum is need based as per the current market demand	79	14.95	4.05	1.75	0.25
2	Program and Curriculum has well defined Program Outcomes and course outcomes	80.9	13	4.6	1	0.5
3	Curriculum is well designed and enhances ones chances of Employability/Entrepreneurship	79.9	15	3.1	1.95	0.05
4	Curriculum includes skill based courses and topics	73	14.85	6	3.15	3
5	Curriculum is relevant for the solution of local problems	80	14	3.65	2	0.35
6	Curriculum is well designed to improve one's personality.	80	11	4.98	3.02	1



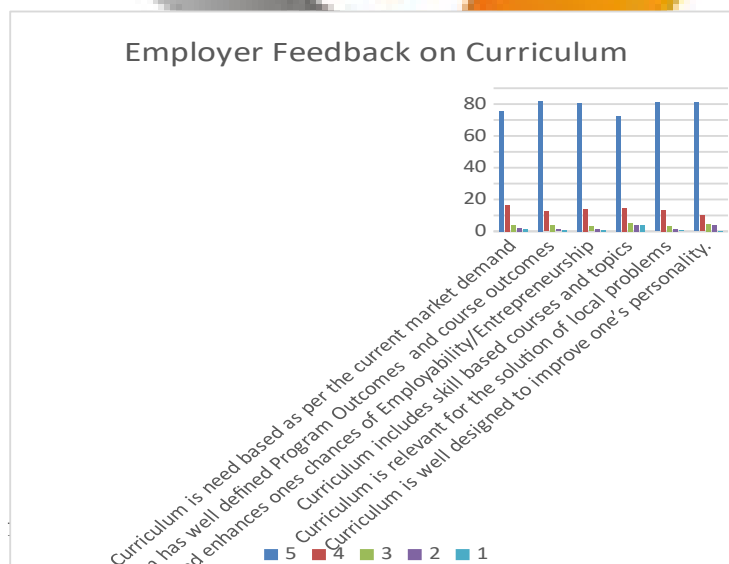
Majority of faculty (79%) believe that the curriculum is based on the market demand and is designed to impart market relevant skills. In the same line as of student's feedback, around 81% of the faculties have agreed that the curriculum has a well program and course outcomes. Similarly, majority of the faculty members agree that the curriculum is enriched with the content that will enhance one's chance of employability and entrepreneurship. 73% of the faculty members believe that the curriculum contains courses that will help the students in acquiring skills required to work in the various fields of Psychology. From the given data, we can safely conclude that majority of the faculties agree that the

curriculum is structured in a manner that will enable students to find solutions to local problem and will help them improve their personality.

Employer Feedback:

Feedback from employers is crucial as it helps students understand industry expectations and improve their skills accordingly. It also helps the University tailor its curriculum to meet the needs of the job market.

Employer feedback on Curriculum						
SNO	Questions	5	4	3	2	1
1	Curriculum is need based as per the current market demand	75.6	16.75	4.20	2.05	1.4
2	Program and Curriculum has well defined Program Outcomes and course outcomes	81.8	12.5	3.9	1.1	0.7
3	Curriculum is well designed and enhances ones chances of Employability/Entrepreneurship	80.7	14	3	1.35	0.95
4	Curriculum includes skill based courses and topics	72.5	14.70	5	3.80	4
5	Curriculum is relevant for the solution of local problems	80.9	13.6	3.35	1.6	0.55
6	Curriculum is well designed to improve one's personality.	81	10	4.68	4.01	0.31



It can be understood

ers

believe that the curriculum is in sync with the market demand. Similarly more than 80% of the employers agree that the curriculum has well defined program outcomes and course outcomes. In the same line around 80% of the employers have agreed that the curriculum has the components that enhance the chances of employability and entrepreneurship among the students. Majority of the employers have consented that the curriculum includes skill based courses and is relevant for finding solutions to local problems thereby improving their overall personality.

