Evaluation of Jawahar Knowledge Centres (JKC) in Degree Colleges

– A Programme by
Commissionerate of Collegiate Education, Andhra Pradesh

Study Done by

CENTRE FOR INNOVATIONS IN PUBLIC SYSTEMS (CIPS)

CPC Campus ASCI, Banjara Hills, Road No. 3, Hyderabad.

May 2014

Evaluation of Jawahar Knowledge Centres (JKC) in Degree Colleges

– A Programme by

Commissionerate of Collegiate Education, Andhra Pradesh

Study Done by

Centre for Innovations in Public Systems (CIPS)

CPC campus ASCI, Banjara Hills, Road No. 3, Hyderabad.

May 2014

Centre for Innovations in Public Systems (CIPS)
College Park Campus of ASCI (Administrative Staff College of India CPC Campus)
Road No. 3, Banjara Hills, Hyderabad - 500 034, India
Phone: +91 40 66720720
Fax: +91 40 66720721

Abbreviations

- ❖ CCE – Commisionerate of Collegiate Education
- ❖ CIPS – Centre for Innovations in Public Systems
- ❖ JKC – Jawahar Knowledge Centre
- ❖ JKC MC – Jawahar Knowledge Centre Monitoring Cell
- ❖ GDC – Government Degree College
- ❖ ELL – English Language Labs
- ❖ STP – Special Training Programme
- ❖ IPG training – Infosys Project Genesis Training
- ❖ GVK EMRI - GVK Emergency Management and Research Institute
- ❖ RUSA - Rashtriya Uchchatar Shiksha Abhiyan
- ❖ BC – Backward Caste
- ❖ SC – Scheduled Caste
- ❖ ST – Scheduled Tribes
- ❖ BA – Bachelor of Arts
- ❖ BSc – Bachelor of Science
- ❖ B Com – Bachelor of Commerce
- ❖ MSc – Master of Science
- ❖ BPO – Business Process Outsourcing
- ❖ IBM SPSS – IBM Statistical Package for the Social Sciences

Details of the Team Members

Project Heads

Mr. D Chakrapani IAS (Retd), Director, Centre for Innovations in Public Systems, Hyderabad

Mrs Sunitha IAS, Commissioner of Collegiate Education, Government of Andhra Pradesh

Project Coordinators

Dr. David Kumar Swamy, Academic Guidance Officer, Commissionerate of Collegiate Education, Government of Andhra Pradesh.

Dr. G. Srinivas, I/C Coordinator - JKC, Commissionerate of Collegiate Education, Government of Andhra Pradesh

Dr. K. Srinivas, Academic Officer, Commissionerate of Collegiate Education, Government of Andhra Pradesh

Ms. Parkavi Kumar, Senior Project Officer, Centre for Innovations in Public systems, Hyderabad

Principal Investigators

Dr. M. Raghunadh Acharya Associate Professor, Aurora's Business School, Director Decision Tree Consultancy Services.

Mr. Viswanadham Bulusu, Principal and Prof. in Commerce, Aurora's Degree and P.G. College.

Research Associates/Assistants

Asst. Prof. Deepti.B in Commerce, Aurora's Degree and P.G. College.

Asst. Prof. Keerti Sudha .B in Commerce, Aurora's Degree and P.G. College.

Mr. Roshan .T Vinay, Student, Aurora's Business School

Mr. M. Srinivasa Rao. Student, Aurora's Business School

Field Officers

Mentors and Coordinators of JKC (Annexure 17)

Table of Contents

1. Executive Summary

Jawahar Knowledge Centre (JKC) project was introduced by Commissionerate of Collegiate Education with the support of Government of Andhra Pradesh in 2005-06 to help students learn and practice employability skills. These centres set up at every government degree college aims to provide solution to the problem of unemployment faced by students studying non-professional courses in Degree Colleges of AP.

There is every necessity to strengthen JKC to extend its benefits to all students and help them realize their job aspirations. An immediate re-focus on JKC curriculum is required to strengthen the mission to provide employability skills to all students in degree colleges. Hence an integrated approach is the need of the hour where one or more disciplines and other relevant domains are infused into JKC training to enable students to get placements in Govt. or Private / Public sector companies.

On the request from CCE to conduct a study to evaluate the JKC centres of degree colleges, Centre for Innovations in Public Systems has taken up this study to identify the problems confronting the programme and suggest suitable recommendations to revive the programme.

This Study was conducted in 53 government colleges (10 colleges in Phase I and 43 colleges in Phase II) across Andhra Pradesh in 2013 – 2014. This study captures five major stake holders opinion on Jawahar Knowledge Centres Training Programme – Students, Principals of the College, Employers, JKC Mentors and JKC coordinators. The study brought together the opinions from 1803 students, 91 mentors, 44 Principals, 54 JKC coordinators and 27 employers. The stakeholders opinion gauged through the study provided the required inputs for revamping the curriculum, adopting measures towards financial sustainability of the programme and also the institution specific problems faced while running the JKC programme.

The overall picture presents that all the stake holders are very positive about JKC and there is also a scope for betterment of the programme to suit the industry needs. The opinion of students regarding, increasing the training hours & imparting job-oriented training programmes especially for banking sector provides very specific demand/ inputs to restructure the programme.

Placements of the students is one of the major measurable outcome of the programme and a very structured approach towards conducting campus interviews and achieving higher placements can also help in making the programme more vibrant.

The financial sustainability of the programme is also considered for uninterrupted continuation of the programme.

2. Project Overview

Jawahar Knowledge Centre (JKC) project was introduced by CommissionerateCollegiate Education with the support of the Government of Andhra Pradesh in 2005-06 to help students learn and practice employability skills.

The programme has been running for a period of 7 years and there was a felt need for revamping the curriculum to suit the present industry needs. CCE approached CIPS to take up a state-wide study on the status of JKC centres and suggest suitable recommendations. Accordingly CIPS initiated this study in Nov 2013. The study was conducted from Nov 2013 to Apr 2014.

The programme has the following objectives

- ✓ Design curriculum integrally related to the needs of the job industry
- ✓ Ensure all students' and stakeholders' needs are understood, focus on problematic areas like "*voice based efficiency*" and "*accent with minimum mother tongue influence*" to provide a sustainable solution to the demands of the placement generating companies.
- ✓ Generate modules tailored to the learner's level of proficiency, lesson plans and study material by utilizing the expertise of faculty in GDCs who were trained by ELF Master Trainers from the US and Infosys.
- ✓ The student on completion of training should comfortably and confidently use employability skills in a variety of social and business situations.
- ✓ Improve their learning outcome.
- ✓ Expand Training package to include courses that are in demand and promise 100% placement opportunity like TALLY, MS Excel, Networking, Hardware etc.

In order to identify the problems and gaps confronting the running of JKC centres in government colleges, three different teams were constituted and engaged for the study. A team comprising members of CIPS and CCE headed by Director, CIPS and Commissioner, Collegiate Education, Government of AP, managed the project and coordinated the study, the second team comprising JKC mentors and coordinators were involved in the field survey and the third team comprising Principal Investigator and

Research Associates and Assistants were involved in compilation of the data from survey questionnaires, data analysis and prepare a report on the gaps identified.

2.1   Implementation of JKC programme in Government Colleges

1. Students in JKCs of Degree Colleges will be divided into **two groups** taking their future outlook/plans into consideration.

   - **Group I**: Students interested in pursuing higher studies after graduation and **opt for JKC training to obtain skills & Personality development.**

   - **Group II**: Students requiring **JKC training for immediate employment**

2. Select a team to identify local job opportunities and make a list of local companies / organisations that can provide jobs/ internship programmes.

3. Evolve a consistent and reliable **evaluation system** with evaluating indicators and Evaluators to conduct periodical evaluation of performance of students undergoing training and maintain Performance Report Cards.

4. Provide an exclusive **add on training module of 10 days @ 6 hrs a day on specific employability skills** for **Group II category** with the following conditions
   - Complete Residential 10 day rigorous training in specific job skills
   - Training to be conducted in Government Colleges with hostels
   - On the job training / internship programme
   - Placement assistance

2.2   JKC Curriculum

S.No	Skill	No. of Hours allotted
1	Communication Skills	60 hrs
2	Soft Skills	30 hrs soft skills 10 hrs Ethical Values (weekend classes)
3	Analytical Skills	60 hrs
4	Technical Skills	60 hrs
5	General Awareness	30 hrs
Total		**250 hrs training package**

(The duration of the training shall spill over 3 months only)

1. All SC & ST students (III year) will be given JKC Training free of Cost.
2. 194 Full time Mentors working on contract basis for the year 2013-14.
3. ELF/Infosys trained lecturers shall be engaged as Guest mentors in all JKCs
4. In order to strengthen the activity, there is every need to supply the content/material to the students of JKC on the curriculum at the beginning of the program , JKCMC,O/o CCE taking up to print the books for the JKC Curriculum and supply to all JKCs in the State and it is in progress .

Use of IT Infrastructure for skill development:

- IT Labs established in 25 Govt. Degree Colleges
- English Language labs (ELL) established in 75 Govt. Degree Colleges
- Microsoft Campus Agreement for all Govt. Degree Colleges
- English Language Software comprising (English Lab, Career Lab and Aptitude Lab) as supplementary learning tool in Language labs using for JKC training

2.3   Other Highlights of the Programme

- Conducted **JKC Accounting Course (TALLY)** exclusively for Commerce students and 6787 students were trained till date and 308 students were placed

- **JKC Special Training Program (STP)** to train students for job opportunities in Govt. &   Public sector units. 4274 students trained till date

- Trained 100 students on pilot basis in **JKC Medical Transcription** course under RUS scheme and already placed 74 students

- As part of Industry orientation programs to faculty, Infosys gave **IPG training to 60 Lecturers** in Communication skills and Analytical Skills at Infosys Campus, Hyderabad from 25 Sep.,2010 to 3 Oct. 2010

- Submitted Proposals to Govt. of India on Add on Courses which are in demand like **Hospitality and Hotel Management** from 4 Govt Degree colleges for women with Home Science as one of the courses (GDC Kakinada, GDC Guntur, GDC Nellore GDC Kurnool)

- **GVK EMRI (Emergency Management and Research Institute)** is a pioneer in Emergency Management Services in India.**1-0-8 Emergency Response Service** is under PPP (Public Private Partnership) framework and is a 24X7 emergency service for medical, police and fire emergencies. They recruit Emergency Medical Technicians (EMT), Communication Officers (CO), Data Collection Officers (DCO) for their various offices located in 8 states of the country.They offer job opportunities for graduates through Campus Recruitment Drives. 7 job drives conducted in 2010-11 at 7 GDCs and 271 students were selected.

3. Context of the Study

Since the centres' inception in degree colleges by Commissionerate of Collegiate Education, it has trained more than 1 lakh students and imparted employability skills, English communication skills, soft skills, analytical skills and technical skills in the last 7 years.

As a period of 7 years elapsed, the programme needs to be evaluated in terms of the achievements in the stated objectives with which the centre was established.

This includes:

- Design Curriculum integrally related to the needs of the job industry
- Ensure all students and stake holder's needs are understood, focus on problematic areas fluency in English and to provide a sustainable solution to the demands of the placement generating companies.
- Generate modules tailored to the learner's level of proficiency, lesson plans and study material by utilizing the expertise of faculty in GDC who were trained by ELF master Trainers from the US and Infosys
- The student on completion of training should comfortably and confidently use employability skills in variety of social and business situations
- Improve their learning outcome
- Expand Training package to include courses that are in demand which offers promise of 100% placement
- Training should provide SC and ST students with adequate knowledge and employability skills
- Impact on girl students employability

4. Objectives of the Study

1. To Study the **relevance of Curriculum** in both general employability skills (the 250 hour training package) as well as the demand based expanded training package such as Tally and Medical Transcription across various JKC centres to the students' needs and employers needs

2. To **understand the perception of stakeholders** regarding the outcomes of JKC centres

   a. Students (Trained/Placed)
   b. JKC mentors (Full time mentors & guest mentors)
   c. Principals/Faculty of colleges
   d. JKC coordinators
   e. Employers

3. To **evaluate the organizational structure put in place for implementation** of the programme

4. To **assess the adaptability of the programme** to the changing needs

5. To evaluate the programme on the following aspects.

   a. Knowledge of the student at entry level vis-a-vis exit level.
   b. Efficacy of campus drives conducted and placements.
   c. Analysis of profile of the companies and placements offered
   d. Impact on SC and ST students
   e. Impact on Girl students

6. Recommendations on Various Similar Practices/Efforts from other States

The objectives were formulated in collaboration with the team from Commisionerate of Collegiate Education, Centre for Innovations in Public Systems along with teachers from other colleges and professors from reputed institutions like Osmania University.

5. Research Methodology

➢ Questionnaires were designed by Principal Investigators of the study. The questionnaires were scrutinized by team constituted by CIPS and CCE comprising Members of JKC monitoring Cell, Professors of Osmania University, Hyderabad and principals and coordinators from govt. degree colleges. The committee met to scrutinize the questionnaires at commissionerate of Collegiate Education. The questionnaires were checked for the ease of understanding by the stakeholders and also revised based on the objectives of the study.

➢ The questionnaires were revised based on the suggestions from the meeting and a two day workshop was conducted for the JKC mentors and coordinators on methods of conducting field survey.

➢ There were about 120 mentors and coordinators involved in JKC programme were selected as field investigators by CCE (Annexure 17). They were trained for two days in data collection methods for the assessment study of JKC training program along with a field work exposure.

5.1 Sampling of Colleges

College Type	Number of Colleges		Sample Size of 25%
Government	184	87%	46
Pvt Aided	22	10%	6
Pvt Unaided	5	3%	1
Total	**211**		**53**

The sampling of colleges was also done by commisionerate of collegiate education considering various strata such as

1. Urban/Rural
2. Regional (District – wise)
3. Efficiently functioning JKCs and Moderate to Low performing JKCs in terms of placement support.
4. Boys college/Girls college&
5. Level of functioning of JKC

5.2 Sampling of Stake Holders

Five Major Stakeholders were identified along the entire value chain of JKC - Students
(Trained/Placed), JKC mentors (Full time mentors & guest mentors), Principals/Faculty of
colleges, JKC coordinators and Employers.

Total Number of Stake Holders to be interviewed for a sample size of 53 JCKs include

Stakeholder	Number of stakeholders envisioned for the Study	Total number of stakeholders interviewed
JKC Students	30 students per college	1803 Students
JKC Mentors	2 Mentor per college	91 Mentors
Principals of degree colleges	1 per college	53 Principals
JKC Coordinators	1coordinator per college	53 coordinators
Employers	One from each of the companies which had offered placements	27 employers

6. Survey Methodology

A team comprising a Principal Investigator of the Project, Statistician, State level JKC
coordinator, A Mentor, A College Principal, representative from the industry and CIPS
staff was constituted to draft the key variables that need to be quantified for the purpose
of survey. Other general gaps in terms of staffing, infrastructure, motivation levels and
other bottlenecks associated with the performance of the JKC training centers were also
listed. These variables in consultation with experts was drafted into a survey
questionnaire.

A five different questionnaire was designed for each of the stake holder –

- Trained students / Trained and placed students (Annexure 1),
- JKC full time/part time mentors (Annexure 2),
- JKC Coordinators (Annexure 3),
- College Principals (Annexure 4) and
- Employers (Annexure 5)

The survey questionnaire has two parts: A general part of the questionnaire seeking demographic and geographical information from the respondent would be administered to all the stakeholders; the second part of the questionnaire is to seek the respondents opinion on various components of JKC training programme.

The study is divided into 2 Phases

1. **Phase 1 – Pilot Study in 10 colleges**
2. **Phase 2 - Complete Study in 43 colleges.**

The pilot study was conducted between Oct to Nov 2013 (2 months). 10 Colleges were chosen randomly from all over AP. In the pilot phase of the study, the evaluation was conducted in the following colleges. Pilot.

1. GC (Women's college) Begumpet (Government College)
2. Government Degree College (Vishakapatnam)
3. Government College, Khairatabad
4. Government City College, Nayapul (Hyderabad)
5. Loyola College, Vijayawada
6. Government Degree College (Gajwel)
7. SPR Government Degree College (Kurnool)
8. ABR Government Degree College (Guntur)
9. Vasavi Degree College (Kurnool)
10. Silver Jubilee Govt. College (Kurnool)

A pilot study of 10 colleges were completed initially and a pilot report was prepared consolidating all the data collected from 10 different colleges. The results of the pilot study was included in the Rashtriya Uchchatar Shiksha Abhiyan (RUSA), National Higher Education Mission State Plan for AP.

Phase 2 – Complete Study – State Level

The second phase of the study began in Dec 2013 and Jan 2014. The second phase involved evaluation of 43 Colleges.

1. GDC(M)Srikakulam
2. GDC(W)Srikakulam
3. GDC Tekkali
4. GDC (W),Vishakapatnam
5. GDC Yelamanchili
6. GDC Salur
7. GDC(A)Rajahmundry
8. GDC (W) Kakinada
9. GDC SRR & CVR, Vijayawada
10. GDC Movva
11. SVD GDC (W) Nidadavole
12. CSTS GDC Jangareddigudem
13. GDC (W) Guntur
14. D.K. GDC(W), Nellore
15. GDC Sullurpet
16. GDC (W) Ongole
17. GDC Kandukur
18. GDC (M) Anantapur
19. GDC Kadiri
20. PVKN GDC Chittoor
21. S.V.A GDC (M) Srikalahasti
22. GDC (W) Chittoor
23. GDC (M) Kadapa
24. GDC (M) Kadapa
25. KVR GDC, Kurnool
26. SJ GDC Kurnool
27. GDC (M) Adilabad
28. GDC MAncherial
29. SKNR GDC (M) Jagtial
30. GDC (W) Jagtial
31. GDC (M) Khammam
32. GDC (W) Khammam
33. KDC Hanamkonda
34. GDC Jangaon
35. GDC (M) Mahboobnagar
36. GDC (W) Mahboobnagar
37. GDC (M) Gadwal
38. Tara GDC Sangareddy
39. GDC Jogipet
40. GDC Siddipet
41. Nagarjuna GDC Nalgonda
42. GDC Kodad
43. GDC Kammareddy

7. Results

<u>With respect to students</u>

➢ **Demographic and other details of the students who were selected from the sample of 53 colleges**

➢ 85.4% of the students from the sample are of the age group 19 – 22 of whom most of them are girl students, majority of the participants of the survey are from village /rural areas and their guardians/parents income is less than 1 lakhs and most of the students parents/guardians are either farmers or laborers or into small jobs they are from BC/SC/ST and minority back ground.

   o To sum up, the JKC programme is reaching to the people of rural areas, BPL families, BC/SC/ST, minorities and physically challenged students as well students across course of study (BA, BSc, and B.Com) are taking part in JKC program.

   o Among the respondents, there are students of different medium of instruction at degree level but most of them studied the earlier education in vernacular language. The sample has all the categories of the students among which the majority are undergoing JKC training programme.

➢ **Views on the training program**

   o 94% of the respondents are positive about the training programme (excellent, very good and good).

   o With respect to the skillsets students picked up during the training programme , majority of the respondents indicated communication skills, followed by analytical skills and mental ability, among the students who picked up communication skills, majority of the respondents are with village/rural background.

   o The students expressed that they opt for JKC programme to acquire better skills, government jobs, and higher studies. 90% of the students are under the impression that the program is up to their expectations.

      ▪ With respect to the *skills imparted*, (communication skills, soft skills, aptitude skills, technical skills, general awareness) the students are under the opinion that all the modules are good to excellent, they agree that it is helping them to improve their communication skills and employability skills and helping them to pursue higher studies.

- Further among the respondents of the survey the students' of economically poor group (parent whose occupation is farmer, labor etc. with annual salary of less than 1 lakh) are opting JKC program to get government jobs, higher studies and to acquire better skills. Students whose parents are in government services are opting JKC for corporate jobs.   The SC and ST students are opting JKC programme for getting in to government jobs.

    o Majority (93.5%) are under the opinion that the curriculum of JKC is apt for the present industry needs so also for higher studies.

    o With respect to adequacy of number of hours of training program, majority of the students (55.1%) feel that the number of hours must be increased.

    o With respect to the question on additional programme specific to employability offered through JKC, majority of the students prefer banking based coaching, coaching for government jobs / PSE and computer based courses,

    o Most of the students are under the impression that the sessions are held as per the schedule and also they express that the sessions are completed in the prescribed duration, with respect the question on whether the ***mentors completing the syllabus*** majority (83%) said yes, 90% of the respondents expressed that the present teaching methodology of JKC training program is suitable for learning.

    o With respect to the respective duration to complete the JKC curriculum as suggested by CCE, the students mentioned that the training hours are not met. The sessions were taken for the modules lesser than the prescribed hours with respect to the lab hours (language, computer).

- **Views on Infrastructure and material**

    o With respect to the ***infrastructure*** (library, lab, and class room) majority mentioned that the infrastructure is available and is up to the mark.

    o Majority (70%) of the students indicated that the material is supplied in time, the remaining (30%) expressed the material is either not supplied or not supplied in time.

    o Majority of the respondents are under the opinion that the material is sufficient, easy to understand and up to date and relevant, but majority of the students indicates the material also requires revision and not up to their expectation.

➤ **Views on placements**

- o Majority (77%) felt that ***placement assistance*** is good and above, so also with respect to the placements offered, In terms of job profile in the companies.

- o Majority (75%) of the respondents rated good and above,   94.5%   of the respondents expressed that their confidence level in skill sets have improved after the training programme.

- o Regarding the increase in Training fees, the respondents are not in favor of increasing the training fee and mentioned that they might not opt for the program. Among those who have no objection in increment in the fee, majority felt an increase of Rs 500 is nominal.

- o As a ***positive note 98%*** of the students expressed that the JKC program should continue.

With respect to the principals

➤ **Professional summary of the principals**

- o Most of the principals are of 45 years and above age (98%), with doctorate. 63% of principals experience spread across Urban, Semi urban and Rural.

➤ **Views of principals on JKC programme**

- o With respect to the questions on their ***perceptions, views, etc. on JKC program***, Majority (57%) are under the impression that it is a job prospective and skill enhancement program, they are also under the impression that overall JKC programme is a career building platform.

- o The principals are under the impression that ***overall experience*** of the training programme is good to excellent (97%) and are of the opinion that most of the students are satisfied with the programme.

- o With respect to ***placement of JKC trained students***, principals working at rural areas are not happy and they are of the opinion that it should be improved, similar views are expressed by principals of semi-urban areas.

➤ **Constraints/Barriers/Challenges to improve JKC programme**

- o 50% of the principals who participated in the survey are under the impression that, the ***duration and timings must be revised***.

- o Principals are under the impression that *mentors need to improve on technical and communication skills* further to serve the students better.
- o The major concerns principals have with respect to JKC programme is they are not able to *balance between regular course and JKC programme due to infrastructure or resource limitations.*
- o Since most of the students are from vernacular background there is necessity for *addressing the slow learners*.
- o Principals are under the impression that most of the *training objectives are met during training. T*he principals are under the impression that *most of their concerns and issues are resolved by CCE* and they are able to facilitate training programme better.

➢ Among the components on which students are trained (communication skills, general awareness, analytical skills, soft skills, technical skills), the principals are under the opinion that all are equally useful to the students but *communication skills are of slightly of higher importance*.

- o With respect to *strengths of the programme*, the principals are of the opinion that it is helping to improve communication skills, personality development apart from being a placement training activity.
- o With respect to the *placement of the trained students*, the *principals are not satisfied and they are under the impression that needs to improve* and are *of the opinion that the employers are happy* with the performance of JKC trained students.

➢ **Views on Content, Curriculum and Duration**

- o The principals are under the impression that *JKC programme is up to their expectations*, content and curriculum are relevant to the industry standards, useful to the higher education as well
- o Principals also opined that *increase in training hours will help students to improve on* communications. Majority of the respondents are under the impression that *course material is up to date and easy to read.*
- o With respect to the question whether fee *can be increase by offering additional courses*, 40% are positive, 14% are not sure about increase in fee, the remaining stakeholders are negative about fee increase. The respondents also felt that fees can be increased between Rs 100 to 1000, which are affordable by the students.

➢ **Job opportunities for the students**
- o Principals are under the view that *majority of the students are getting placements with reasonable salary package*.
- o All the principals as *a positive note are under the impression that JKC needs to continue*.

With respect to coordinators:

➢ **Professional summary of coordinators**
- o Majority of the coordinators are males with age 33 and above, with experience from urban and semi-urban areas as coordinators

➢ **Views of coordinators on JKC programme**
- o Majority of the coordinators rated the *components of training program* (communication skills, aptitude skills, general awareness etc.) from good to excellent and opined that the training programme is helping the students in personality development, employability and English communications apart from helping in building confidence and improving work culture.

➢ **Views on content curriculum and duration**
- o With respect to the *number of training hours*, the coordinators (54%) feel the hours are sufficient and rest of them are of the opinion that the number of hours may be increased *with respect to syllabus completion.*
- o 89% of the coordinators express that the syllabus is completed and all the modules are covered. They also expressed interest to increase up to 10 hours on all the modules of the curriculum. Majority of the respondents are of the opinion that training sessions are completed within prescribed duration, material supplied in time, and the material is up to date, easy and sufficient.
- o 92% of the coordinators are of the opinion that the *present method of teaching* or imparting skills is suitable.
- o With respect to *placement assistance majority* (51%) of the coordinators expressed that it is average or below average.
- o When asked whether they *would like to continue with JKC programme, 89%* expressed that they wish to continue, when asked on whether *they receive complaints about training* programme from students 36% said yes.

- o With respect to the **question on overlap of regular sessions and JKC sessions,** they expressed that these are resolved by extending college timings, adjusting regular sessions and conducting sessions on weekends.
- o With respect to the **question on college's support towards JKC training programme**, most of the coordinators are of the opinion that not only college supports but it also sensitizes the stakeholders.
- o With respect to the **question whether the parents/guardians satisfied with the JKCtraining program,** they expressed that majority of them are satisfied.
- o 55% of the coordinators felt that **a special training program is required for coordinators. M**ajority of the coordinators feel that the **placements are not good they are below average or average**.
- o On question asked whether mentors **are completing the syllabus within prescribed hours or not**, the coordinators expressed that they are not completing within prescribed time and there is a need to increase number of hours in a training program.

With respect to mentors

➢ **Professional summary of the mentors**
- o Majority (52%) of the mentors are of age between 20-40, 63% of the mentors are males, most of the respondents who are surveyed are guest English mentors or full time mentors, very few are part time mentors, most of the mentors are of the qualification PG, among the respondents majority are associated with college location in the urban areas.

➢ **Views of mentors on JKC program**
- o Most of the mentors feel that the curriculum is suitable for the present industry standards and also for higher studies.
- o *42% of the mentors feel that there is a need to increase training hours* and the remaining are of the opinion that it is sufficient, the **mentors also are of the opinion that training hours** on communication skills, soft skills, practical training can be increased to 5-10 hours.
- o With respect **to infrastructure** majority of the mentors are of the opinion that is up to the mark, with respect **to assessment**, majority of mentors are of the opinion that present system is ok, majority of the mentors indicated that measures are taken **to train the slow learners.**
- o When asked a **question on regularity of students in attending JKC training programme** majority of mentors expressed that students attend program regularly ,majority of the mentors are of the opinion that the

present mode of teaching or imparting skills of the JKC training programme convenient for the students to learn.

o With respect *to placement assistance,* majority (65%) of the mentors felt that it is good to very good when asked *question on whether the parents/guardians satisfied with the JKC training programme*, they expressed majority of them are satisfied when asked about *evaluation practices* they are all equally in favor of periodical tests, assignments, projects, group discussions, mock interviews etc.

o When asked about the *weaknesses of the students,* they expressed that English communication skills is a difficult area for the students.

o When asked on what components students are performing well, they expressed they are performing well in aptitude and technical skills.

o Further all the mentors full time, part time, guest English mentors, are of the opinion that the *curriculum also suits those students wanting to pursue higher education.*

o Further all the mentors irrespective of their qualification stated that they are *paying individual attention* to the students, all mentors irrespective of their area are working towards JKC training programme, the mentors irrespective of urban, rural are of the opinion *that extra modules may be added for JKC training programme*.

With respect to employers

➤ **Professional summary of the representatives of the Employer's**

o Most of the representatives to the employers who responded to the survey are of age group 25-35 and the employers who responded are from various industries: mainly from the real estate, BPO, education and IT.

o Among the companies who responded majority undertake CSR activities, the employers are ranging from small size to medium size companies with employee count varying between 100 and 400.

➤ **Recruitment Process and their views in JKC program**

o Most of the employers who responded to the survey recruit people through campus drives, they prefer students with degree background than that of engineering.

o *The employers are not confining their placements to the top 10 colleges. The* recruitment process is based on written test and presentation skills

o Further they recruit students from all the branches of degree BA, BSc, B.Com and MSc Students.

o Among the respondents, *85% expresses that they are aware of the JKC program*, they conduct placement drives once in a year. Among the

recruiters, majority recruited JKC students prior and they are under impression that this JKC program has satisfactorily build the link between industry and institution.

➢ The recruiter expressed that the ***students shall further be trained on communication and soft skills***.

- o On a ***positive note, majority of the respondents (85%) expressed that the performance of JKC students are satisfactory***, It is noticed that the companies recruit from government colleges, private colleges and training centers equally, non IT companies are preferring candidates with degree background.
- o The ***companies recruit candidates*** based on the test, presentation skills, based on academic performance and extracurricular activities.

8. Recommendations

Curriculum

a. It is observed from the data that most of the colleges are struggling to meet the 300 hours of prescribed syllabus per batch due to lack of time. The duration was compressed and the syllabus is also rushed to complete the course on time. It is essential to ensure that each institution follow the day to day schedule as prescribes by CCE. Delivery of the content provided should be followed as per the schedule and the same may be monitored at the institutional level by the principal and CCE may cross check the same at regular intervals.

b. CCE may device a monitoring mechanism to ensure the hours prescribed are followed in all the JKC centres and in all the batches. In order to ensure the successful completion of prescribed training duration, the colleges of those respondentswhere there is a problem of completing the training duration must be identified.

c. In this regard, an IT enabled portal may be developed to gather the students feedback and grievance regarding the training programme this information can be accessed by college principal and JCK MC for successful rectification of problems relating to reduced lab hours and inability to supply materials on time.

d. In case of institutional level problem regarding completing the syllabus within the prescribed hours such as restrictions on girl students to attend classes after college hours, the duration of three months may be increased to 4 months, if required.

e. Another problem confronting the conduct of JKC programme during summer vacation was also identified. As bus passes were not provided to the students during the summer vacation, there is a restriction to organize JKC training during summer vacation. In this regard, CCE may take up this issue with government to provide bus passes to the students during the vacation period.

f. Special Courses on demand based may also be taken up through JKC. One possible course could be IBPS to prepare the students for banking sector.

2. Placement Assistance

   a. Institutional level Students cell guided by JKC coordinators must be constituted in each college. This cell may look at the local job opportunity and help the coordinators and mentors in activities relating to the placements. The JKC coordinators should also sensitize the students appropriately on all the placement drives conducted and a SMS gateway may be established to reach the students regarding the placements conducted in various colleges.

   b. A mechanism to share job drives among the institutions may also be devised.

   c. A database of JKC student profiles along with their academic achievements (From 10th onwards) is already available with CCE to contact the employers. It should also be maintained and accessible at all the time at institutional level as well to strengthen placement assistance. The details of all the JKC students and their performance in

   d. Placement drives must be conducted covering all the districts and provide equal opportunity for rural students.

   e. Number of placement drives must be increased. At the district level, with the help of JKC nodal coordinator it must be ensured that all the JKC trained students attend the placement atleast once at the district level.

3. Organizational Structure

   a. In addition to the existing organizational structure, a state level advisory body may be constituted for JKC involving Company representatives/entrepreneurs, University nominees (State and national level), Professional agencies, Academicians, Principals, e.t.c . This committee may meet twice a year to review and analyze the market trend and make recommendation for the programme to meet the future needs.

4. Financial Sustainability

a. The very low honorarium given to mentors is another major problem confronting the JKC programme. In 2006, when the JKC programme was initiated a honorarium norm for mentors were fixed as 8,000. At the same period,the Contract faculty working in Government Degree Colleges were paid an honorarium amount of Rs.8,500p.m (Urban Areas) and Rs.9,500/- p.m (Rural & Tribal Areas) as per the orders issued in G.O.Ms.No.181, Higher Education (IE-I/A1) Department, dated 21-08-2008. This was revised and further enhanced to a consolidated remuneration of Rs.20,700/- (Rupees Twenty thousand and seven hundred only) per month w.e.f. 01-06-2011, without payment of D.A or any other allowances, in terms of the orders issued in G.O.Ms.No.3, Finance (SMPC-II) Department, dated 12-01-2011. There is no revision of payment for mentors after 2008. This poses a serious problems in terms of retention of mentors, lack of competition for the position, quality of mentors and their motivation levels to function effectively.

- A registration fee (optimum amount of Rs 50) may be collected from all the students in addition to the existing JKC training fee of Rs 500 and the registration fee may be utilized by the JKC monitoring cell for the state-level coordination of JKC activities and also for improving placements.

- The cost components of JKC training were analyzed for the possibility of cost reduction. As 50% of the fees is spent on training materials and photocopying the books, a central level printingof the material (presently 30,000 copies per annum) at a cost effective manner by JKC MC can be considered to reduce the cost on study material and ensure in-time supply of materials to the students. Each institution will collect the number of copies required on payment of cost from the fee collected.

9. Data and Analysis

Collated views of all the stake holders in tune with the key objectives and key features of JKC

With respect to continuation of the JKC program the views are

would you like JKC to continue		Students	Mentors	Coordinators	Principals
	Yes	98%	90%	89%	95%
	No	2%	6%	8%	0%
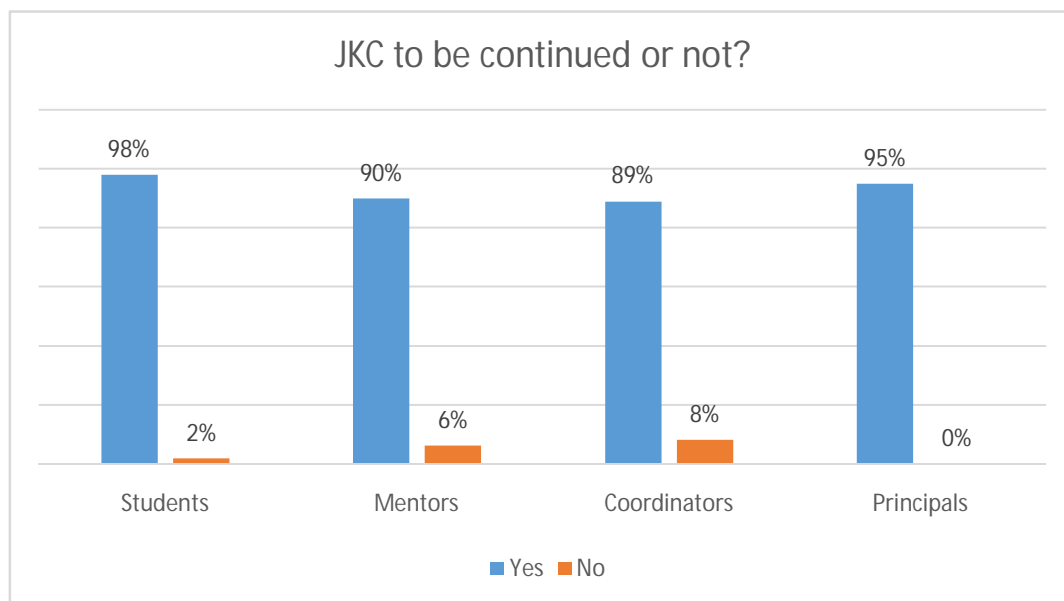
 One can notice from the above that ,majority of the stake holders are of the Opinion that the JKC mustcontinue.

With respect to sufficiency of training hours

Training Hours (Sufficiency)		Students	Mentors	Coordinators	Principals
	Sufficient	39%	49%	55%	67%
	Increase in hours	55%	42%	45%	26%

Change in the training hours

	Students	Mentors	Coordinators	Principals
Sufficient	39%	49%	55%	67%
Increase in hours	55%	42%	45%	26%
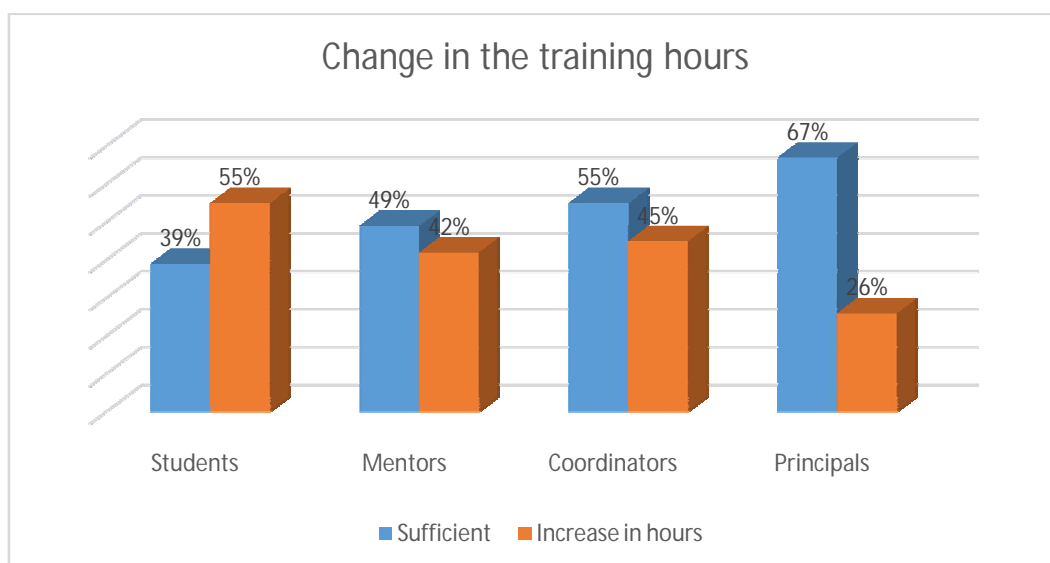
The above indicate divided views on increase in training time , but some of the open ended responses
suggest that it is in favour students to increase the training hours.

With respect to curriculum suiting industry standards

		Students	Mentors	Principals	Employers
Curriculum suiting industry standards	Yes	94%	96%	81%	92%
	No	6%	4%	14%	4%
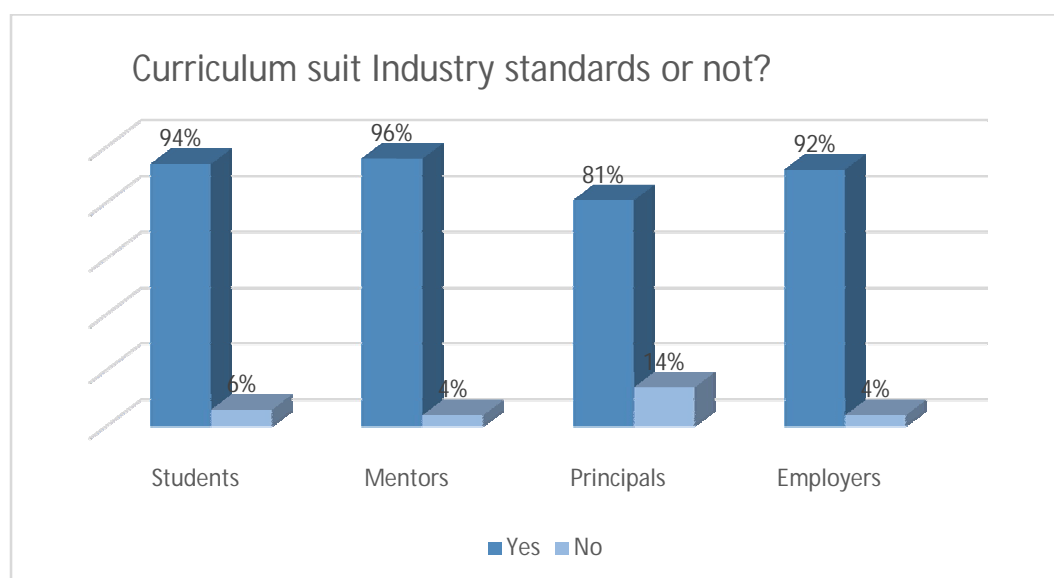
Curriculum suit Industry standards or not?

One can notice from the above that ,majority of the stakeholders are of the opinion that the curriculum suits industry standards.

With respect to availability of infrastructure

		Students	Mentors	Coordinators	Principals
Availability of infrastructure	Yes	83%	88%	84%	88%
	No	17%	12%	16%	3%
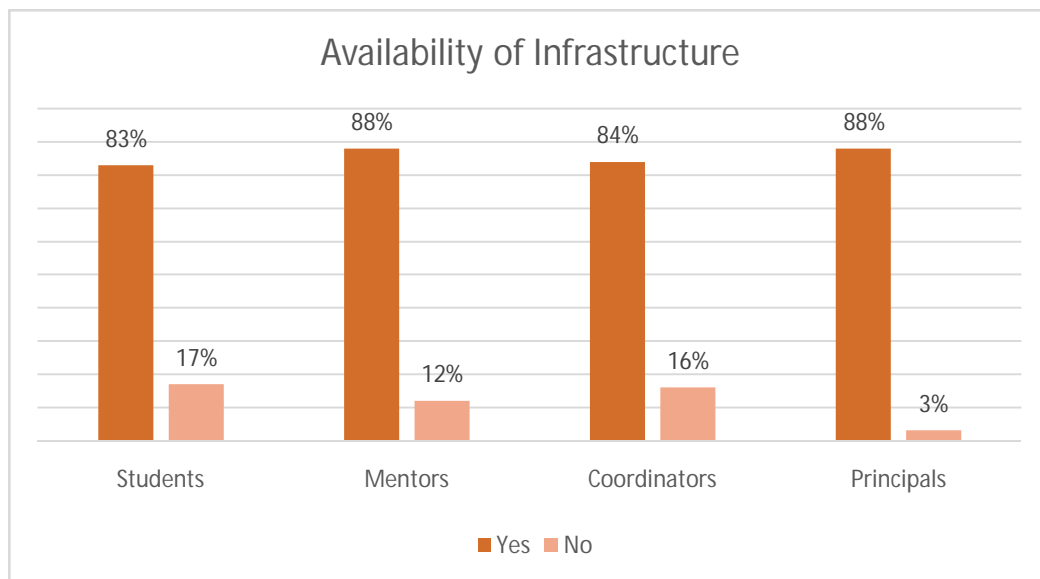
One can notice from the above that ,majority of the stake holders are of the Opinion that the infrastucture available is sufficient to conduct JKC program.