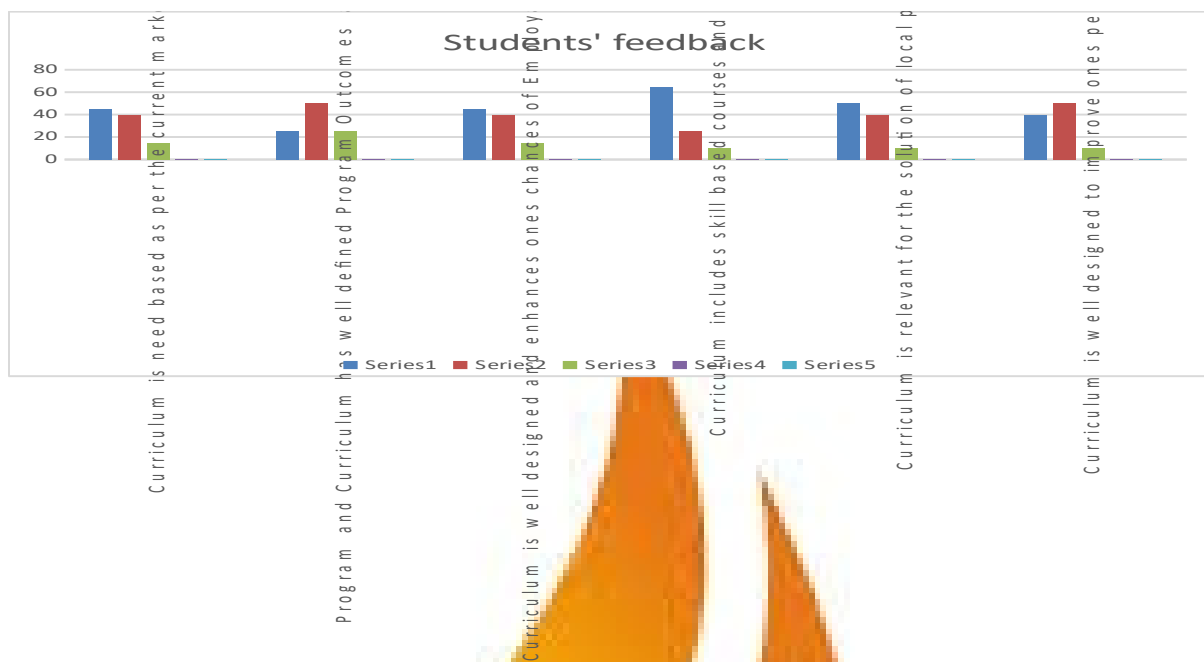


Lingaya's Vidyapeeth
School of Architecture and Planning
Report Analysis of Feedback on Curriculum Collected from Different Stakeholders
Academic Year: 2020-2021 (Even Semester)

Student Feedback:

The main goal of this feedback is to guarantee that all students have access to high-quality, competent instruction that promotes active academic, social, and personal development. Additionally, it fosters student-teacher interaction in the classroom and helps to attain excellence in the teaching and learning process.

Student feedback on Curriculum						
S NO	Questions	5	4	3	2	1
1	Curriculum is need based as per the current market demand	45	40	15	0	0
2	Program and Curriculum has well defined Program Outcomes and course outcomes	25	50	25	0	0
3	Curriculum is well designed and enhances one's chances of Employability/Entrepreneurship	45	40	15	0	0
4	Curriculum includes skill-based courses and topics	65	25	10	0	0
5	Curriculum is relevant for the solution of local problems	50	40	10	0	0
6	Curriculum is well designed to improve one's personality.	40	50	10	0	0

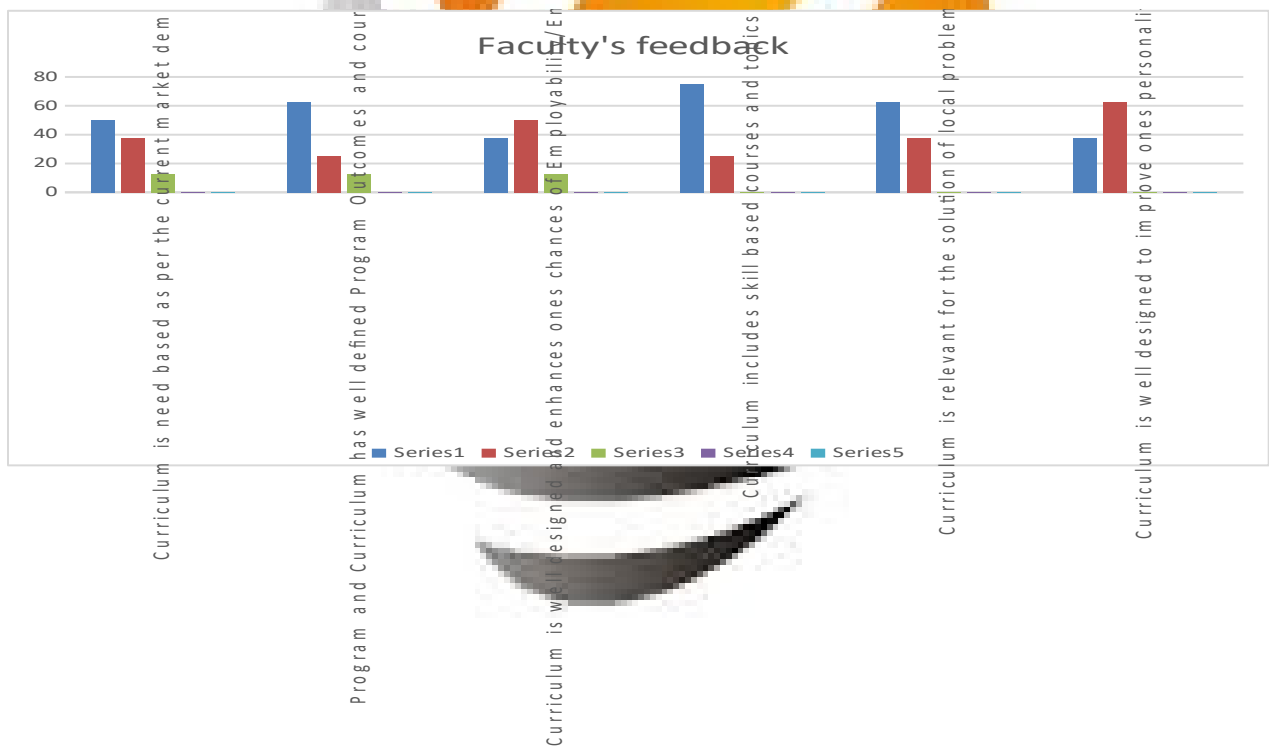


On an average 45% students strongly agree, 40.83% agree and 14.17% neutral with the current syllabus of the various programmes designed by the Lingaya's Vidyapeeth, Faridabad.