With respect to placements offered by JKC

		Students	Mentors	Coordinators	Principals
Rating of placements offered by JKC	Good	91%	81%	91%	44%
	Poor	5%	9%	9%	53%
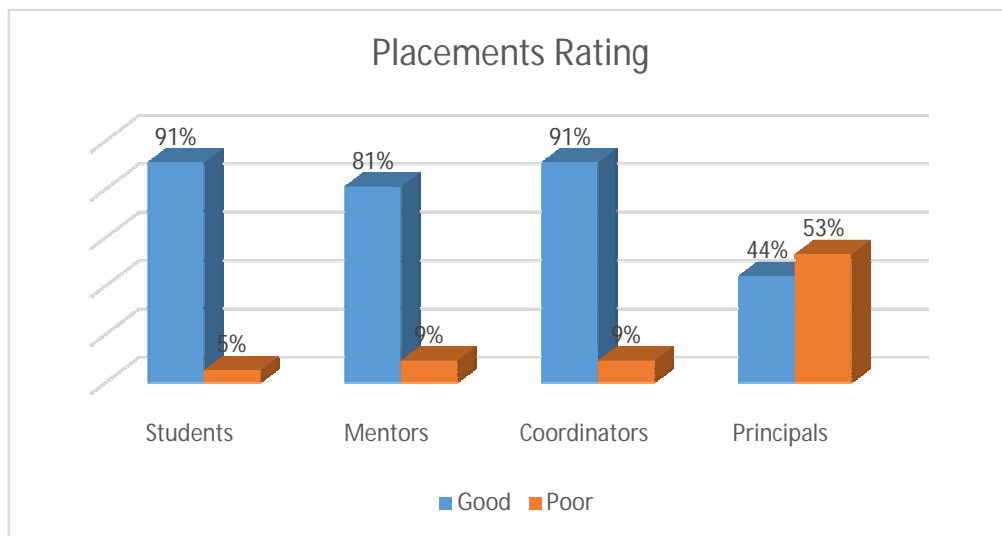
Placements Rating

One can observe from the above that all the stakeholders apart from principals rated placemets as good and principals are not satisfied with placements record .

With respect to expectations on JKC training program

Is the Program up to your Expectations		Students	Mentors	Principals
	Yes	90%	96%	88%
	No	8%	3%	5%

Expectations on JKC program
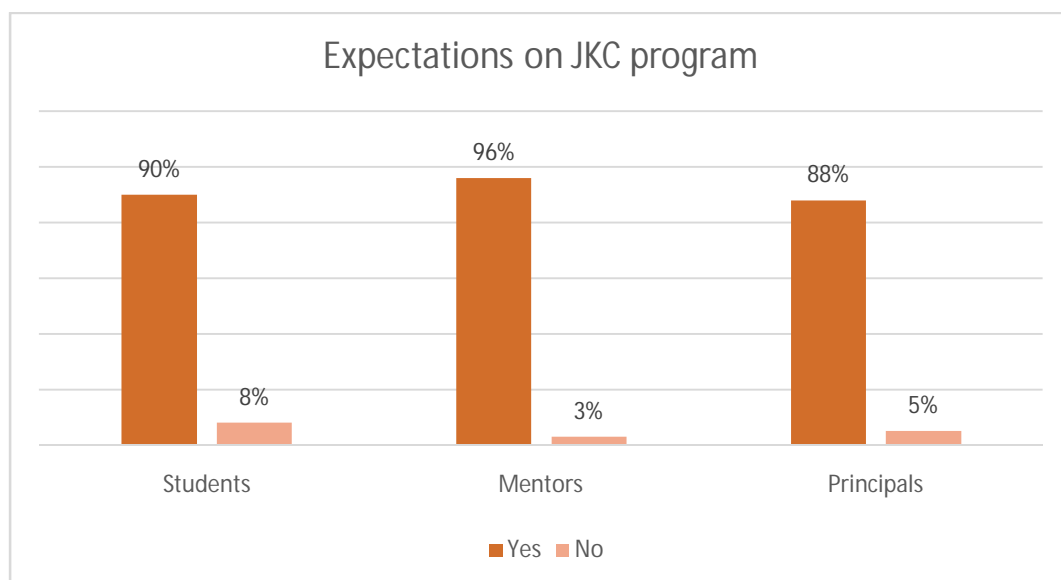
From the above table/graph one can notice that the most of the stakeholders are of the opinion that
the JKC program is up to their expectations.

With respect to financial sustainability of JKC training program

		Students	Principals
Financial Sustainability	100-500	43%	35%
	501-1000	8%	35%
	1001-1500	2%	2%
	Any	2%	14%
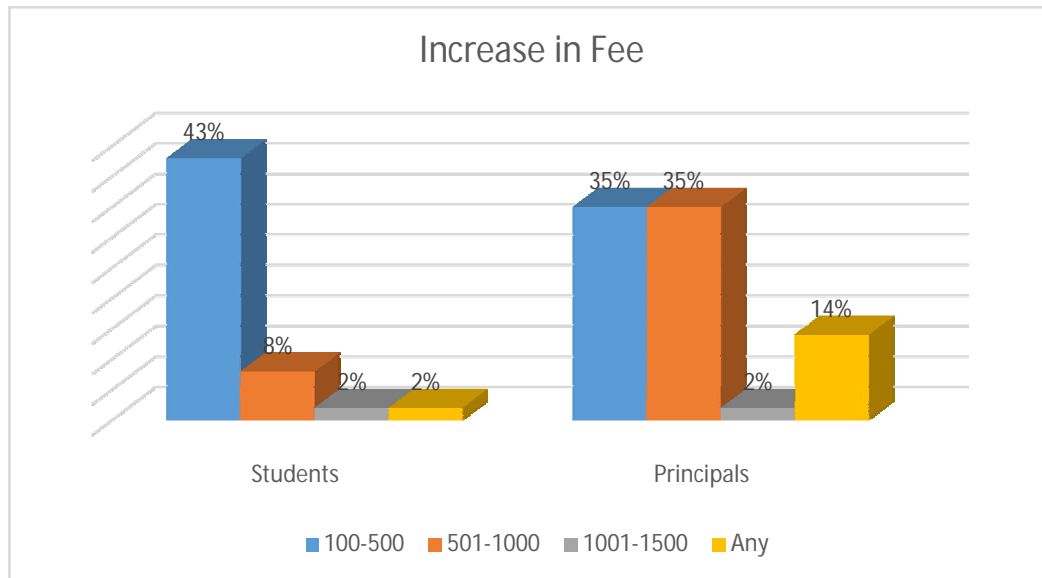
Increase in Fee

One can notice that majority of the students expect to increase in fee Rs. 100-500, whereas principals expect to increase in between 100-1000

With respect to JKC program imparting skills

		Students		Coordinators	
		Excellent/Good	Average/Poor	Excellent/Good	Average/Poor
Skills imparted	Communication skills	95%	5%	98%	2%
	Soft skills	88%	12%	100%	0%
	Aptitude skills	88%	12%	100%	0%
	Technical skills	87%	13%	93%	7%
	General awareness	88%	12%	87%	13%
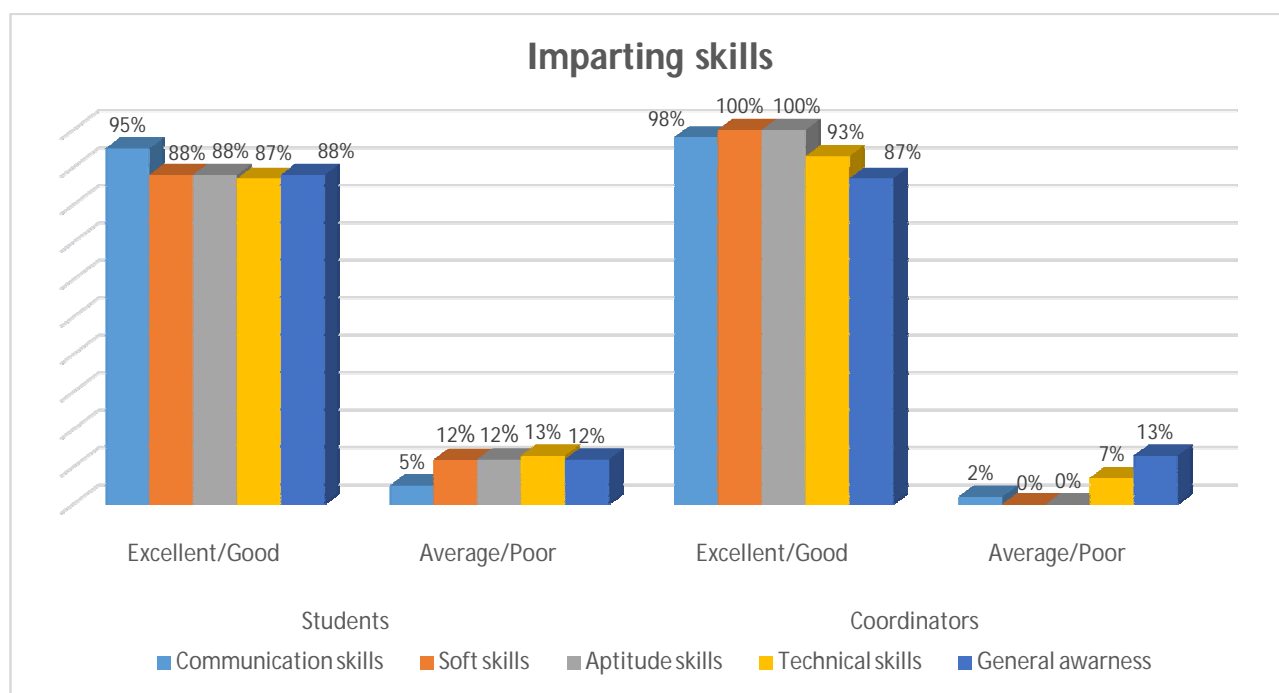
Imparting skills

One can notice from the above that, most of the stake holders are of the Opinion that the JKC is imparting all the requisite skills efficiently.

With respect to JKC enhancing capabilities

		Students		Coordinators	
		Agree	Disagree	Agree	Disagree
Enhancing the capabilities	Communication skills/soft skills	93%	7%	99%	1%
	Aptitude skills	82%	18%	72%	0%
	Technical skills	84%	16%	91%	9%
	General awareness	88%	12%	83%	13%

JKC enhancing capabilities
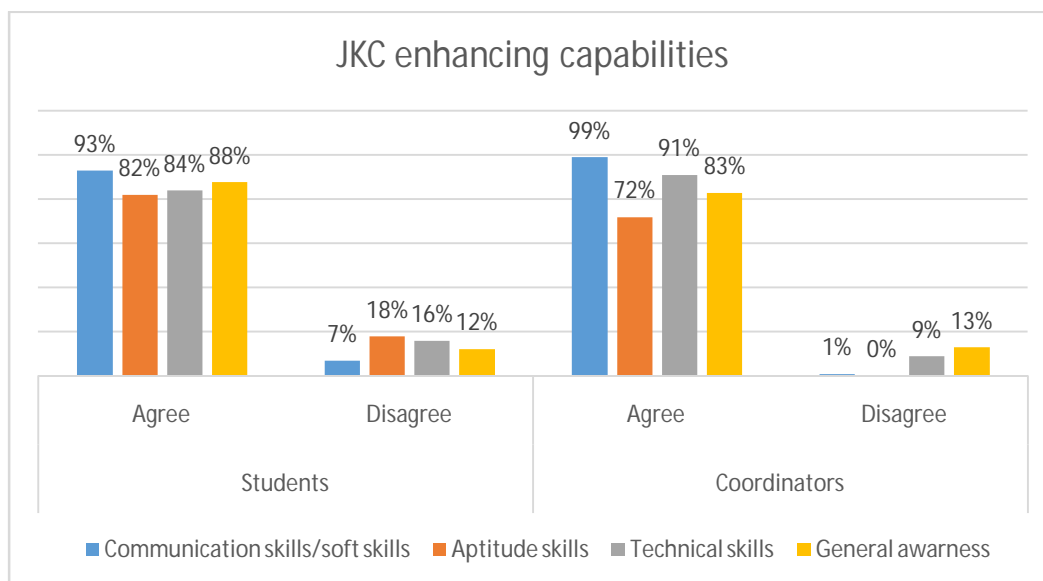
From the above table/graph one can notice that the most of the stakeholders both the students and
coordinators agree that the JKC program is enhancing the capabilities.

With respect to increase in the training hours

		Students		Mentors		Coordinators		Pricipals	
		0-5hrs/5-10 hrs	10-15hrs/15-20hrs	0-5hrs/5-10 hrs	10-15hrs/15-20hrs	0-5hrs/5-10 hrs	10-15hrs/15-20hrs	0-5hrs/5-10 hrs	10-15hrs/15-20hrs
Increase	Communication skills	63%	20%	42%	27%	47%	38%	38%	38%
in	Soft skills	63%	33%	51%	44%	68%	15%	50%	25%
Training	Aptitude skills	62%	18%	43%	57%	60%	21%	63%	0%
hours	Technical skills	55%	27%	37%	25%	58%	21%	50%	13%
	General awarness	59%	26%	49%	50%	65%	21%	63%	25%
	practical's/hands on training	53%	26%	38%	25%	47%	32%	38%	50%
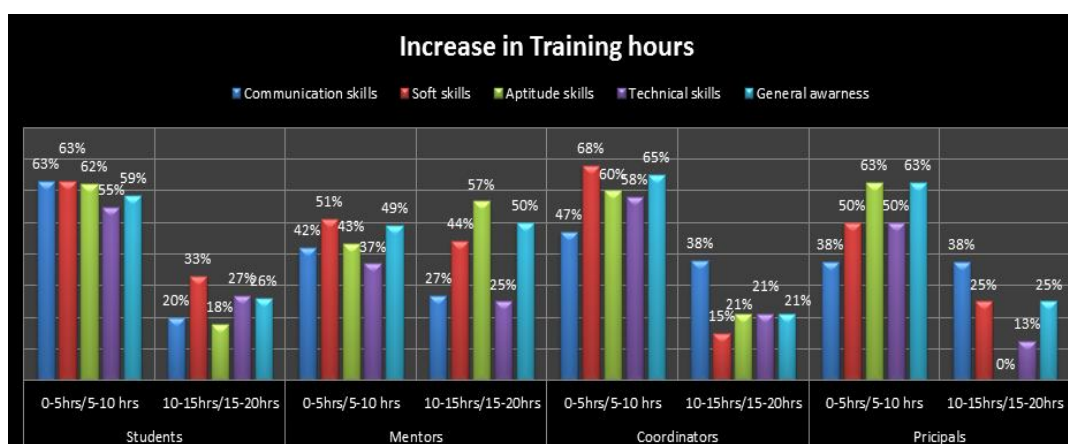
The above indicate divided views on increase in training time , all most all the stakeholders are
of opinion to increase in training hours by 5-10 hours so as to favour students.

10. Annexures

Annexure 1 - JKC Student Feed Back

Please spare some of your valuable time to give feedback on JKC training program to help us serve you better

Part 1 – Personal Information

1. Name

Please write your name (as per your SSC certificate)

2 . Age

☐ 16 - 18

☐ 19 - 22

☐ 23 and above

3. Gender

☐ Male

☐ Female

4. Choose the area to which you belong

○ City / Urban

○ Town / Semi Urban

○ Village / Rural

5. Annual income of parent/guardian

○ Below 1, 00,000

○ Between 1,00,000 and 3,00,000

○ Above 3,00,000

6. Occupation of Parents/guardian /Spouse

○ Government Service

○ Private Service

○ Farmer

○ Laborer / Vendor / Driver

○ Other: [   ]

7. Choose appropriate Category

☐ BC

☐ SC

☐ ST

☐ Minority

☐ Others

8. Are you physically challenged? *

☐ Yes

☐   No

9. Specify the Course of study

○   B.A

○   B.Sc

○   B.Com

○   PG

○   Others

10. Medium of Instruction

	English	Telugu	Urdu
School	○	○	○
Intermediate	○	○	○
College	○	○	○

Part II – Views on JKC Programme

11. Specify your level of completion of JKC training program

☐   Completed training and Placed

☐   Completed training and not placed

☐   Completed training and opted for higher studies

☐   Undergoing training

12. Based on your experience rate the overall training program

☐ Excellent

☐ Very good

☐ Good

☐ Average

☐ Poor

13. Specify the Skill / Skills that you picked upmost during the course

(Tick more than one option, if applicable)

○ Communication Skills

○ Analytical Skills / Mental Ability

○ Technical Skills

14. Reasons for opting for JKC programme

☐ Higher studies

☐ Govt. jobs

☐ Corporate jobs

☐ To acquire better skills

☐ Other: [   ]

15. Is the program up to your expectations?

☐ Yes

☐ No

16. Rate the skills imparted during the training program

	Excellent	Very Good	Good	Average	Poor
Communication Skills	○	○	○	○	○
Soft skills	○	○	○	○	○
Aptitude Skills	○	○	○	○	○
Technical Skills	○	○	○	○	○
General Awareness	○	○	○	○	○

17. Does the training program help in enhancing/ acquiring the following capabilities?

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Ability/competency for Higher Studies	○	○	○	○	○
Employability	○	○	○	○	○
Work Environment	○	○	○	○	○
Communication skills	○	○	○	○	○
Analytical Skills	○	○	○	○	○
Technical Skills	○	○	○	○	○
English	○	○	○	○	○

Part III – Views on JKC Curriculum

18. Does the JKC curriculum suit the present industry needs

☐ Yes

☐ No

19. Does the JKC curriculum suit for opting higher studies

☐ Yes

☐ No

20. Are prescribed hours sufficient for the training program

☐ Sufficient

☐ Increase the Hours

☐ Decrease the Hours

☐ Not Sure

21. If you expect increase in training hours which components require more hours

	0-5hrs	5-10hrs	10-15hrs	15-20hrs
Communication skills	○	○	○	○
Soft skills	○	○	○	○
Aptitude skills	○	○	○	○
Technical skills	○	○	○	○
General Awareness	○	○	○	○

	0-5hrs	5-10hrs	10-15hrs	15-20hrs
Practical's / Hands on Training	○	○	○	○

22. Would you like to opt for any other training program offered by JKC (Tick more than one option, if applicable)

○ TALLY ,

○ Pharma based courses,

○ Medical transcription,

○ IBPS (banking coaching),

○ Special training programme (Govt /PSE),

○ Java,

○ Hardware and Networking

○ Others

Part IV – Views on method of conduct and resources of JKC training programme

23. Are the sessions being conducted as per the schedule

☐ Yes

☐ No

24. Are the training sessions completed within the specified time i.e 250 hrs / 90 days

☐ As per specified time

☐ Before specified time

☐ Later than the specified time

25. Are mentors completing the syllabus prescribed

☐ Yes

☐ No

☐ Not all the modules

26. Is the present method of teaching / imparting skills under JKC program suitable for learning

☐ Yes

☐ No

☐ Can't Say

27. Specify the approximate number of session held in your training programme?

Total no. of sessions : _____

28. How many practical sessions have been held?

computer labs: _____

language labs: _____

29. Is the infrastructure available / sufficient

	Yes / Up to the Mark	Yes / not up to the Mark	No
JKC ELL Lab	○	○	○
JKC IT Lab/Computer lab	○	○	○
Library	○	○	○
Class Room	○	○	○

30. Is the material supplied

☐ In time

☐ Not on time

☐ Not issued

31. Rate the material given

1=Strongly Agree, 2=Agree, 3=Neither Agree nor Disagree, 4=Disagree, 5=Strongly Disagree

Material

Up to date / Relevant	☐
Easy to understand/ Readable	☐
Sufficient	☐

32. Rate the material given if it is not up to your expectations

1=Strongly Agree, 2=Agree, 3=Neither Agree nor Disagree, 4=Disagree, 5=Strongly Disagree

Rating

Up to date / Relevent	☐
Easy to understand / Readable	☐
Sufficient	☐

Part V – Views on outcomes of JKC and scope for improvement"

33. How do you rate placement assistance offered by JKC *(in terms of placement drives organized by your college)*

☐ Very Good

☐ Good

☐ Average

☐ Below Average

☐ Poor

34. Rate the mentors on the following components

1= "Excellent" ; 2="Very good" ; 3="Good" ; 4="Average" ; 5="Poor

Mentors teaching the following subjects	Verbal communication	Knowledge	Approach towards students	Control over class	Punctuality	Clarity on concepts	Classes taken till stipulated time
Communication skills	☐	☐	☐	☐	☐	☐	☐
Soft skills	☐	☐	☐	☐	☐	☐	☐
Aptitude skills	☐	☐	☐	☐	☐	☐	☐
Technical skills	☐	☐	☐	☐	☐	☐	☐
General awareness	☐	☐	☐	☐	☐	☐	☐

35. Are the placements obtained through JKC up to your expectation

☐ Yes

☐ No

36. Rate the placements offered by JKC *(in terms of job profile/employers profile/salary)*

☐ Very Good

☐ Good

☐ Average

☐ Below Average

☐ Poor

37. Do you find any improvement in your skill sets/confidence level after completing JKC

training?