Faculty Feedback:

Feedback from the School of Architecture and Planning faculty members is requested regarding different areas of the curriculum. Ample time and resources should be allocated to developing the syllabus, theoretical and practical components should be covered, the syllabus should be coherent with the program outcomes, field experts should be involved in the design process, the focus should be on teaching and technical skills, ethical values should be instilled, reference materials should be used, the curriculum should be flexible to accommodate current trends, updated elective courses, etc. Faculty members have a major influence in the development and implementation of the curriculum, so their input was taken into consideration for any additional action that was required. The majority of faculty members said that the course is designed with the essential technical skills in mind. Additionally, they stated that the curriculum must be adaptable to allow for enrichment, revision, and adaptation in light of current events and creative concepts. The majority of faculty members concurred that they are free to use innovative curricular techniques and teaching approaches.

Faculty feedback on Curriculum						
S NO	Questions	5	4	3	2	1
1	Curriculum is need based as per the current market demand	50	37.5	12.5	0	0
2	Program and Curriculum has well defined Program Outcomes and course outcomes	62.5	25	12.5	0	0
3	Curriculum is well designed and enhances one's chances of Employability/Entrepreneurship	37.5	50	12.5	0	0
4	Curriculum includes skill-based courses and topics	75	25	0	0	0
5	Curriculum is relevant for the solution of local problems	62.5	37.5	0	0	0
6	Curriculum is well designed to improve one's personality.	37.5	62.5	0	0	0

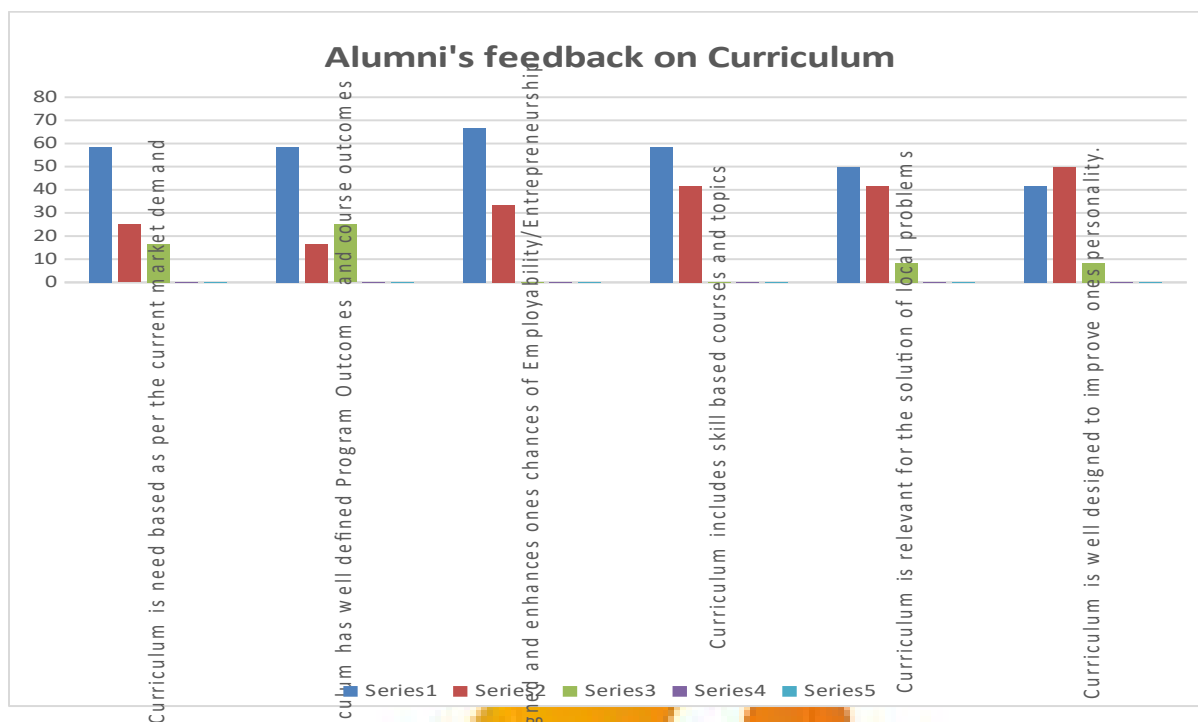


On an average 54.17% faculty strongly agree, 39.58% agree and 6.25% neutral with the current syllabus of the various programmes designed by the Lingaya's Vidyapeeth, Faridabad.

Alumni Feedback

The goal of Lingaya's Vidyapeeth, Faridabad's Alumni's Feedback on Curriculum and Teaching Learning Process is to gather formative feedback from alumni that may be applied to enhance the calibre of student learning experiences and course design and delivery. For the 2021–2022 academic year, alumni are asked for their input. The majority of graduates concurred that the course work level is adequate for the credits awarded and that the curriculum is moderately hard. While some students thought that the information in the syllabus is well-sequenced and gives them the technical skills they need for their professional areas, the majority of students agreed that the lecturers cover the syllabus on time. Additionally, it's evident that the respondents concurred that the courses align with their individual areas of expertise. The majority of alumni also concurred that students' exposure to real-world situations improves their comprehension of the principles and helps them connect the academic to the practical.