☐ Yes

☐ No

38. **If your answer is no for question no 37, please specify the reasons.**

```

```

39. If the training fee is increased for further improving the JKC curriculum, would you stillbopt for JKC?

☐ Yes

☐ No

☐ Cannot say

40. If yes to the above Q: 39, What could be the amount of increase in the fee?

☐ 100 - 500

☐ 501 - 1000

☐ 1001 - 1500

☐ Any specific amount please mention

41. Would you like the JKC to continue

☐ Yes

☐ No

42. If your answer is no for question no. 41, please specify the reasons

43. Your suggestions for improving the present JKC

------------**************----------

∗**We thank and appreciate your valuable suggestions given in the feedback form**∗

Annexure 2 - Questionnaire for Mentors

Please spare your valuable time to give feedback on JKC training program so that we can serve students better

1. **Name:**
   Please write your name

2. **Age**
   select your age
   - 22-30 years
   - 30-35 years
   - 35-40 years
   - 40 years and above

3. **Gender**
   - Male
   - Female

4. **Educational Qualification**
   - Graduation
   - M.Tech
   - MSc
   - Others

5. **Present place of work**
   - Urban
   - Rural
   - Semi urban
   - Semi-rural

6. **Total work Experience (in No. of Years)**
   Please mention your previous experience, if any

7. **Total years of Experience as a Mentor**
   Please mention your experience as Mentor

8. **Previous experience as a Mentor is mainly from**

- o Urban
- o Rural
- o Semi urban
- o Semi-rural

9. Does the curriculum suit the present industry needs

- o Yes
- o No

10. Does the curriculum help the student pursue higher studies

- o Yes
- o No

11. Are the present 250 hours sufficient for the training program

- o Sufficient
- o Increase the hours
- o Decrease the hours
- o Not Sure

12. If you expect increase in training hours, components that require more hours

	0-5hrs	5-10hrs	10-15hrs	15-20hrs
Communication skills	☐	☐	☐	☐
Soft skills	☐	☐	☐	☐
Aptitude skills	☐	☐	☐	☐
Technical skills	☐	☐	☐	☐
General Awareness	☐	☐	☐	☐
Practical's / Hands on Training	☐	☐	☐	☐

13. Are students showing interest towards JKC training program

- o   Yes
- o   No

14. Do you think any extra modules should be added to the JKC curriculum

- o   Yes

- o   No

If yes Specify_____

15. Do you think any additional courses be planned on JKC Platform?

- o   Yes

- o   No

If yes Specify_____

16. Is the infrastructure available / sufficient
Tick appropriate

	Yes / Up to the Mark	Yes / not up to the Mark	No
English Language Lab	☐	☐	☐
Computer Lab	☐	☐	☐
Library	☐	☐	☐
Class Room	☐	☐	☐

17. Tick the evaluative practices you are following.

o Periodical tests

o Assignments

o Projects

o Group discussions

o Mock interviews

o specify if any other

18. Are you able to assess the students as per the schedule ?

o Yes

o No

If No, specify the reasons

19. Rate the following statement

"More assessments should be included in curriculum"/ Training Schedule

o Strongly agree

o Agree

o Neither agree nor disagree

o Disagree

o Strongly disagree

20. Are you taking any measures for slow learners (Who require more time in understanding the concepts)

o Yes

o No

21. In your opinion are the students adequately trained in employable skills?

o Yes
o No

22. Are you able to ensure individual attention to all students?

- o Yes

- o No

  If No, give reasons _____

23. **What are the components where majority of students are weak in?**

   - o English Communication/Speaking skills

   - o Soft skills

   - o Aptitude skills

   - o Technical skills

   - o General awareness

24. **What are the components where-in the students are doing well**

   - o English Communication/Speaking skills

   - o Soft skills

   - o Aptitude skills

   - o Technical skills

   - o General awareness

25. **Do students attend JKC sessions regularly**

   - o Yes

   - o No

26. **Is the present method of teaching / imparting skills under JKC program suitable ?**
   - o Yes

   - o No

   - o Can't Say

27. **How do you rate placement assistance offered by JKC?**

   - o Very Good

   - o Good

   - o Average

   - o Below Average

   - o Poor

28. **Are the parents/guardians satisfied with the JKC training program?**

   - o Yes

o   No

29. If your answer is no for question no 28, please specify the reasons

```



```

30. Would you like to continue with JKC

o   Yes
o   No

31. If your answer is no for question no 30, please specify the reasons

```



```

32. Is the training imparted adequate to function as Full Time Mentor?

Yes
No

33. Would you like to have further training?

Specify the area

_____

34. Your suggestions for improving JKC

```



```

∗**We thank and appreciate your valuable suggestions given in the feedback form**∗

Annexure 3- Questionnaire for JKC Mentors

Please spare your valuable time to give feedback on JKC training program so that we can serve students better

1. **Name:**
   Please write your name
2. **Age**
   select your age
   - o 22-30 years
   - o 30-35 years
   - o 35-40 years
   - o 40 years and above

3. **Gender**

   - o Male
   - o Female

4. **Educational Qualification**
   - o Graduation
   - o M.Tech
   - o MSc
   - o Others
5. **Present place of work**
   - o Urban
   - o Rural
   - o Semi urban
   - o Semi-rural

6. **Total work Experience (in No. of Years)**
   Please mention your previous experience, if any

7. **Total years of Experience as a Mentor**
   Please mention your experience as Mentor

8. **Previous experience as a Mentor is mainly from**
   - o Urban
   - o Rural
   - o Semi urban
   - o Semi-rural

9. Does the curriculum suit the present industry needs

- o Yes
- o No

10. Does the curriculum help the student pursue higher studies

- o Yes
- o No

11. Are the present 250 hours sufficient for the training program

- o Sufficient
- o Increase the hours
- o Decrease the hours
- o Not Sure

12. If you expect increase in training hours, components that require more hours

	0-5hrs	5-10hrs	10-15hrs	15-20hrs
Communication skills	☐	☐	☐	☐
Soft skills	☐	☐	☐	☐
Aptitude skills	☐	☐	☐	☐
Technical skills	☐	☐	☐	☐
General Awareness	☐	☐	☐	☐
Practical's / Hands on Training	☐	☐	☐	☐

13. Are students showing interest towards JKC training program

- o Yes
- o No

14. Do you think any extra modules should be added to the JKC curriculum

- o Yes

- o No

If yes Specify_____

15. Do you think any additional courses be planned on JKC Platform?

o Yes

o No

If yes Specify_____

16. Is the infrastructure available / sufficient
Tick appropriate

	Yes / Up to the Mark	Yes / not up to the Mark	No
English Language Lab	☐	☐	☐
Computer Lab	☐	☐	☐
Library	☐	☐	☐
Class Room	☐	☐	☐

17. Tick the evaluative practices you are following.

o Periodical tests

o Assignments

o Projects

o Group discussions

o Mock interviews

o specify if any other

18. Are you able to assess the students as per the schedule ?

o Yes

o No

If No, specify the reasons

19. Rate the following statement

"More assessments should be included in curriculum"/ Training Schedule

o   Strongly agree

o   Agree

o   Neither agree nor disagree

o   Disagree

o   Strongly disagree

20. Are you taking any measures for slow learners (Who require more time in understanding the concepts)

o   Yes

o   No

21. In your opinion are the students adequately trained in employable skills?

o   Yes
o   No

22. Are you able to ensure individual attention to all students?

o   Yes

o   No

   If No, give reasons _____

23. What are the components where majority of students are weak in?

o   English Communication/Speaking skills

o   Soft skills

o   Aptitude skills

o   Technical skills

o   General awareness

24. **What are the components where-in the students are doing well**

    o English Communication/Speaking skills

    o Soft skills

    o Aptitude skills

    o Technical skills

    o General awareness

25. **Do students attend JKC sessions regularly**

    o Yes

    o No

26. **Is the present method of teaching / imparting skills under JKC program suitable ?**

    o Yes

    o No

    o Can't Say

27. **How do you rate placement assistance offered by JKC?**

    o Very Good

    o Good

    o Average

    o   Below Average

    o Poor

28. **Are the parents/guardians satisfied with the JKC training program?**

    o Yes
    o No

29. **If your answer is no for question no 28, please specify the reasons**

30. **Would you like to continue with JKC**

o   Yes
o   No

31. If your answer is no for question no 30, please specify the reasons

```
┌─────────────────────────────────────────┐
│                                         │
│                                         │
│                                         │
│                                         │
│                                         │
│                                         │
│                                         │
└─────────────────────────────────────────┘
```

32. Is the training imparted adequate to function as Full Time Mentor?

Yes
No

33. Would you like to have further training?

Specify the area
_____

34. Your suggestions for improving JKC

```
┌─────────────────────────────────────────┐
│                                         │
│                                         │
│                                         │
│                                         │
│                                         │
└─────────────────────────────────────────┘
```

∗**We thank and appreciate your valuable suggestions given in the feedback form**∗

Annexure 4- Questionnaire for JKC Coordinators

Please spare your valuable time to give feedback on JKC training program so that we can serve the students better

1. Name:
Please write your name

2. Age
Please select your age
- o 20-24
- o 25-28
- o 28-32
- o 33 and above

3. Gender
Tick the appropriate
- o Male
- o Female

4. Total Experience
Please mention your experience as a Lecturer

5. Total years of Experience as a JKC Coordinator
Please mention your experience as coordinator

6. Experience as a JKC Coordinator is mainly from
Tick the appropriate
- o Urban College
- o Rural College
- o Semi urban College
- o Semi-rural College

7. Rate the components of the JKC training program

Tick the appropriate

	Excellent	Very Good	Good	Average	Poor
Communication Skills	☐	☐	☐	☐	☐
Soft skills	☐	☐	☐	☐	☐
Aptitude Skills	☐	☐	☐	☐	☐
Technical Skills	☐	☐	☐	☐	☐
General Awareness	☐	☐	☐	☐	☐

8 .In your opinion training program help students in enhancing / acquiring the following
   capabilities

Tick the appropriate

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Higher Studies	☐	☐	☐	☐	☐
Employ-ability	☐	☐	☐	☐	☐
Work Culture	☐	☐	☐	☐	☐
Personality Development	☐	☐	☐	☐	☐
Confidence Level	☐	☐	☐	☐	☐
English Communication	☐	☐	☐	☐	☐

9. In your opinion are prescribed hours sufficient for the training program

Tick the appropriate
- o Sufficient
- o Increase the hours
- o Decrease the hours
- o Not sure

10. Are the mentors completing the syllabus prescribed / given to students

Tick the appropriate

o Yes
o No
o Not all modules

11. If you think increase in training hours will help the students, which components require more
    hours

Tick the appropriate

	0-5hrs	5-10hrs	10-15hrs	15-20hrs
Communication skills	☐	☐	☐	☐
Soft skills	☐	☐	☐	☐
Aptitude skills	☐	☐	☐	☐
Technical skills	☐	☐	☐	☐
General Awareness	☐	☐	☐	☐
Practicals / Hands on Training	☐	☐	☐	☐

12. Are the training sessions completed within the specified time i.e. 250 hrs. / 90 days

Tick the appropriate

o As per specified time
o Before Specified time
o Later than the specified time

13. Is the infrastructure available / sufficient

	Yes / Up to the Mark	Yes / not up to the Mark	No
English Language Lab	☐	☐	☐
Computer Lab/JCK IT Labs	☐	☐	☐
Library	☐	☐	☐
Class Room	☐	☐	☐

14. Is the material supplied

Tick the appropriate

- o   In time
- o   Not on time
- o   Not issued

15. Rate the material given

1=Strongly Agree, 2=Agree, 3=Neither Agree nor Disagree, 4=Disagree, 5=Strongly Disagree

	Material
Up to date / Relevant	☐
Easy / Readable	☐
Sufficient	☐

16. Do you think the present method of teaching / imparting skills under JKC program are suitable for the students to learn

Tick the appropriate

- o   Yes
- o   No
- o   Can't say

17. How do you rate placement assistance offered by JKC

- o Very Good
- o Good
- o Average
- o Below Average
- o Poor

18. Would you like to continue with JKC

- o Yes
- o No

19. If your answer is no for question number 18 please specify the reasons

20. Do you receive any complaints from students regarding JKC training program

- o Yes
- o No

**21. What are the general complaints about training sessions?
(Tick as many options as relevant)**

- o Too many gaps between the sessions
- o Students are not able to connect to training program, they are under the impression that sessions are not useful to the jobs / higher studies / personal life
- o Not able to balance between regular course and JKC program
- o Others please specify

22. Do regular sessions overlap with training sessions
- o No
- o Yes
- o Sometimes

23. What are the measures taken to avoid overlap of the regular class and training sessions?

o Extending the college timing
o Weekend classes
o Adjusting the regular classes
o Other please specify [   ]

24. Does yourcollege support JKC for the followings:

		Yes	No	Some times
1	Infra-structure			
2	Scheduling			
4	Placement Drives			
5	Sensitization JKC			
6	Financial			
7	Human resource			
8	Maintenance of labs			

25. Are the parents/guardians satisfied with the JKC training program in your perception?

o Yes
o No
o Can't Say

26. If your answer is no for question no 24 please specify the reasons

27. Your suggestions for improving the present JKC system

28. Do you need any special training to be JKC coordinator?

o Yes

o No

If yes, specify the details _____

∗**We thank and appreciate your valuable suggestions given in the feedback form**∗

Annexure 5 - Questionnaire for College Principal

Please spare your valuable time to give feedback on JKC training program so that we can serve the students better

1. Name:
Please write your name

2. Age
Please select your age
- o 35-40 years
- o 40-45 years
- o 45 years and above

3. Education Qualification
Tick the appropriate
- o Degree
- o PG
- o M. Phil
- o PhD
- o Others [   ]

4. Total Experience in Years, as
- o **Lecturer** [   ]
- o **Principal** [   ]

6. The experience as a lecturer is mainly from
Tick the appropriate
- o Urban
- o Rural
- o Semi urban
- o Semi-rural
- o Metropolitan

7. Present place of work as principal
Tick the appropriate
- o Urban
- o Rural
- o Semi urban
- o Semi-rural

8. How do you look at JKC?

You can tick any number of options

- o Responsibility
- o Service
- o Govt. initiative
- o Job prospective course for students
- o Skill enhancement program

9. How do you perceiveJKC?

You can tick any number of options

- o Finishing school
- o Service oriented
- o Training and Placement center
- o Career building platform

10. Please fill the following details with respect to strength of the studentsfor the Current academic year

Please mention number of students in appropriate year

Course Studying	I Year		II Year		III Year	
B.Sc.	Boys	Girls	Boys	Girls	Boys	Girls
B.Com.						
B.A.						
PG						
Others						
Total						

11. Please fill the following details with respect to students enrolled for JKC for the current academic year

Please mention number of students enrolled for JKC

Course Studying	III Year / Others	
B.Sc.	Boys	Girls
B.Com.		
B.A.		
PG		
Others		
Total		

12. Please indicate number of faculty in your college

- o Regular Faculty ☐
- o Contract Faculty ☐
- o Guest Faculty ☐

13. Give the number of faculty involved in JKC

o   Regular Faculty   [   ]

o   Contract Faculty   [   ]

o   Guest Faculty   [   ]

14. Based on your experience rate the overall training program

Tick the appropriate

o   Excellent

o   Very good

o   Good

o   Average

o   Poor

15. Please give the response of students who have undergone JKC training

Tick the appropriate

o   Extremely satisfied

o   Satisfied

o   Somewhat satisfied

o   Not at all satisfied

16. What are the barriers to JKC training program

You can tick any number of options

o   Timings/duration

o   Fee

o   Lack of interest from students

o   Non- availability of infrastructure

o   Others _____

17. How well the workplace of the training is organized

Tick the appropriate

o   Excellent

o   Good

o   Average

o   Poor

18. Please mention additional requirements that could make the workplace better for training

[   ]

19. What additional skills/qualities the mentor should possess
- o Technical and Soft skills
- o Persuasive and Effective communication
- o Concern for the students
- o If any other, specify

20. What are the general complaints about training sessions?

- o Too many gaps between the sessions
- o Students are not able to connect to training program, they are under the impression that sessions are not useful to the jobs / higher studies / personal life
- o Not able to balance between regular course and JKC program
- o Others please specify

21. To what extent the training objectives are met during the sessions
   To a large extent
- o To a reasonable extent
- o Some what
- o Not at all

22. Please choose the appropriate option

	Excellent	**Good**	**Average**	**Poor**
Management of program				
Ability to facilitate JKC				
How well the program is communicated				
How are the concerns and issues raised (at the levels of higher authority)				
How the concerns and issues are solved (at your level)				

23. **Which of the modules of the JKC are of use to the Students**

   You can tick any number of options
   - Communication skills
   - General awareness
   - Analytical skills
   - Soft skills
   - Technical skills

   Please elaborate on the above,

   _____

24. **What are the strengths of the program?**

   - Personality Development
   - placement training
   - Career guidance
   - Increase in the confidence levels of students
   - Employability
   - Increased placement record
   - Helpful for the students going for higher studies
   - Communication Skills
   - Others please specify ⬚

25. **If you want to change three aspects of the program, what will they be?**

26. **The Infrastructure provided for JKC Program is**
   - Useful and Relevant
   - Somewhat useful
   - Not at all useful

   Please elaborate on the response to the above question

27. **What are the measures taken to avoid overlap of the regular classes and training Sessions?**
    o Extending the college timing
    o Week-end classes
    o Adjusting the regular classes
    o Others please specify [   ]

28. **Are you satisfied with the placement record after the training program?**
    o Yes
    o No
    o To some extent

29. **Employers feedback on performance of JKC students**
    o Extremely satisfied
    o Satisfied
    o Somewhat satisfied
    o Poor
    o Not obtained

30. **What made you to introduce JKC in your institute?**

    [   ]

31. **How often is the feedback taken from students on JKC program**
    o Fill in number [   ]
    o Once a month
    o Twice a month
    o Twice in the training program
    o None

32. **Whether the course is suitable for the students**

	Yes	No	To some extent
Content			
Curriculum			
Execution or Implementation			

33. Is the program up to your expectations

Please indicate freely

- o Yes
- o No

34. Does the training program help students in enhancing/ acquiring the Following capabilities

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Higher Studies	☐	☐	☐	☐	☐
Employ-Culture	☐	☐	☐	☐	☐
Work Routine	☐	☐	☐	☐	☐
Personality Development	☐	☐	☐	☐	☐
Confidence Level	☐	☐	☐	☐	☐
English Speaking Skills	☐	☐	☐	☐	☐

35. Does the curriculum suit the present industry needs/ higher studies
A) Industry Standards

- o Yes
- o No

B) Higher Education

- o Yes
- o No

36. Are present prescribed 250 hours sufficient for the training program

- o Sufficient
- o Increase the Hours
- o Decrease the Hours
- o Not Sure

37. Are the mentors completing the syllabus prescribed

- o Yes
- o No
- o Not all the modules

38. If you expect increase in training hours which components require more Hours

	0-5hrs	5-10hrs	10-15hrs	15-20hrs
English Communication skills	☐	☐	☐	☐
Soft skills	☐	☐	☐	☐
Aptitude skills	☐	☐	☐	☐
Technical skills	☐	☐	☐	☐
General Awareness	☐	☐	☐	☐
Practical's / Hands on Training	☐	☐	☐	☐

39. Are the sessions being conducted as per the schedule

o Yes
o No

40. Are the training sessions completed within the specified time i.e. 250hrs / 90 Days

o As per specified time
o Before specified time
o Later than the specified time

41. Is the material supplied

o Yes
o No

If Yes Rate the material given

1=Strongly Agree, 2=Agree, 3=Neither Agree nor Disagree, 4=Disagree, 5=Strongly Disagree

	Material
Up to date / Relevant	☐
Easy / Readable	☐
Sufficient	☐

42. **Is the present methods of teaching / imparting skills under JKC program suitable for the students**
    o Yes
    o No
    o Can't Say

43. **Would you like to offer any other training program offered through JKC, please mention**

    like MS OFFICE , TALLY,Pharma based courses,IBM - SPSS , etc.,(Mention the courses

    below)

44. **Can JKC fee be increased to meet the cost of providing additional Add-on training courses**

    o Yes
    o No
    o Cannot say

    If yes in Question 43. How much should be fees increased

45. **To improve the JKC training program by introducing other employ- ability programs like MS - OFFICE , TALLY, IBM - SPSS, PHARMA BASED software, how much fee will be appropriate for the students**

    o 100 - 500
    o 501 - 1000
    o 1001 – 1500
    o The fee should remain as it is

    Any specific amount please mention [   ]

46. In your opinion are the students getting employment opportunities

- o Yes
- o No

47. Are the students happy with the package offered by the companies for the employment

- o Yes
- o No

48. Are the parents/guardians happy with the JKC training program

- o Yes
- o No

49. Would you like JKC to continue

- o Yes
- o No

50. If your answer is no for question number 48 please specify the reasons

51. Your suggestions for improving the present JKC system

∗**We thank and appreciate your valuable suggestions given in the feedback form**∗

Annexure 6 - Questionnaire for the Employers Associated with JKC

Dear Madam/Sir we request you to spare some of your time and give your valuable Suggestions on JKC Trained students.