Alumni feedback on Curriculum						
S NO	Questions	5	4	3	2	1
1	Curriculum is need based as per the current market demand	58.33	25	16.67	0	0
2	Program and Curriculum has well defined Program Outcomes and course outcomes	58.33	16.67	25	0	0
3	Curriculum is well designed and enhances one's chances of Employability/Entrepreneurship	66.67	33.33	0	0	0
4	Curriculum includes skill-based courses and topics	58.33	41.67	0	0	0
5	Curriculum is relevant for the solution of local problems	50	41.67	8.33	0	0
6	Curriculum is well designed to improve one's personality.	41.67	50	8.33	0	0

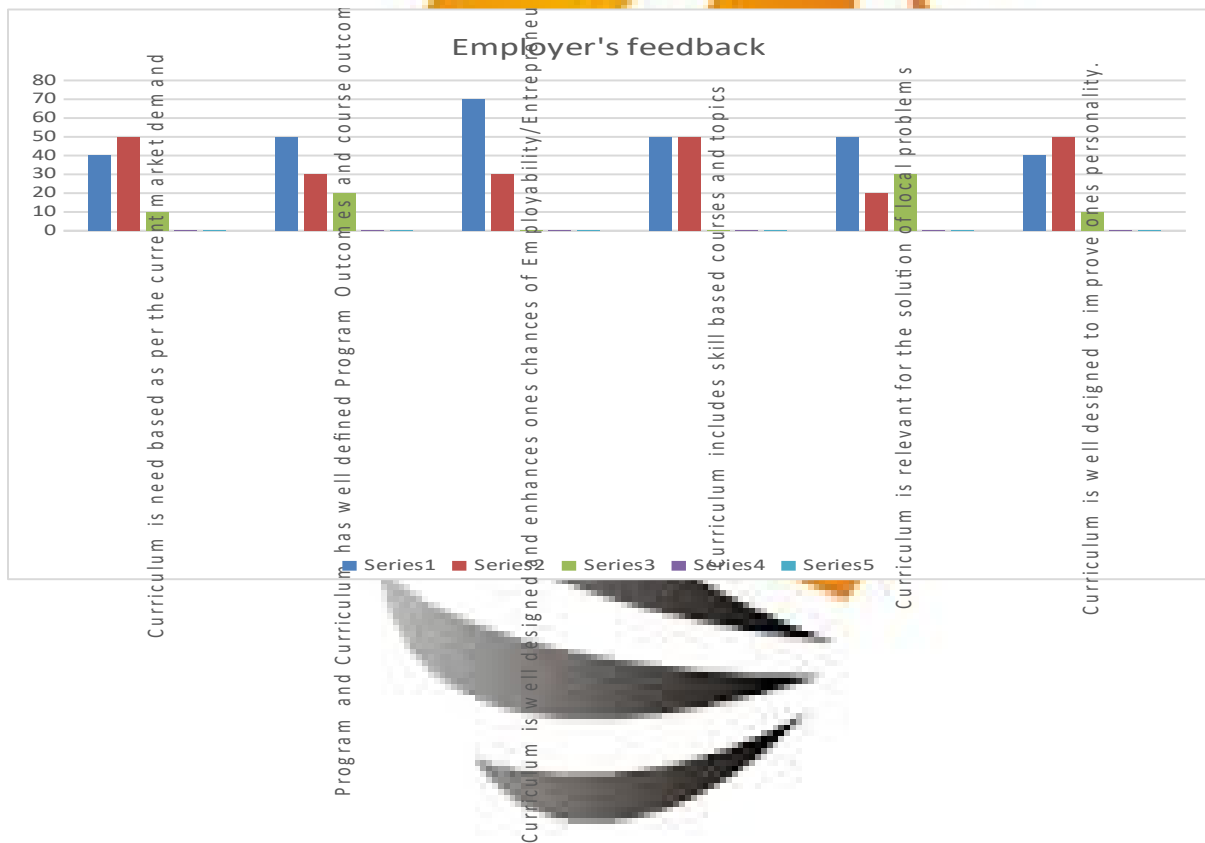


On an average 55.56 % alumni strongly agree, 34.72% agree and 9.72% neutral with the current syllabus of the various programmes designed by the Lingaya's Vidyapeeth, Faridabad.

Employer Feedback:

25 Employers provided input on our school's schemes and syllabuses for the 2020-21 academic year. A thorough and regular examination of the input given by different stakeholders is very beneficial to the ongoing enhancement of the teaching-learning process. The University often solicits comments from business leaders, employers, and industry experts at seminars, guest lectures, placement drives, and Board of Studies meetings. Employers' feedback enables the creation of programs that are easily tailored to meet the needs of both employers and students, both personally and professionally.

Employer feedback on Curriculum						
S NO	Questions	5	4	3	2	1
1	Curriculum is need based as per the current market demand	40	50	10	0	0
2	Program and Curriculum has well defined Program Outcomes and course outcomes	50	30	20	0	0
3	Curriculum is well designed and enhances one's chances of Employability/Entrepreneurship	70	30	0	0	0
4	Curriculum includes skill-based courses and topics	50	50	0	0	0
5	Curriculum is relevant for the solution of local problems	50	20	30	0	0
6	Curriculum is well designed to improve one's personality.	40	50	10	0	0



On an average 50 % employer strongly agree, 38.33% agree and 11.67% neutral with the current syllabus of the various programmes designed by the Lingaya's Vidyapeeth, Faridabad.

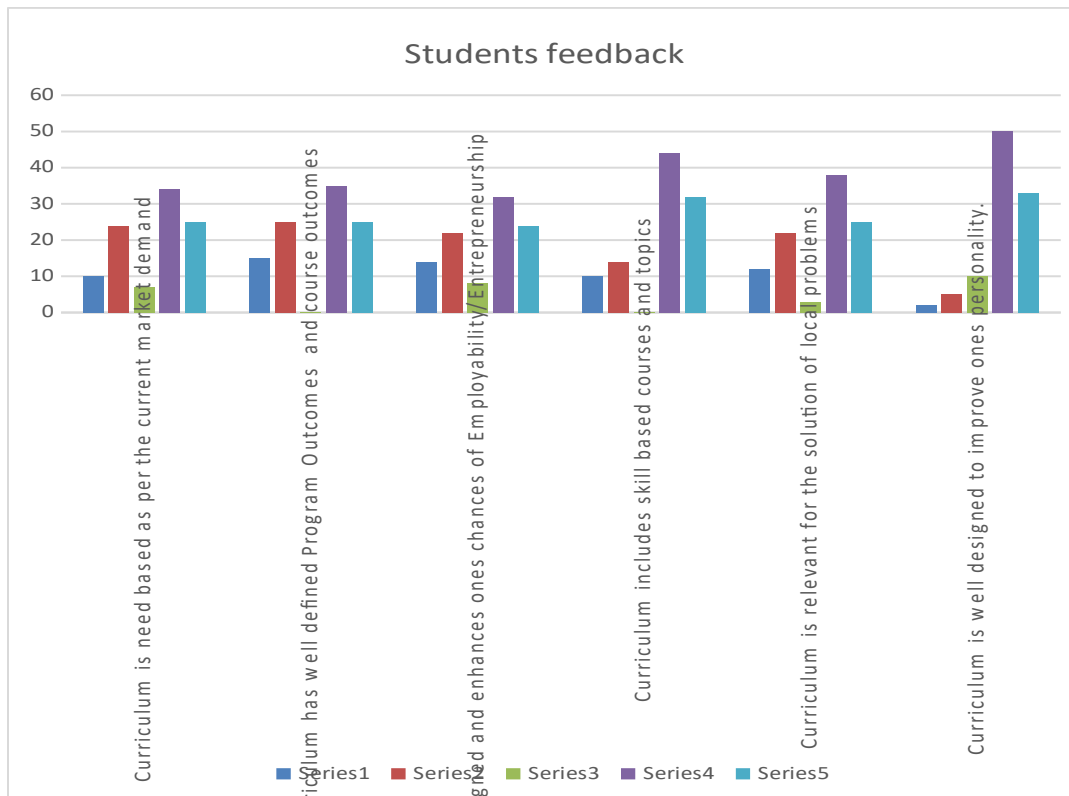


Lingaya's Vidyapeeth
School of Architecture and Planning
Report Analysis of Feedback on Curriculum Collected from Different Stakeholders
Academic Year: 2020-2021 (Odd Semester)

Student Feedback:

The main goal of this feedback is to guarantee that all students have access to high-quality, competent instruction that promotes active academic, social, and personal development. Additionally, it fosters student-teacher interaction in the classroom and helps to attain excellence in the teaching and learning process.

Student feedback on Curriculum						
S NO	Questions	5	4	3	2	1
1	Curriculum is need based as per the current market demand	10	24	7	34	25
2	Program and Curriculum has well defined Program Outcomes and course outcomes	15	25	0	35	25
3	Curriculum is well designed and enhances one's chances of Employability/Entrepreneurship	14	22	8	32	24
4	Curriculum includes skill-based courses and topics	10	14	0	44	32
5	Curriculum is relevant for the solution of local problems	12	22	3	38	25
6	Curriculum is well designed to improve one's personality.	2	5	10	50	33



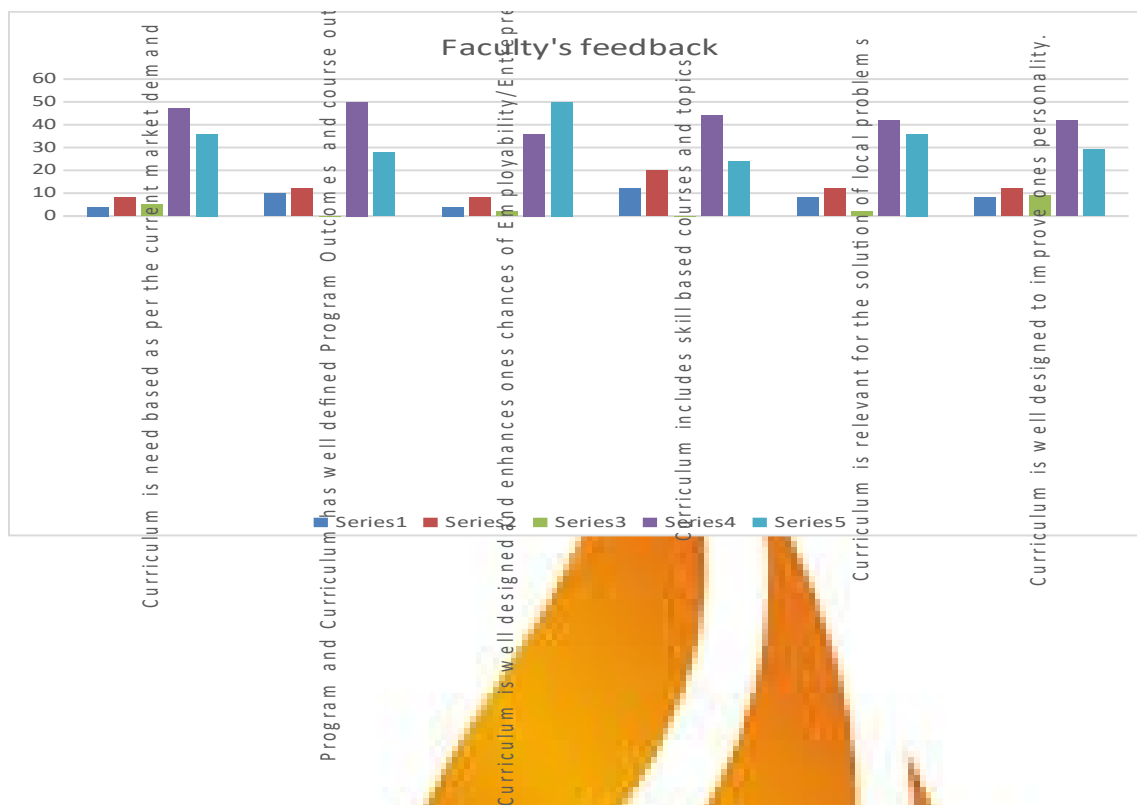
On an average 10.5% students strongly agree, 18.67% agree, 4.67% neutral, 38.83% disagree and 27.33% strongly disagree with the current syllabus of the various programmes designed by the Lingaya's Vidyapeeth, Faridabad.