1. **Name:**
   Please write your name

2. **Age**
   Please select your age
   - o 25-30
   - o 30-35
   - o 35-40
   - o 40 and above

3. **Gender**
   Tick the appropriate
   - o Male
   - o Female

4. **Name of your company**
   Kindly mention your company name

5. **The Industry for which your company belongs to?**
   Kindly select the appropriate
   - o IT
   - o ITES
   - o BRO
   - o Health care
   - o Production
   - o Real Estate
   - o Others

6. **Please mention your employee size**
   - o Less than 20
   - o 20 to 30
   - o 30 to 40
   - o 40 to 50
   - o 50 and above

7. **Do your company does Corporate Social Responsibility (CSR) activities**
   - o Yes
   - o No

8. **To recruit candidates your company will follow**
   Please select appropriate (multiple choices)
   - Advertisements
   - Reference
   - Campus recruitments
   - Others ☐

9. **Which college category of students are preferred in the interview**
   - Government
   - Private
   - Institutional/ Training Center
   - Aided

10. **Which is the most preferred qualification by your company**
    - Diploma
    - Degree
    - Engineering
    - Others ☐

11. **Is your company recruit students from top ten colleges only**
    - Yes
    - No
    - Need not be

12. **Please mention on what basis students are recruited in your company**
    - Based on academics
    - Good presentation skills
    - Based on extra-curricular activities
    - Based on test conducted by company
    - Others ☐

13. **You recruit students from**
    - B.Sc.
    - BA
    - B.Com
    - M.Sc.
    - Others ☐

14. **Are you aware of JKC program**

   o Yes

   o No

   o Willing to know

15. **Would you like to prefer JKC to recruit candidates**

   o Yes

   o No

16. **If your answer is yes for question no 15 please select the following**

   o Once in a year

   o Twice in a year

   o Thrice in a year

   o More than thrice

17. **Did you recruited JKC trained students earlier**

   o Yes

   o No

18. **How well do you think the program has strengthened the links between institution   and industry**

   o Extremely satisfactory

   o Satisfactory

   o Somewhat satisfactory

   o Poor

19. **What components would you like the students to get trained on**

   o Communication skills

   o Soft skills

   o Aptitude skills

   o Technical skills

   o General awareness

20. Rate the performance of JKC trained students

   o Extremely satisfactory

   o Satisfactory

   o Somewhat satisfactory

   o Poor

21. Your suggestions for improving the present JKC system

```
┌─────────────────────────────────────────────┐
│                                             │
│                                             │
│                                             │
│                                             │
│                                             │
│                                             │
│                                             │
└─────────────────────────────────────────────┘
```

∗**We thank and appreciate your valuable suggestions given in the feedback form**∗

Annexure 7 – Question wise Analysis of the Students of JKC

2. Age

2_Age		
	Frequency	**Percent**
16-18	219	12.2
19-22	1539	85.4
23 and above	43	2.4
Total	1802	100.0

Remark: Majority of the students of the survey are in the age group of 19-22 years
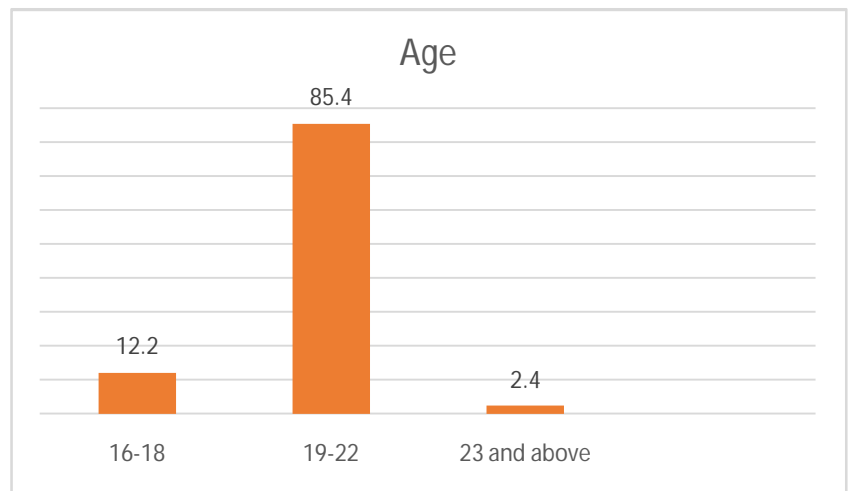
3. Gender

3_Gender		
	Frequency	**Percent**
Male	**786**	**43.6**
Female	**1013**	**56.2**
Total	**1802**	**100.0**

Remark: From the above graph one can observe that Female students are more than that of male students
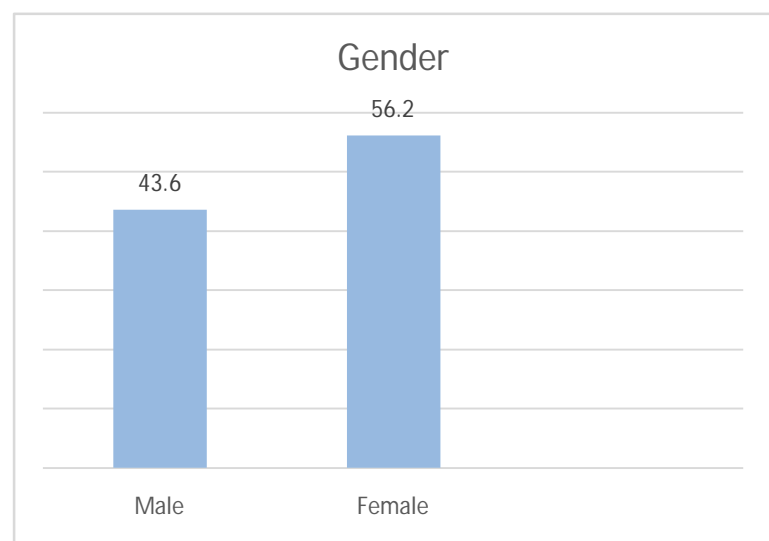
4. Choose the area to which you belong

	Frequency	**Percent**
City / Urban	311	17.3
Town / Semi Urban	329	18.3
Village / Rural	1157	64.2
Total	1802	100.0

Remark: 64.2% of the students are from village/rural followed by town/semi urban and city / urban
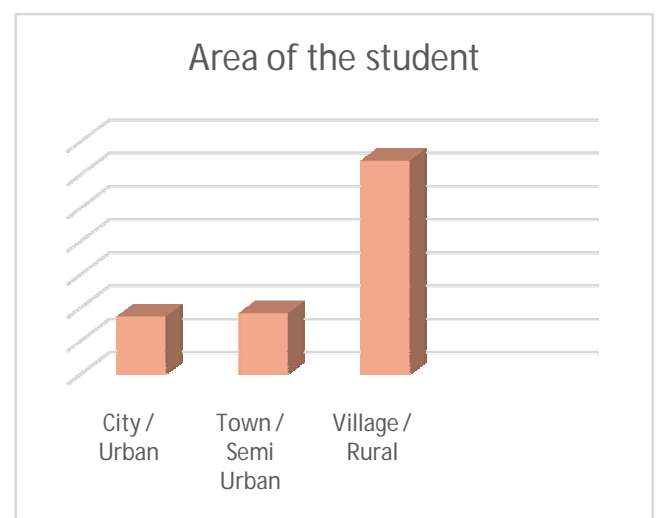
5. Annual income of parent/guardian

	Frequency	Percent
Below 1,00,000	1680	93.2
Between 1,00,000 and 3,00,000	77	4.3
Above 3,00,000	30	1.7
Total	1802	100.0

Remark: Annual income of the parents/guardians of the students who are undergoing JKC pogram is mostly below 1,00,000

Income of the Parent / Guardian
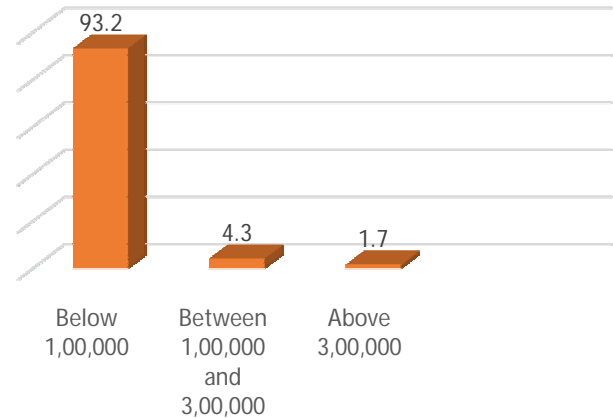
6. Occupation of Parents /guardian /Spouse

	Frequency	Percent
Government Service	110	6.1
Private Service	114	6.3
Farmer	845	46.9
Laborer / Vendor / Driver	607	33.7
Other	117	6.5
Total	1802	100.0

Remark: Occupation of the parents/guardians is majorly Farmers followed by laborer/vendor/driver.

occupation of parents/guardians
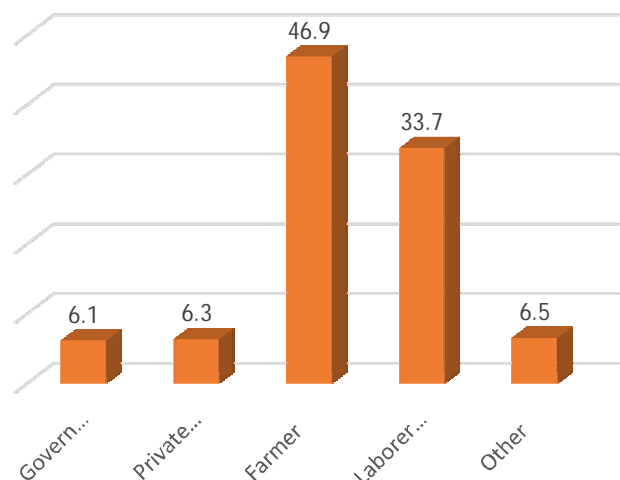
7. Choose appropriate Category

	Frequency	Percent
BC	783	43.5
SC	519	28.8
ST	147	8.2
Minority	77	4.3
Others	274	15.2
Total	1802	100.0

Category of the student
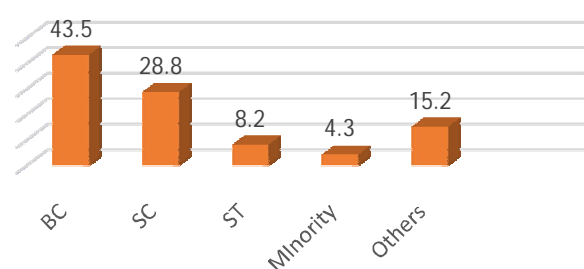
Remarks: Majority of the students who are undergoing JKC program are from BC category then SC and others

8. Are you physically challenged?

	Frequency	Percent
Yes	235	13.0
No	1543	85.6
Total	1802	100.0

Remarks: Among the respondents of the survey, only 13% students are physically challenged. 235 students from sample size were physically challenged.

Are you Physically challenged

85.6

13.0

Yes   No
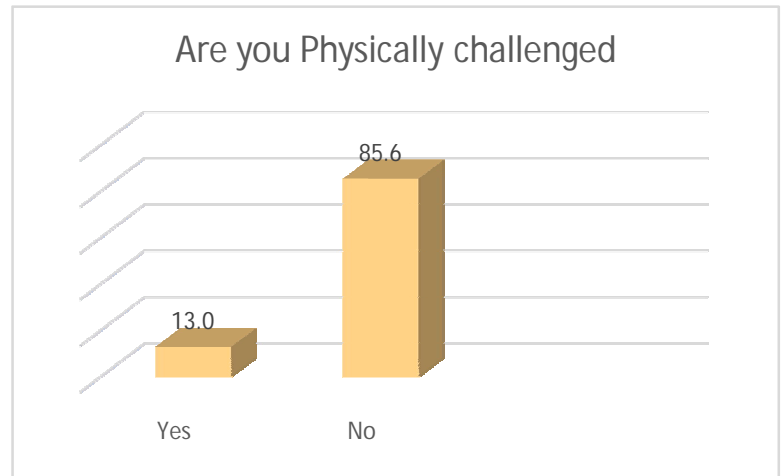
9. Specify the Course of study

	Frequency	Percent
B.A	316	17.5
B.Sc	890	49.4
B.Com	547	30.4
PG	32	1.8
Others	14	.8
Total	1802	100.0

Remarks: Majority of the students are pursuing B.Sc. The second major course of study by JKC students is B Com.

Course of study

49.4

30.4

17.5

1.8   .8

B.A   B.Sc   B.Com   PG   Others
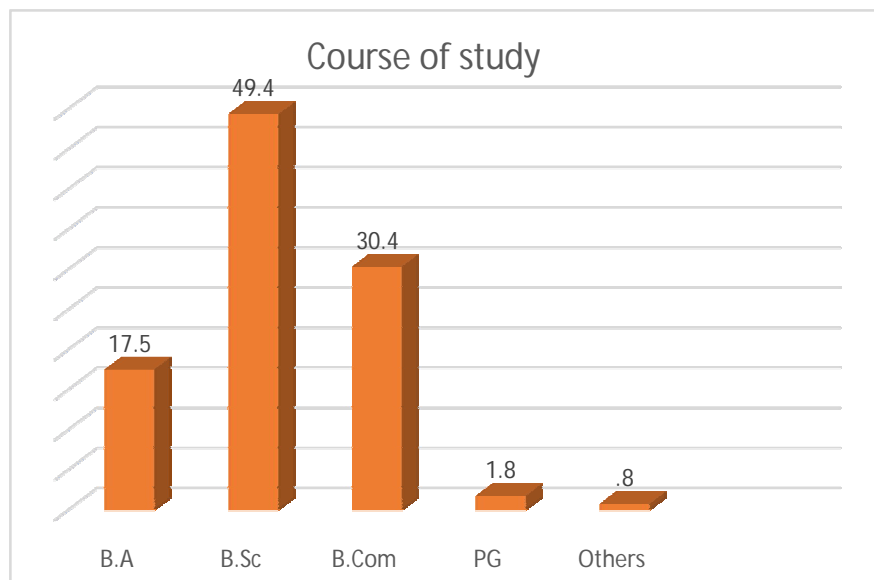
10. Medium of Instruction

	English	*Telugu*	*Urdu*	*Others*
School	211	1542	27	7
Intermediate	440	1285	23	3
College	1019	741	24	0

Medium of Instruction
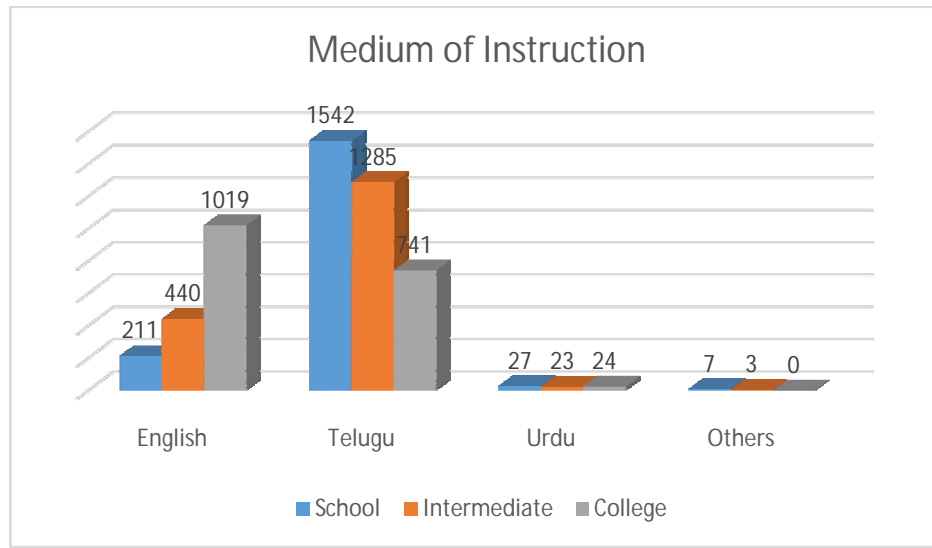
Remarks: Most of the students started schooling and intermediate in Telugu medium then continued college education in English medium

11. Specify your level of completion of JKC training program

	Frequency	Percent
Completed training and Placed	216	12.0
Completed training and not Placed	588	32.6
Completed training and opted for higher studies	356	19.8
Undergoing training	622	34.5
Total	1802	100.0

Level of Completion
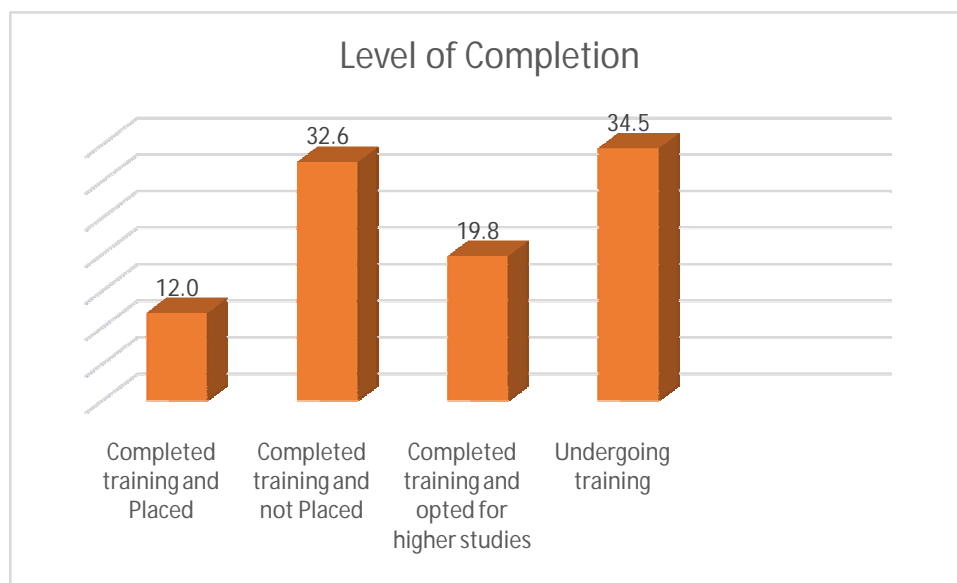
Remark: Among the respondents of the survey majority of the students are undergoing training. Among the remaining 64.4% sample who are already trained 32.6 % of students are unemployed/Not placed, 19.8 opted for higher education and only 12 % students are placed. completed training and not placed

12. Based on your experience rate the overall training program

	Frequency	Percent
Excellent	489	27.1
Very good	664	36.8
Good	545	30.2
Average	93	5.2
Poor	3	.2
Total	1802	100.0

Remarks: 94% of the students are under the impression that the overall experience of the training program is positive (good, very good, excellent)

Experiance on overall training

13. Specify the Skill / Skills that you picked upmost during the course
(Tick more than one option, if applicable)

	Opted
Communication Skills	1505
Analytical Skills / Mental Ability	843
Technical Skills	735

Remarks: Almost all the students agreed that communication skills were picked up through JKC programme followed by analytical skills / mental ability

Skills picked
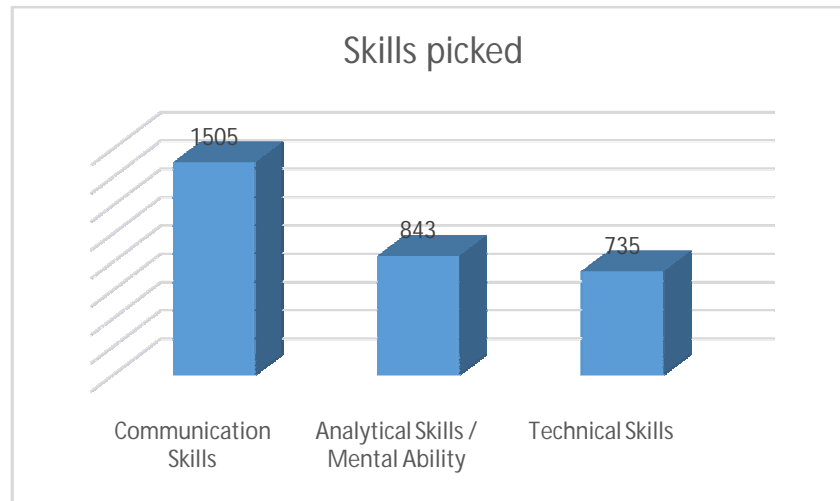
14. Reasons for opting for JKC programme

	Opted
Higher Studies	578
Govt.jobs	926
Corporate jobs	387
To acquire better skills	878
Others	63

Reasons for opting
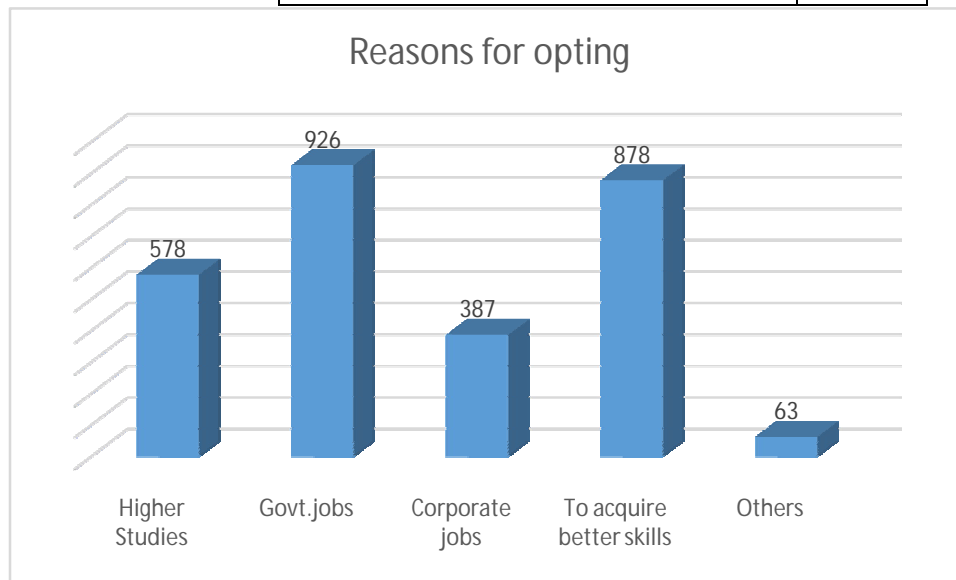
Remark: It can be concluded that students are looking for employment opportunity through JKC programme. The second reason to opt for JKC programme is to acquire better skills in general.