Faculty Feedback:

Feedback from the School of Architecture and Planning faculty members is requested regarding different areas of the curriculum. Ample time and resources should be allocated to developing the syllabus, theoretical and practical components should be covered, the syllabus should be coherent with the program outcomes, field experts should be involved in the design process, the focus should be on teaching and technical skills, ethical values should be instilled, reference materials should be used, the curriculum should be flexible to accommodate current trends, updated elective courses, etc. Faculty members have a major influence in the development and implementation of the curriculum, so their input was taken into consideration for any additional action that was required. The majority of faculty

members said that the course is designed with the essential technical skills in mind. Additionally, they stated that the curriculum must be adaptable to allow for enrichment, revision, and adaptation in light of current events and creative concepts. The majority of faculty members concurred that they are free to use innovative curricular techniques and teaching approaches.

Faculty feedback on Curriculum						
S NO	Questions	5	4	3	2	1
1	Curriculum is need based as per the current market demand	4	8	5	47	36
2	Program and Curriculum has well defined Program Outcomes and course outcomes	10	12	0	50	28
3	Curriculum is well designed and enhances one's chances of Employability/Entrepreneurship	4	8	2	36	50
4	Curriculum includes skill-based courses and topics	12	20	0	44	24
5	Curriculum is relevant for the solution of local problems	8	12	2	42	36
6	Curriculum is well designed to improve one's personality.	8	12	9	42	29



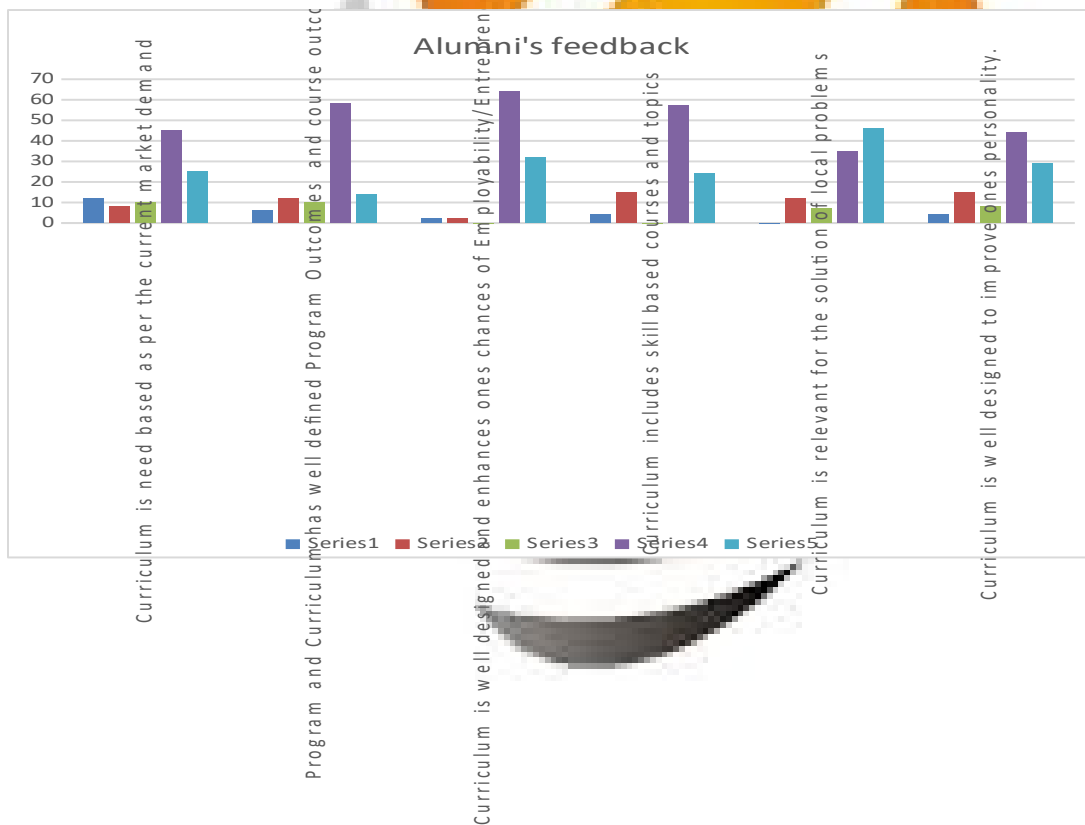
On an average 7.67% faculty strongly agree, 12% agree , 3% neutral, 43.5% disagree and 33.83% strongly disagree with the current syllabus of the various programmes designed by the Lingaya's Vidyapeeth, Faridabad.

Alumni Feedback

The goal of Lingaya's Vidyapeeth, Faridabad's Alumni's Feedback on Curriculum and Teaching Learning Process is to gather formative feedback from alumni that may be applied to enhance the calibre of student learning experiences and course design and delivery. For the 2020–2021 academic year, alumni are asked for their input. The majority of graduates concurred that the course work level is adequate for the credits awarded and that the curriculum is moderately hard. While some students thought that the information in the syllabus is well-sequenced and gives them the technical skills they need for their professional areas, the majority of students agreed that the lecturers cover the syllabus on time. Additionally, it's evident that the respondents concurred that the courses align with their individual areas of expertise. The majority of alumni also concurred that students' exposure to

real-world situations improves their comprehension of the principles and helps them connect the academic to the practical.

Alumni feedback on Curriculum						
S NO	Questions	5	4	3	2	1
1	Curriculum is need based as per the current market demand	12	8	10	45	25
2	Program and Curriculum has well defined Program Outcomes and course outcomes	6	12	10	58	14
3	Curriculum is well designed and enhances one's chances of Employability/Entrepreneurship	2	2	0	64	32
4	Curriculum includes skill-based courses and topics	4	15	0	57	24
5	Curriculum is relevant for the solution of local problems	0	12	7	35	46
6	Curriculum is well designed to improve one's personality.	4	15	8	44	29

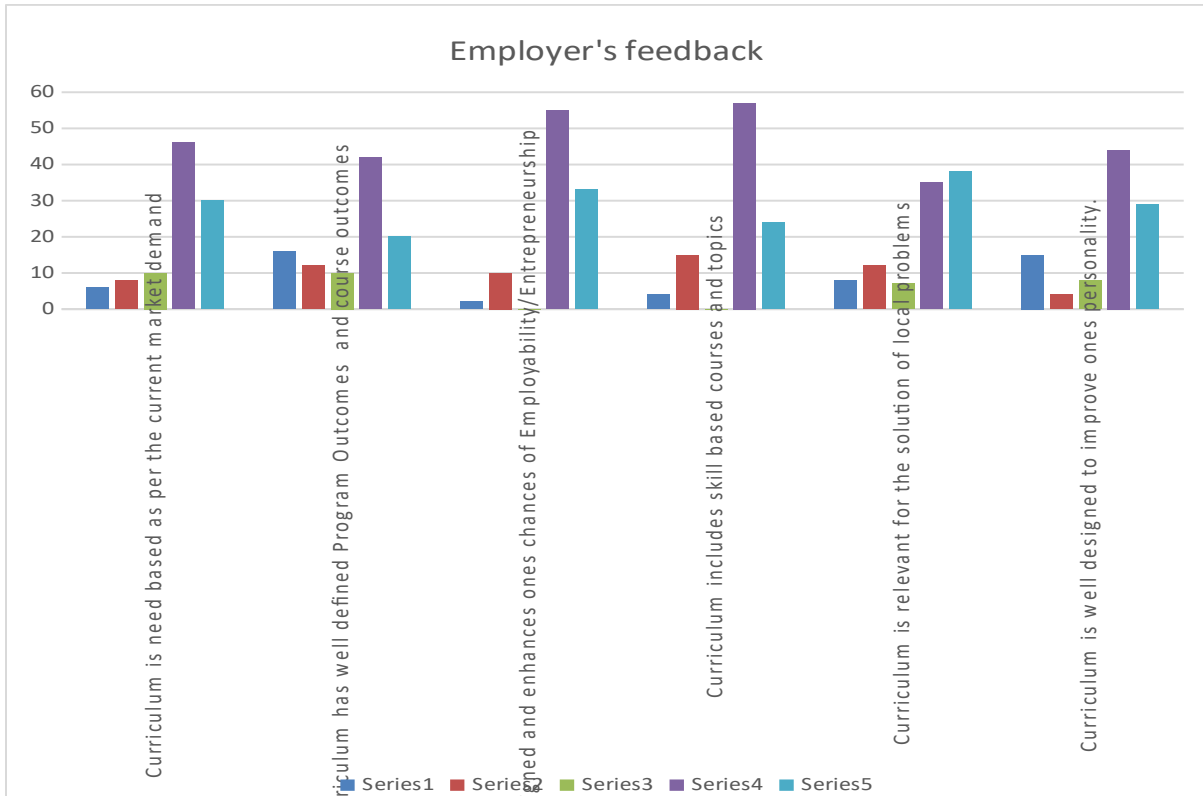


On an average 4.67 % alumni strongly agree, 10.67% agree , 5.83% neutral, 50.50% disagree and 28.33% strongly disagree with the current syllabus of the various programmes designed by the Lingaya's Vidyapeeth, Faridabad.