15. Is the program up to your expectations?

	Frequency	**Percent**
Yes	1625	90.2
No	148	8.2
Total	1802	100.0

Remarks: JKC training program is upto the mark for majority of the students
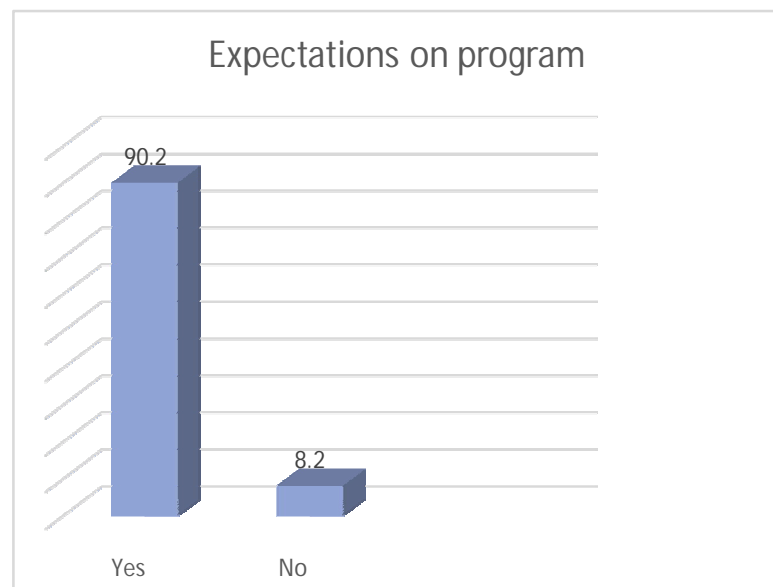
Expectations on program

16. Rate the skills imparted during the training program

	Excellent	Verygood	Good	Average	Poor
Communication Skills	503	677	517	78	7
Soft Skills	269	596	673	187	29
Apititude Skills	342	530	669	194	20
Techinical Skills	371	551	584	200	42
General Skills	357	577	588	188	32
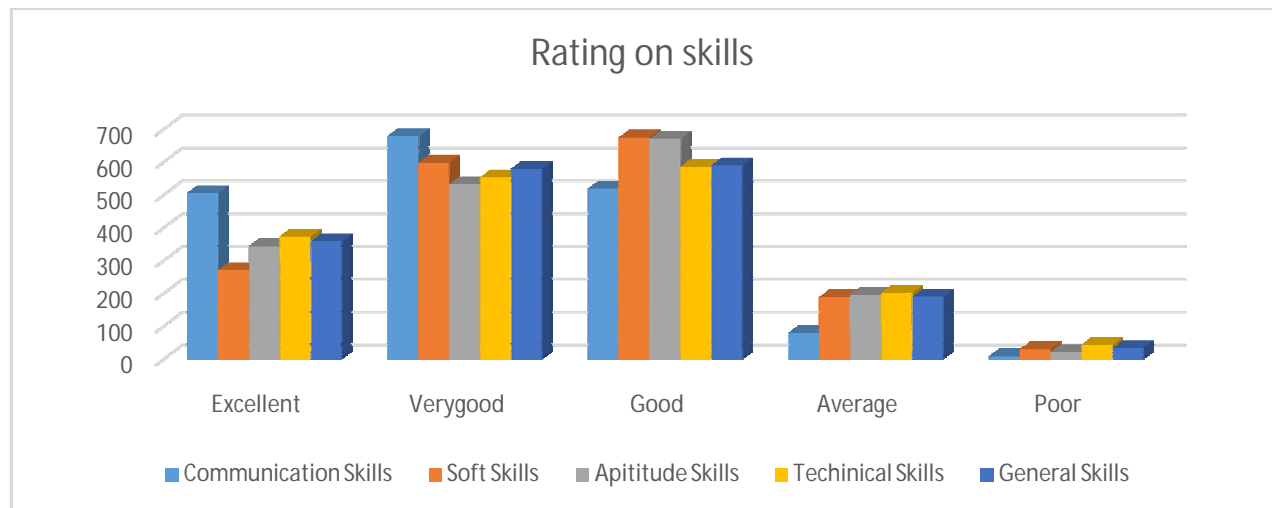
Remarks: From the above table/graph one can observe that rating towards skills imparted during the program are positive, but a considerable number of students feels the skills imparted are average and there is a scope for improvement.

17. Does the training program help in enhancing/ acquiring the following capabilities?

	Storngly Agree	Agree	Neither Agree Nor Disagree	Disaree	Strongly Disagree
Ability/Competency for Higher Studies	773	802	102	34	10
Employability	633	879	150	28	8
Work Environment	534	914	182	43	14
Communication Skills/Soft skills	1007	636	78	30	8
Analytical Skills	581	901	165	54	18
Technical Skills	707	803	114	56	17

Opinion on Enhancing/Aqcuiring capabilities

Legend: Storngly Agree, Agree, Neither Agree Nor Disagree, Disaree, Strongly Disagree
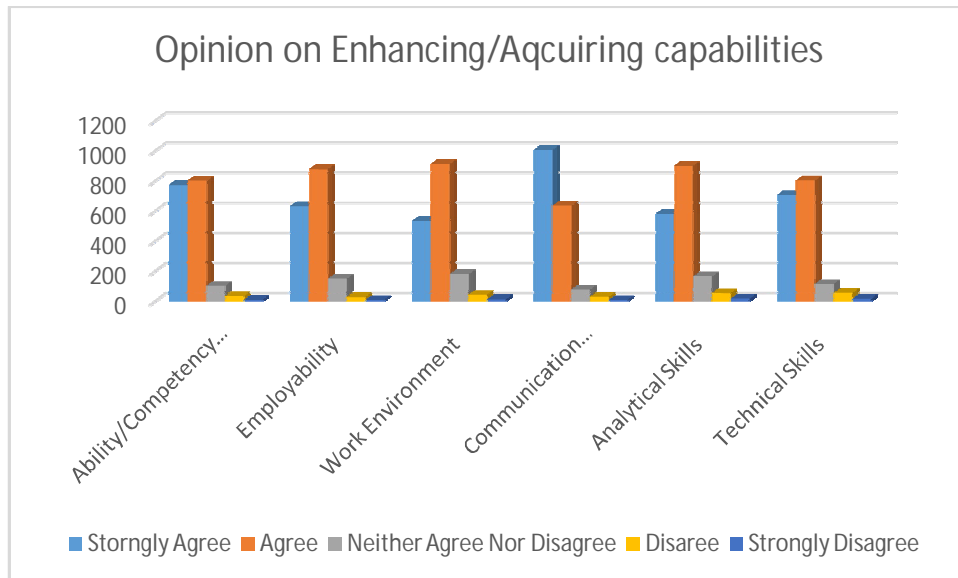
Remarks: Majority of the students agree/strongly agree that the training program help in enhancing/acquiring the capabilities. Students are more positive towards enhancing and acquiring communication skills than the other skills.

18. Does the JKC curriculum suit the present industry needs

	Frequency	Percent
Yes	1685	93.5
No	107	5.9
Total	1802	100.0

Opinion on JKC curriculum suit the present industry needs

Remarks: 93.5% of the students feel that the JKC curriculum suits the present industry need.
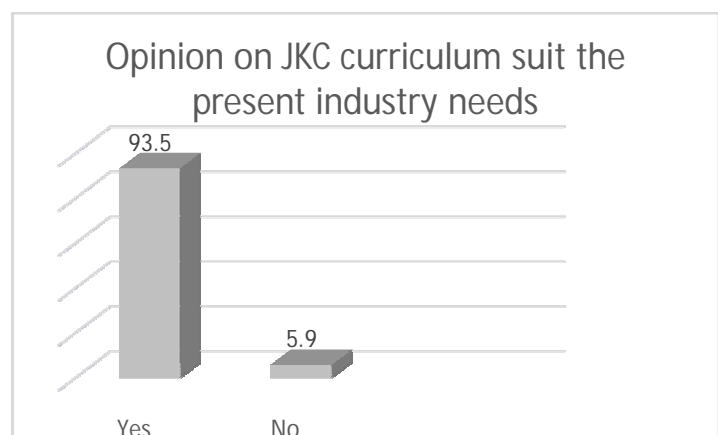
19. Does the JKC curriculum suit for opting higher studies

	Frequency	Percent
Yes	1695	94.1
No	102	5.7
Total	1802	100.0

Remarks: According to most of the students JKC curriculum suit for opting higher studies
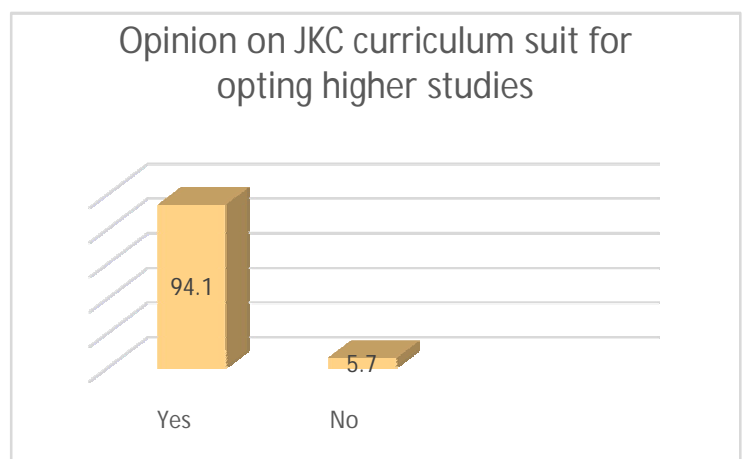
Opinion on JKC curriculum suit for opting higher studies

20. Are prescribed hours sufficient for the training program

	Frequency	Percent
Sufficient	696	38.6
Increase the Hours	993	55.1
Decrease the Hours	29	1.6
Not Sure	68	3.8
Total	1802	100.0

Remark: Majority of the students feels the training hours are not sufficient and must be increased.
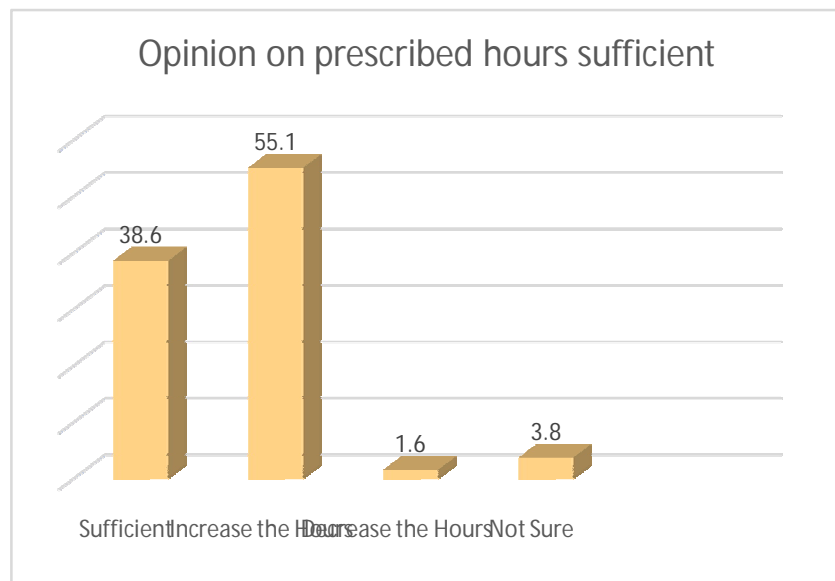
21. If you expect increase in training hours which components require more hours

	0-5 hrs	5-10 hrs	10-15 hrs	15-20 hrs
Communication Skills	667	455	255	112
Soft Skills	657	475	254	65
Aptitude Skills	593	491	239	117
Technical Skills	483	480	345	139
General Awareness	598	422	278	148
Practical's / Hands on Training	507	446	272	201
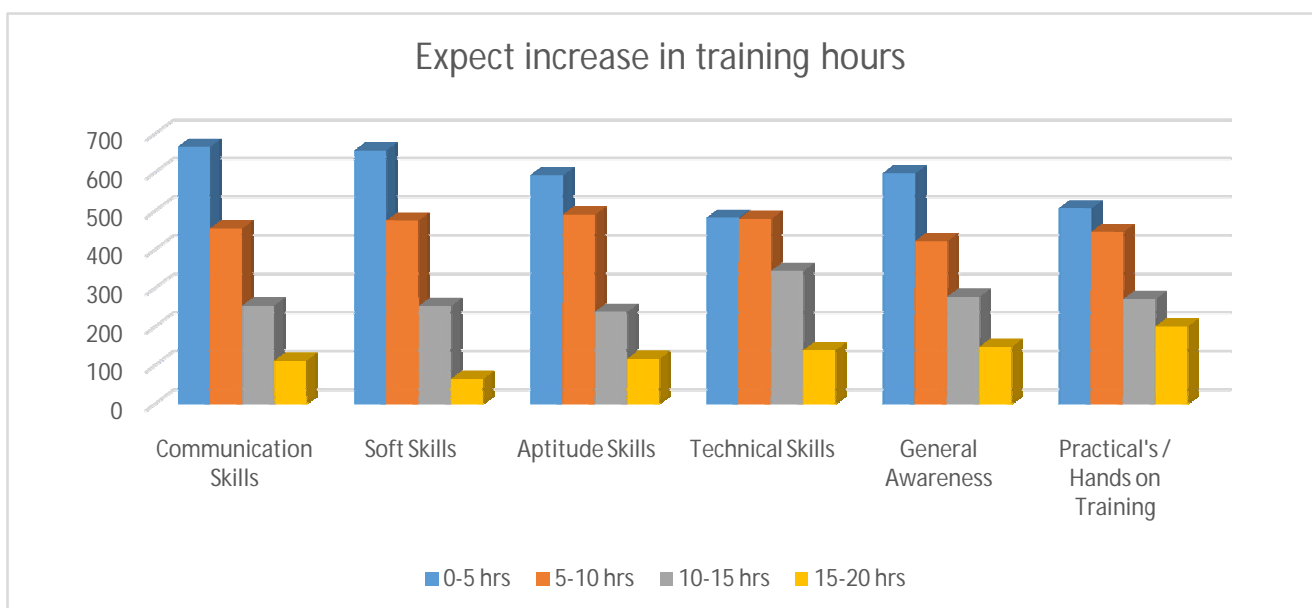
Remarks: Majority of Students expect 0-10 hours increase in communication skills, soft skills, Practical's,aptitude skills and general awareness but for technical skills and students expecting to increase more that is 10-15 hours.

22. Would you like to opt for any other training program offered by JKC
(Tick more than one Option, if applicable)

	Opted
Tally	840
Pharma based courses	178
Medical transcription	213
IBPS (banking coaching)	1160
Special training programme (Govt / PSE)	815
Java	424
Hardware and Networking	577
Others	136

Opinion on other training program offered by JKC
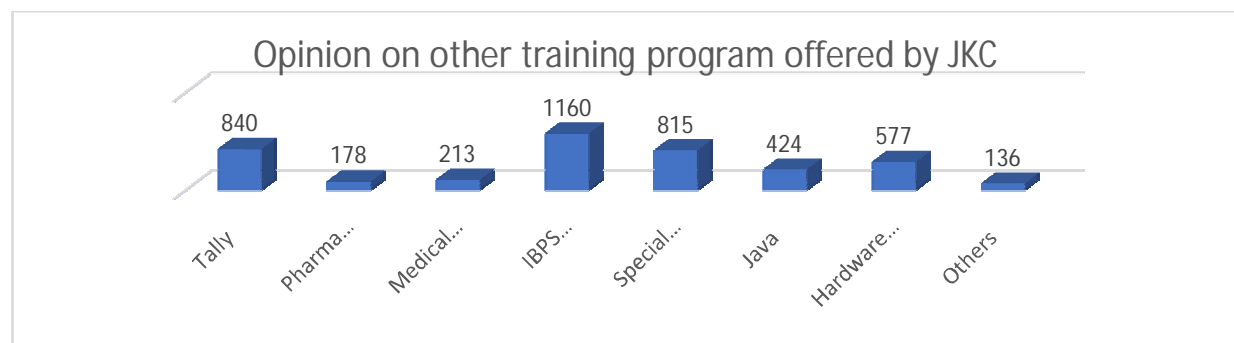
Remarks: one can observe from the above graph that majority of the respondents willing to opt IBPS followed by Tally and Special Training Programme for (Govt / PSE).

23. Are the sessions being conducted as per the schedule

	Frequency	Percent
Yes	1635	90.7
No	144	8.0
Total	1802	100.0

Sessions being conducted as per the schedule

Remark:majority of the students responded that session are being conducted as per the schedule
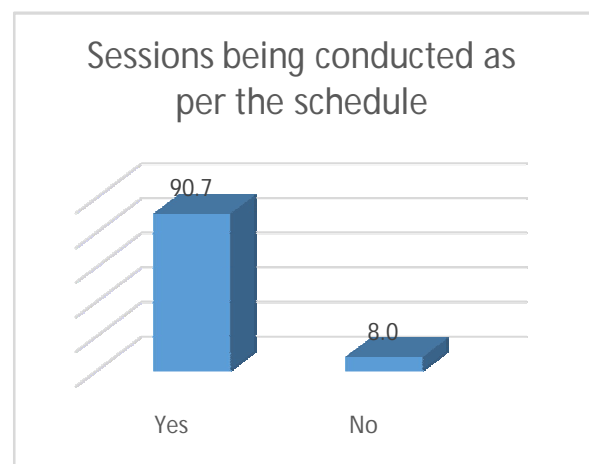
24. Are the training sessions completed within the specified time i.e. 250 hrs. / 90 days

	Frequency	Percent
As per specified time	1307	72.5
Before specified time	156	8.7
Later than the specified time	296	16.4
Total	1802	100.0

Training sessions completed within the specified time

72.5

8.7

16.4

As per specified time   Before specified time   Later than the specified time

Remarks: 72.5% of students are under the impression that the training sessions are completed within specified time

25. Are mentors completing the syllabus prescribed

	Frequency	Percent
Yes	1499	83.2
No	79	4.4
Not all the modules	197	10.9
Total	1802	100.0

Opinion on completing the syllabus

83.2

4.4

10.9

Yes   No   Not all the modules

Remark: Most of the students responded positively that mentors are completing the syllabus as prescribed
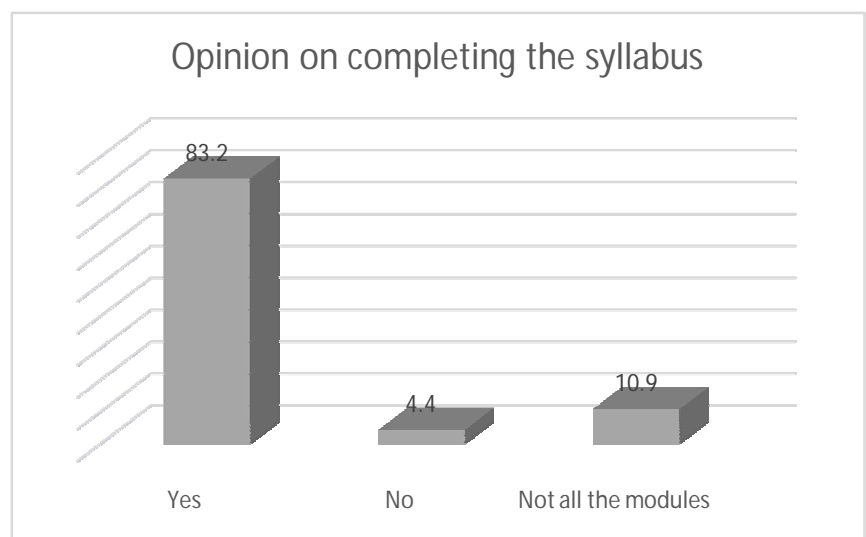
26. Is the present method of teaching / imparting skills under JKC program suitable for learning

	Frequency	Percent
Yes	1621	90.0
No	97	5.4
Can't say	75	4.2
Total	1802	100.0

method of teaching / imparting skills under JKC program suitable for learning
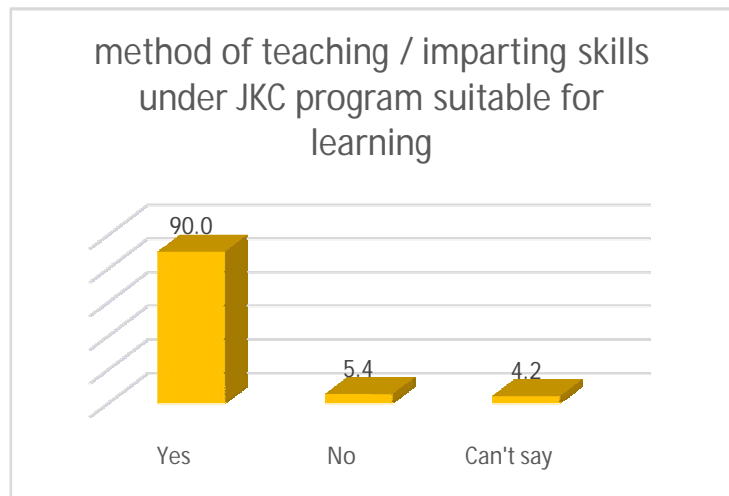
Remarks: Majority of the students i.e. 90% feel that the method of teaching/imparting skills under JKC program are suitable

27. Commissionerate of Collegiate education in JKC training program prescribed the Following schedule

Module	Communications Skills	Soft Skills	Analytical Skills	Technical Skills	General Awareness
Number of Hours	60 hours	40 hours	60 hours	60 hours	30 hours

Specify the approximate number of session held in your training programme?