Employer Feedback:

25 Employers provided input on our school's schemes and syllabuses for the 2020-21 academic year. A thorough and regular examination of the input given by different stakeholders is very beneficial to the ongoing enhancement of the teaching-learning process. The University often solicits comments from business leaders, employers, and industry experts at seminars, guest lectures, placement drives, and Board of Studies meetings. Employers' feedback enables the creation of programs that are easily tailored to meet the needs of both employers and students, both personally and professionally.

Employer feedback on Curriculum						
S NO	Questions	5	4	3	2	1
1	Curriculum is need based as per the current market demand	6	8	10	46	30
2	Program and Curriculum has well defined Program Outcomes and course outcomes	16	12	10	42	20
3	Curriculum is well designed and enhances one's chances of Employability/Entrepreneurship	2	10	0	55	33
4	Curriculum includes skill-based courses and topics	4	15	0	57	24
5	Curriculum is relevant for the solution of local problems	8	12	7	35	38
6	Curriculum is well designed to improve one's personality.	15	4	8	44	29



On an average 8.5% employer strongly agree, 10.17% agree, 5.83% neutral, 46.5% disagree and 29% strongly disagree with the current syllabus of the various programmes designed by the Lingaya's Vidyapeeth, Faridabad.

content effectively. These efforts aims to bridge the gap between theoretical knowledge and practical proficiency, aligning our educational offerings with the dynamic requirements of today's professional needs. This strategic initiative reflects our commitment to providing students with a well-rounded education that prepares them with the skills needed for future success.

2020-2021

STUDENT'S FEEDBACK

FEEDBACK 1- It is required to include skill-based content in current syllabus

Action- In response to the feedback SOE introduced new subjects for skill enhancement and to increase the employability.

FEEDBACK 2- Need to incorporate latest knowledge trends in current syllabus & during online classes' students facing technical glitches frequently.

Action- Collaborated with subject matter faculties to define essential skills relevant to industry demands, facilitated online workshops and training sessions for faculty to stay abreast of contemporary knowledge trends for effective dissemination and utilized various communication channels, including online platforms, to ensure widespread awareness & also shared the power-point presentations and digitalized notes to the students during pandemic.

Students are also encouraged to enhance their skill levels through online technical and educational courses from SWAYAM.

TEACHER'S FEEDBACK

FEEDBACK 1- Periodic collaborative meetings with industry and academic experts to enrich the knowledge transfer experience and Effective online teaching-learning environment to achieve the desired outcomes.

ACTION- Students are encouraged to undergo MOOC courses offered through the SWAYAM portal to further their domain-specific knowledge.

Faculty
plan and
create e-

content using ICT-based tools to supplement their teaching methods by conducting various activities both online mode through a huge variety of learning-oriented apps.

FEEDBACK 2- The aspects of curriculum should be applicable in the daily life of students

ACTION- The department took proactive measures to enhance the curriculum's applicability to students' daily lives. A comprehensive review was conducted, incorporating feedback from educators, industry professionals, and local community leaders.

EMPLOYER'S FEEDBACK

FEEDBACK 1- Curriculum content was well-rounded enough to impart your employees the needed leadership and team-building skills

ACTION- The department responded effectively to the need for enhanced leadership and team-building skills in teacher trainees. A thorough curriculum review was conducted, and new subjects were introduced to address these crucial aspects. Online workshops and seminars were organised to provide hands-on training, ensuring that teacher trainees are equipped with a well-rounded skill set.

FEEDBACK 2- update Curriculum relevancy for the solution of the local and regional problems

The updated curriculum now integrates practical skills relevant to local and regional challenges, fostering a more holistic educational experience aligned with real-world problem-solving.

ALUMNI'S FEEDBACK

FEEDBACK 1-The curriculum is useful and applicable in students' daily life

ACTION- Through strategic curriculum enhancements, a concerted effort has been made to ensure its practical relevance and applicability in students' daily lives. Practical modules, such

as digital literacy, time management, and interpersonal communication, have been incorporated to empower students with skills directly applicable to their personal and professional spheres. The intentional inclusion of life skills and value-added courses aims to equip students with tools for navigating challenges in their daily lives. This action aligns with our commitment to fostering not only academic excellence but also the holistic development and preparedness of students for the realities they face beyond the classroom.

2021-2022

FEEDBACK FROM STUDENTS

FEEDBACK 1-Curriculum Fulfils expectations towards the development of student as a responsible citizen.

ACTION- The actions have been taken to ensure that the curriculum aligns with expectations for personal development as a responsible citizen and addresses local and regional challenges effectively. Practical exercises and community-oriented projects have been incorporated, providing tangible experiences for students to contribute to local problem-solving. Furthermore, collaboration with community leaders and stakeholders has informed curriculum to make it directly relevant to local and regional issues.

FEEDBACK 2- Effective online teaching-learning environment to achieve the desired outcomes.

ACTION- Students are encouraged to undergo MOOC courses offered through the SWAYAM portal to further their domain-specific knowledge. Faculty plan and create e-content using ICT-based tools to supplement their teaching methods by conducting various activities both online mode through a huge variety of learning-oriented apps.

FEEDBACK FROM TEACHERS

FEEDBACK 1- The effective teaching learning environment to achieve the desired outcomes.