	Less than 10 hrs	10-20 hrs	21-30 hrs	31-40 hrs	41-50 hrs	51-60 hrs
Communication Skills	278	271	198	223	336	438
Soft Skills	277	345	365	466	201	73
Analytical Skills	218	284	232	244	346	398
Technical Skills	202	280	241	258	347	396
General Awareness	309	411	532	196	161	93

Approximate number of session held in your training programme
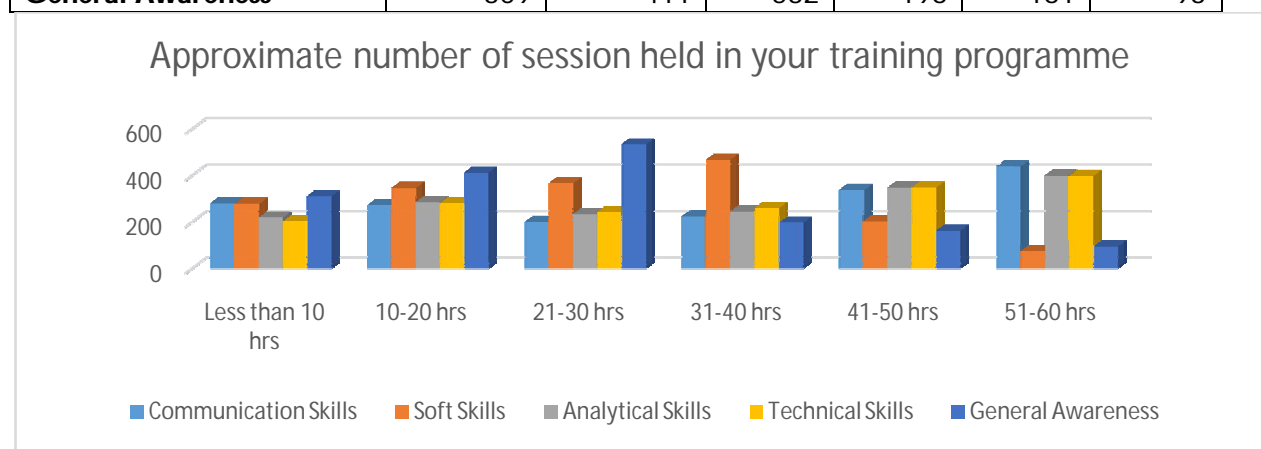
Remarks: Technical skills, communication skills and soft skills are held less than prescribed number of hours and remaining are held almost as per the prescribed hours

28. Under Commissionerate of Collegiate education JKC provides prescribed hours for lab

Module	Language Lab	Computer Lab
Number of hours	50 hours	50hours

Specify the approximate number of session held in your training programme?

	Less than 10 hrs	10-20 hrs	21-30 hrs	31-40 hrs	41-50 hrs
Computer Lab	366	312	257	374	433
Language Lab	356	288	277	397	355

Approximate number of lab sessions held
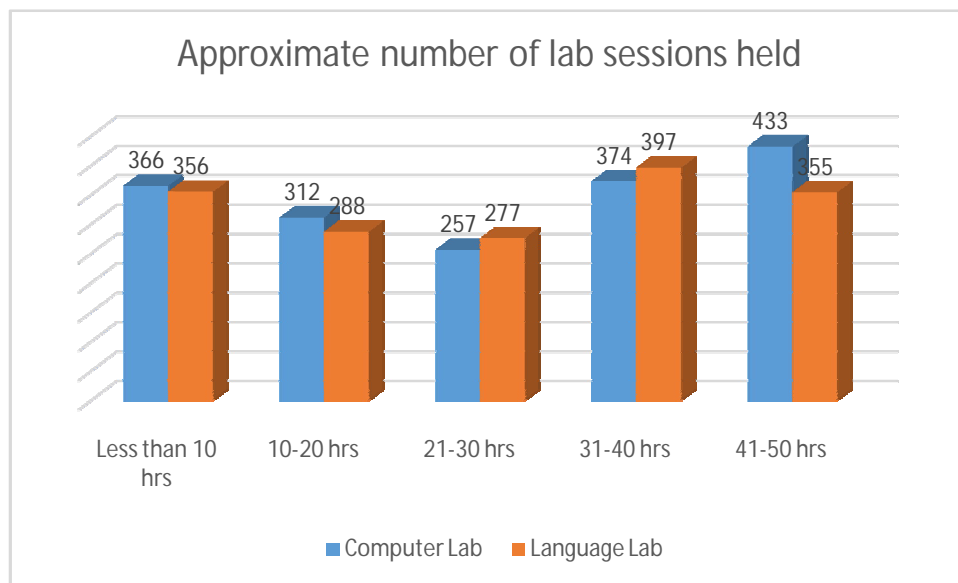
Remarks: The table/graph states that considerable number of students receive less than 20 hours of computer labs and language labs sessions.

29. Is the infrastructure available / sufficient

	Yes / Up to the mark	*Yes / not Up to the mark*	*No*
JKC EL Lab	1210	274	254
JKC IT Lab / Computer lab	1173	339	224
Library	909	262	535
Class Room	1419	157	192

Infrastructure available / sufficient
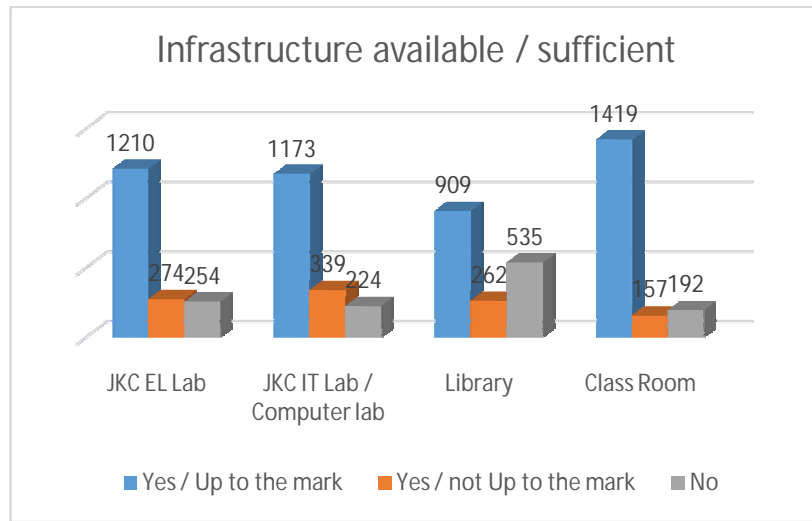
Remarks: Opinion of the student on the infrastructure available/sufficient is that majority feels it was up to the mark

30. Is the material supplied

	Frequency	Percent
In-time	1273	70.6
Not on time	177	9.8
Not issued	327	18.1
Total	1802	100.0

Remark: according to students most of them under the impression that material supplied is in-time. Considerable number of students (18%) students conveyed that there are no materials supplied.

Opinion on material supply
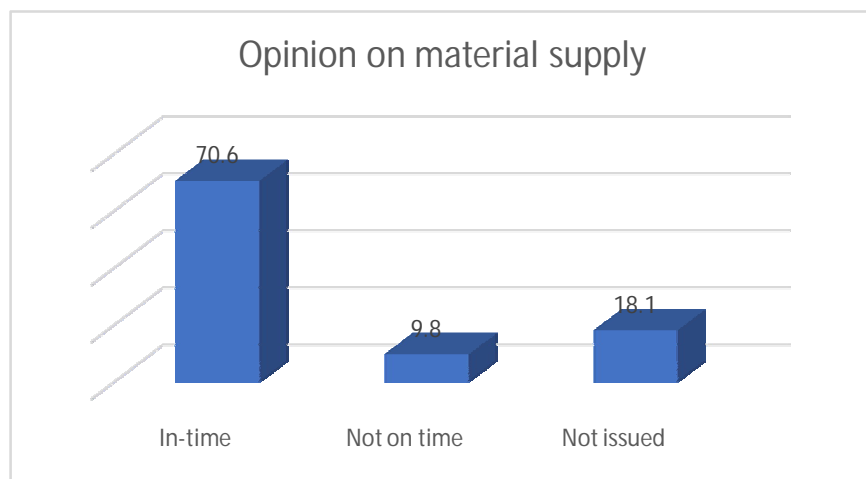
31. Rate the material given

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Up to date / Relevant	561	613	188	75	23
Easy to understand / Readable	513	618	215	85	16
Sufficient	369	584	263	117	29
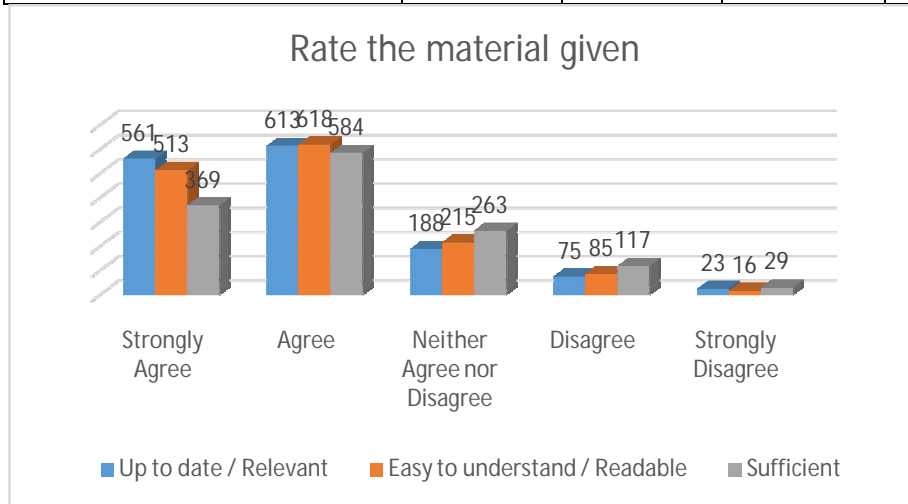
Remark: Majority of the students agree that the material given is relevant, easy to understand and Sufficient

32. Rate the material given if it is not up to your expectations

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Up to date / Relevant	372	513	107	149	73
Easy to understand / Readable	316	528	120	130	87
Sufficient	237	495	151	156	87

Material given is not up to expectations

Values shown:
- Strongly Agree: 372, 316, 237
- Agree: 513, 528, 495
- Neither Agree nor Disagree: 107, 120, 151
- Disagree: 149, 130, 156
- Strongly Disagree: 73, 87, 87

Legend: ■ Up to date / Relevant ■ Easy to understand / Readable ■ Sufficient
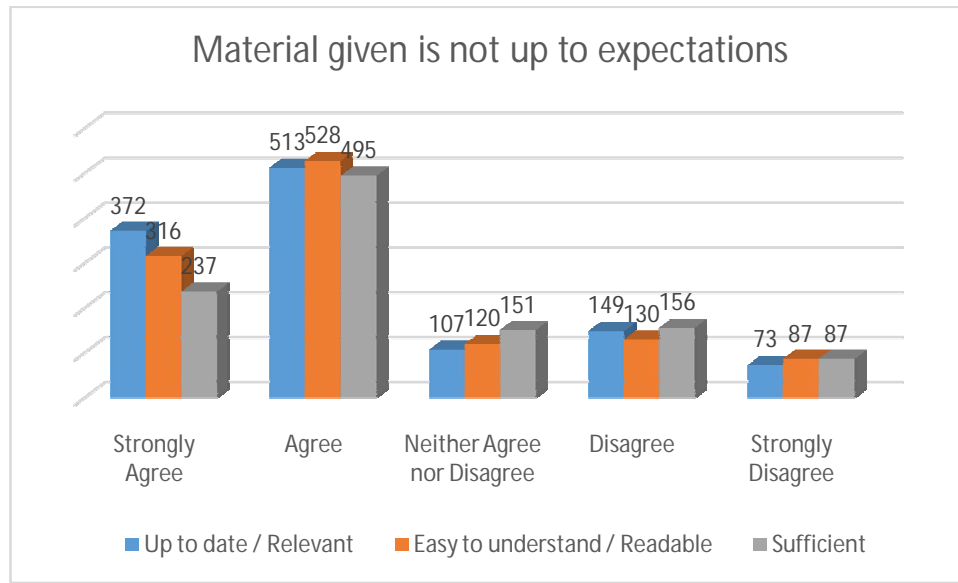
Remark: Majority of the students agree that the material given is not up to their expectations

33. How do you rate placement assistance offered by JKC *(in terms of placement drives Organized by your college)*

	Frequency	Percent
Very Good	672	37.3
Good	726	40.3
Average	244	13.5
Below Average	49	2.7
Poor	47	2.6
Total	1802	100.0

Rating on placement assistance offered by JKC

Values shown:
- Very Good: 37.3
- Good: 40.3
- Average: 13.5
- Below Average: 2.7
- Poor: 2.6
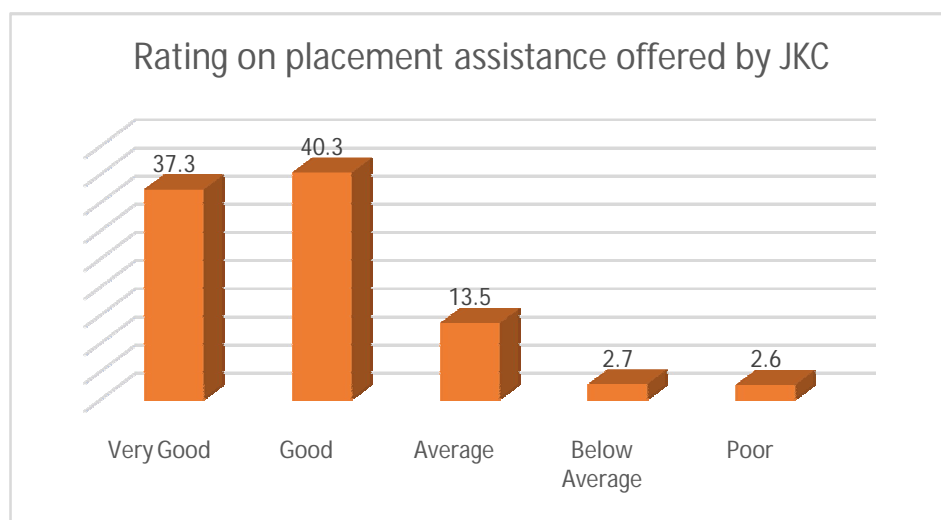
Remarks: 77.6% of the students rated placement assistance of JKC (in term of placement drives in colleges) as very good/good.

35. Are the placements obtained through JKC up to your expectation

	Frequency	Percent
Yes	1415	78.5
No	298	16.5
Total	1802	100.0

Remarks: Majority of the students feels that placements obtained through JKC are up to the expectations.

Placements obtained through JKC up to your expectation
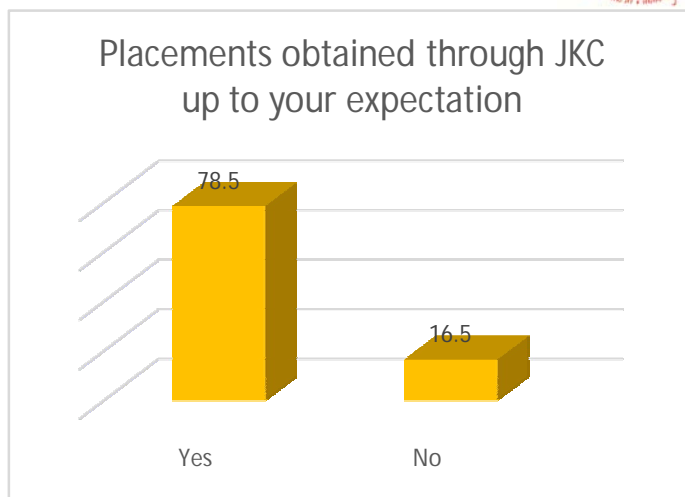
36. Rate the placement offered by JKC (in terms of job profile/employers profile/salary)

	Frequency	Percent
Very good	565	31.4
Good	797	44.2
Average	289	16.0
Below Average	50	2.8
Poor	28	1.6
Total	1802	100.0

Rating on placement offered by JKC
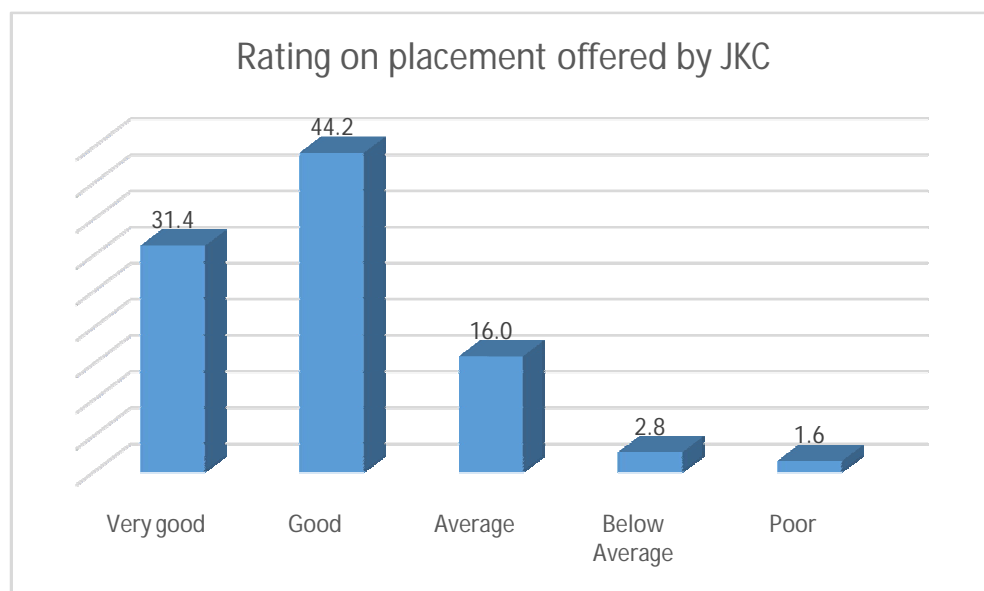
Remarks: 75.6% of the students rated good and very good regarding the placement assistance of JKC (interm of job profile/employers profile/salary) as very good/good.

37.Do you find any improvement in your skill set/confidence level after completing JKC

	Frequency	Percent
Yes	1703	94.5
No	75	4.2
Total	1802	100.0

Remark: majority of the students feel that they find improvement in their skills after completion of JKC training program
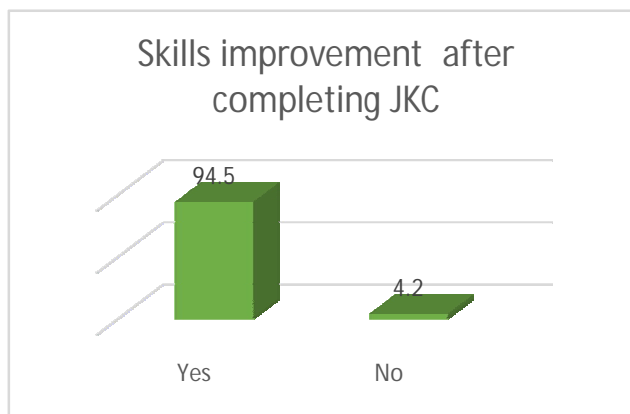
Skills improvement after completing JKC

39. If the training fee is increased for further improving the JKC curriculum, would you still opt for JKC?

	Frequency	Percent
Yes	710	39.4
No	909	50.4
Cannot say	164	9.1
Total	1802	100.0

Remarks:50.4% of the students are not willing to opt JKC training program if there is increase in fee

Opinion on training fee increase
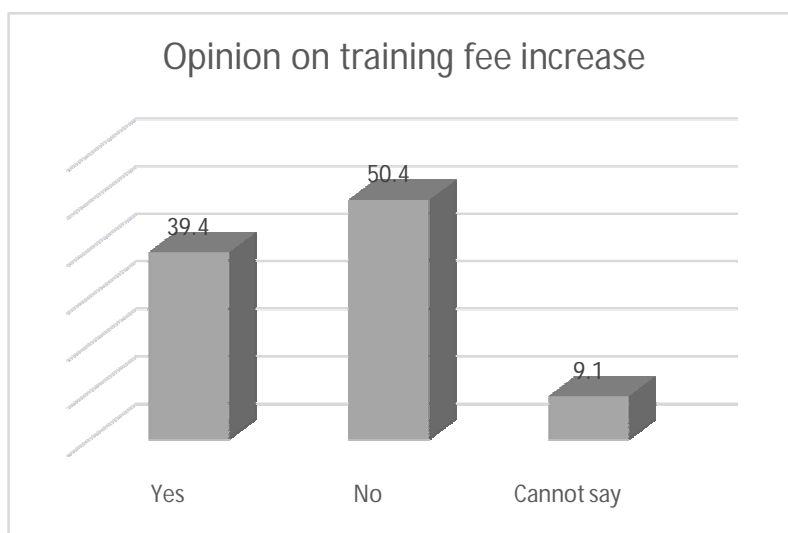
40. If yes to the above Q: 39, What could be the amount of increase in the fee?

	Frequency	Percent
100-500	776	43.1
501-1000	136	7.5
1001-1500	31	1.7
4	27	1.5
Total	1802	100.0

Opinion on amount of increase in the fee

Remarks: In students who willing to opt JKC if fee increases, majority recommended to increase fee to 100-500
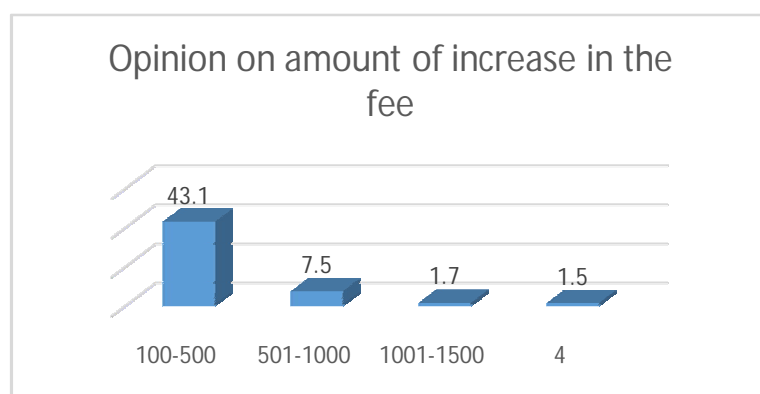
41. Would you like the JKC to continue

	Frequency	Percent
Yes	1766	98.0
No	25	1.4
Total	1802	100.0

Remarks: Most of the students i.e.98% feel that JKC should be continued

Opinion on JKC continuation

98.0

1.4

Yes   No
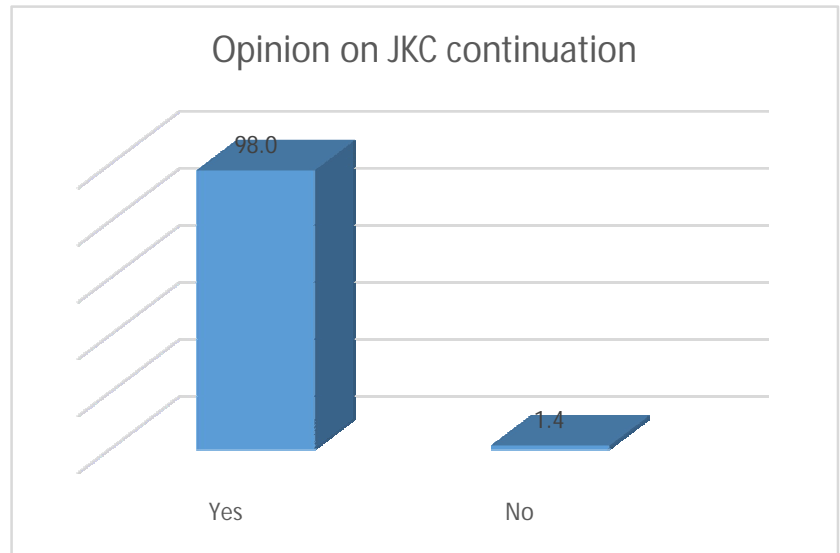
Annexure 8 - Relationship analysis with respect to Gender and Reasons for opting JKC program among Students

	Higher Studies	Govt. jobs	corporate jobs	To acquire Better skills	Other	Total
Male	14%	22%	10%	21%	2%	44%
Female	18%	31%	12%	29%	2%	56%
Total	33%	52%	22%	50%	4%	100%
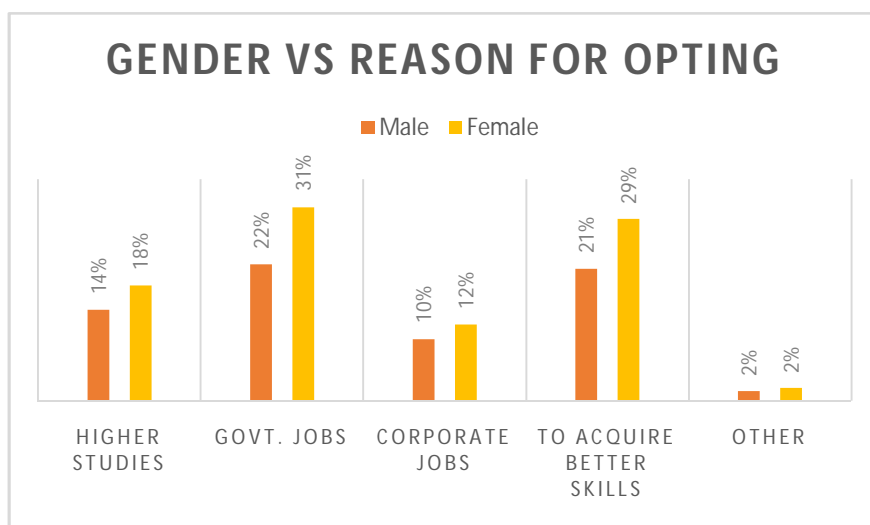
Remark: The above table / graph indicates, most of the males and females opting JKC for government jobs followed by to acquire better skills and some are picking for higher studies

Relationship analysis with respect to area to which student belongs to and students' course of study

Area to which you belong to	Course of study					
	B.A	B.Com	B.Sc.	Others	PG	Grand Total
City / Urban	8%	30%	60%	1%	1%	100%
Town / Semi Urban	15%	28%	52%	1%	4%	100%
Village / Rural	21%	31%	46%	1%	1%	100%
Grand Total	**18%**	**30%**	**49%**	**1%**	**2%**	**100%**

AREA VS COURSE OF STUDY

■ B.A ■ B.Com ■ B.Sc ■ Others ■ PG

CITY / URBAN
- 8%
- 30%
- 60%
- 1%
- 1%

TOWN / SEMI URBAN
- 15%
- 28%
- 52%
- 1%
- 4%

VILLAGE / RURAL
- 21%
- 31%
- 46%
- 1%
- 1%
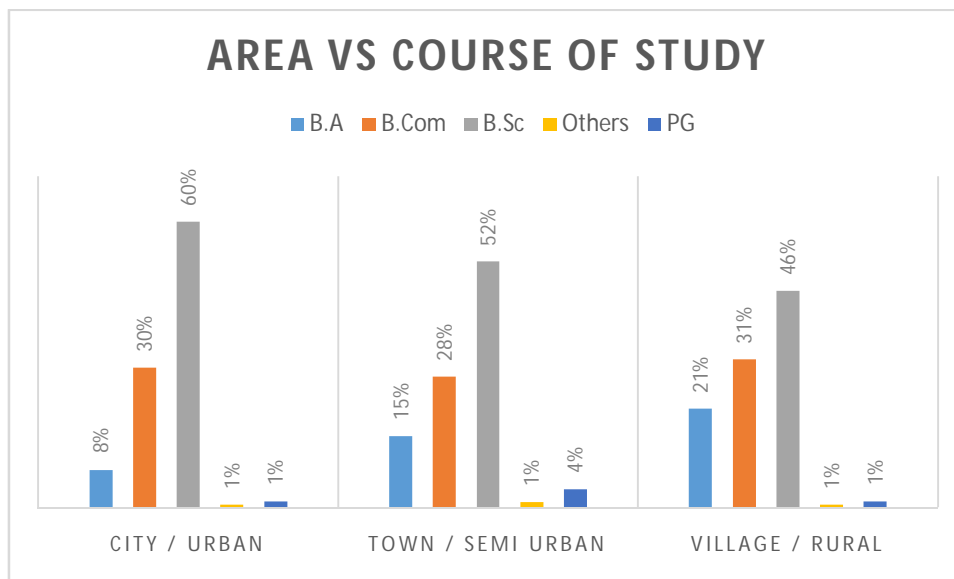
Remark: One can observe from the above that, in all areas most of the students belong to B.Sc. followed by B.Com irrespective of the urban, semi urban and rural area.

Relationship analysis with respect to area to which student belongs to and specific skills that students picked up most during the course

	Communication skills	Analytical skills/Mental Ability	Technical skills	Total
City / Urban	16%	9%	9%	17%
Town / Semi Urban	15%	9%	8%	18%
Village / Rural	53%	29%	24%	64%
Total	84%	47%	41%	100%

AREA TO WHICH STUDENT BELONGS TO VS SKILLS PICKED UP MOSTLY

■ City / Urban ■ Town / Semi Urban ■ Village / Rural

COMMUNICATION SKILLS
- 16%
- 15%
- 53%

ANALYTICAL SKILLS/MENTAL ABILITY
- 9%
- 9%
- 29%

TECHNICAL SKILLS
- 9%
- 8%
- 24%
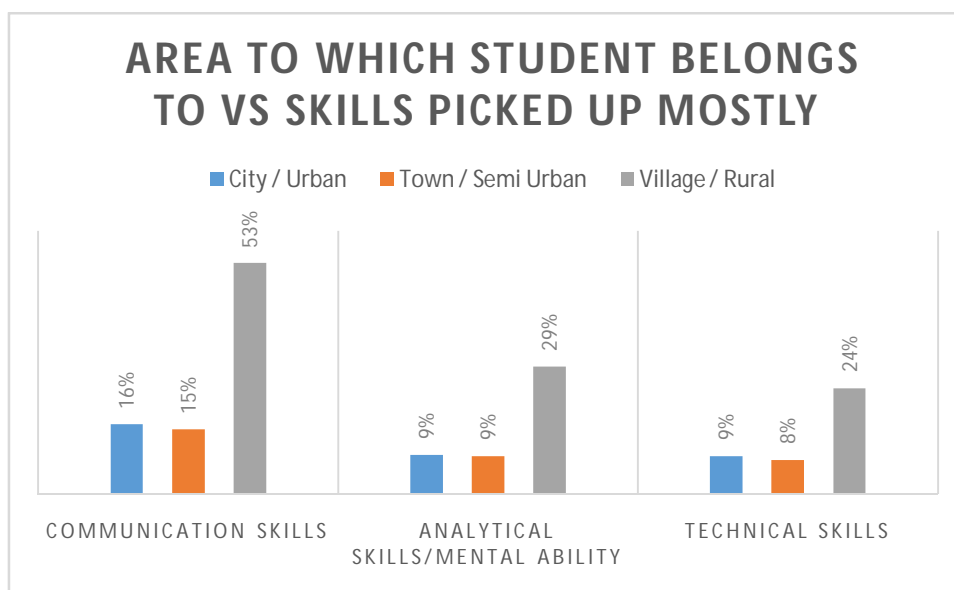
Remark : Among the respondents of the survey, all the three components like communication skill analytical skills and technical skills are picked up in a better manner by the village / rural students

Relationship analysis with respect to area to which student belongs to and Present method of teaching/imparting skills under JKC program suitable for learning

Area	Method of teaching / imparting			
	Can't say	No	Yes	Grand Total
City / Urban	5%	4%	90%	100%
Town / Semi Urban	6%	3%	90%	100%
Village / Rural	3%	6%	90%	100%
Grand Total	**4%**	**5%**	**90%**	**100%**
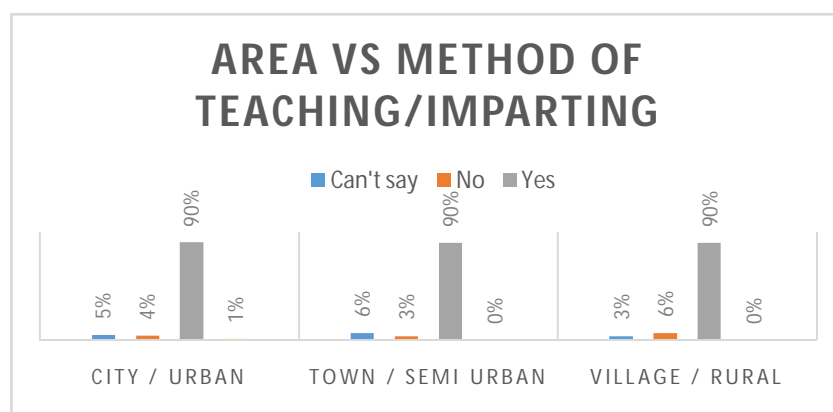
Remark: The above indicate that students from all the areas are of the opinion that the present method of teaching / imparting skills in JCk programme is suitable for learning

Relationship analysis with respect to area to which student belongs to and Opinion on improvement in students' skill set/confidence level after completing JKC

Area	Skill Set/Confidence Level			
	No	Yes	(blank)	Grand Total
City / Urban	3%	96%	0%	100%
Town / Semi Urban	6%	94%	0%	100%
Village / Rural	4%	96%	0%	100%
Grand Total	**4%**	**96%**	**0%**	**100%**

AREA VS SKILL SET/CONFIDENCE

■ No ■ Yes

	City / Urban	Town / Semi Urban	Village / Rural
No	3%	6%	4%
Yes	96%	94%	96%
	0%	0%	0%
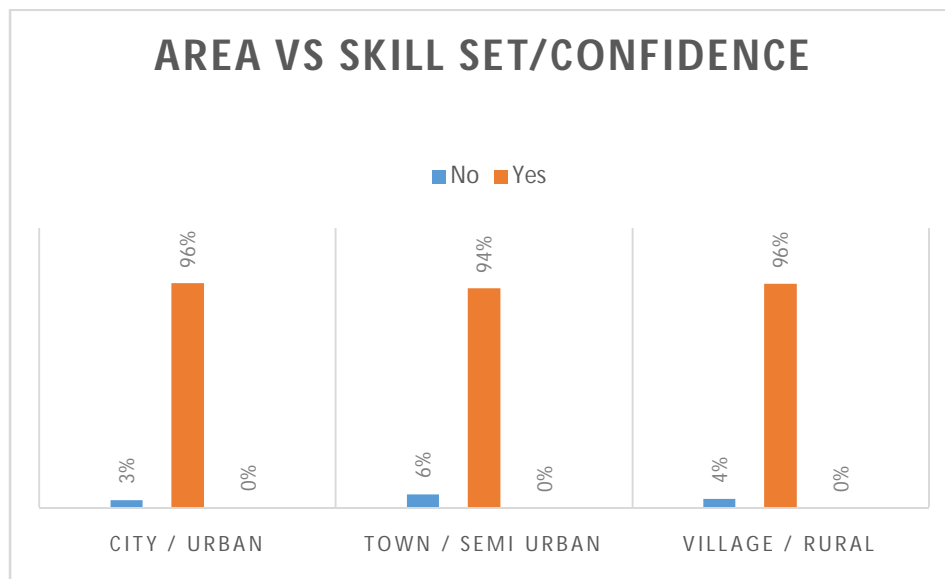
Remark: Among the respondents of the survey, most of the students of all the areas are under the greater confidence level that, there is improvement in their skill set / confidence

Relationship analysis with respect to area to which student belongs to and Amount of increase in fee

Area	Fee increase				
	1001-1500	100-500	others	501-1000	Grand Total
City / Urban	2%	77%	3%	17%	100%
Town / Semi Urban	6%	79%	2%	13%	100%
Village / Rural	2%	81%	3%	14%	100%
Grand Total	**3%**	**80%**	**3%**	**14%**	**100%**

AREA VS FEE AMOUNT

■ 1001-1500 ■ 100-500 ■ 4 ■ 501-1000

	City / Urban	Town / Semi Urban	Village / Rural
1001-1500	2%	6%	2%
100-500	77%	79%	81%
4	3%	2%	3%
501-1000	17%	13%	14%
	1%	0%	0%
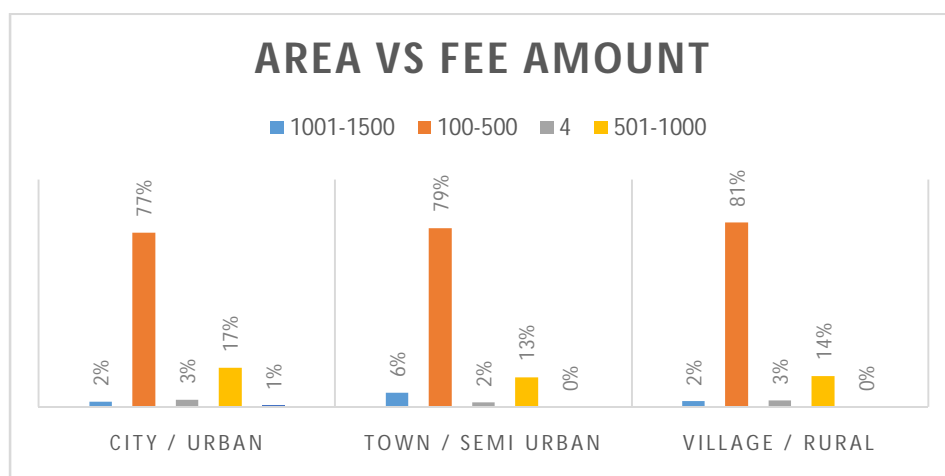
Remark: There is above 75% confidence level among the students of all areas regarding fee amount, with which one can say that most of the students are of opinion to increase fee by 100-500

Relationship analysis with respect to area to which student belongs to and Students would like to continue JKC

Area	JKC Continuation		
	No	Yes	Grand Total
City / Urban	1%	99%	100%
Town / Semi Urban	1%	99%	100%
Village / Rural	2%	98%	100%
Grand Total	**1%**	**99%**	**100%**
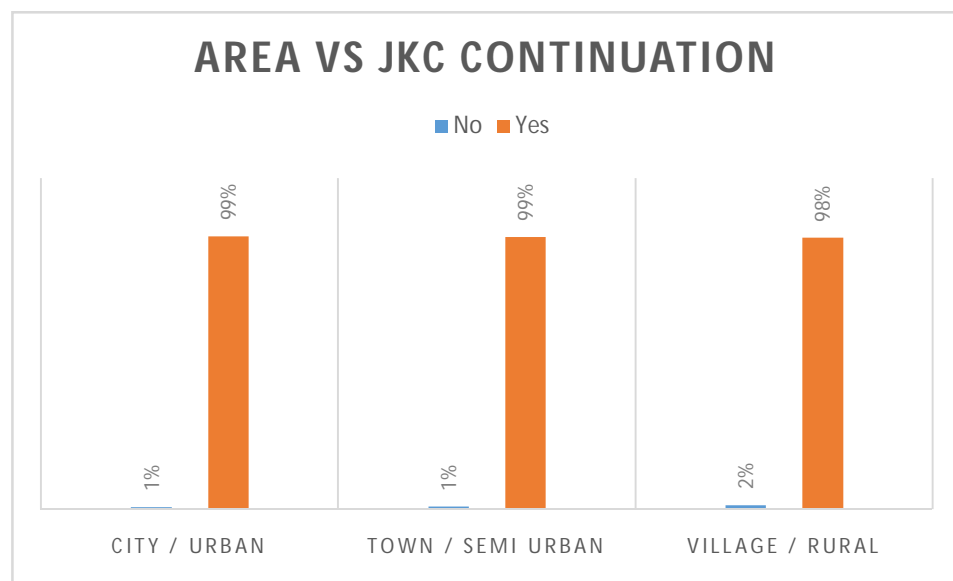
Remark: One can say that almost all of the students from all areas are willing the JKC Programme to Continue

Relationship analysis with respect to Annual income of parent/guardians and Amount of increase in the fee

Parent/Guardian income	Fee increasing				
	1001-1500	100-500	Others	501-1000	Grand Total
Above 3,00,000	5%	90%	0%	5%	100%
Below 1,00,000	3%	80%	3%	14%	100%
Between 1,00,000 and 3,00,000	9%	71%	7%	13%	100%
Grand Total	**3%**	**80%**	**3%**	**14%**	**100%**

PARENT INCOME VS FEE INCREASING

■ 1001-1500 ■ 100-500 ■ Others ■ 501-1000

ABOVE 3,00,000
- 5%
- 90%
- 0%
- 5%

BELOW 1,00,000
- 3%
- 80%
- 3%
- 14%

BETWEEN 1,00,000 AND 3,00,000
- 9%
- 71%
- 7%
- 13%
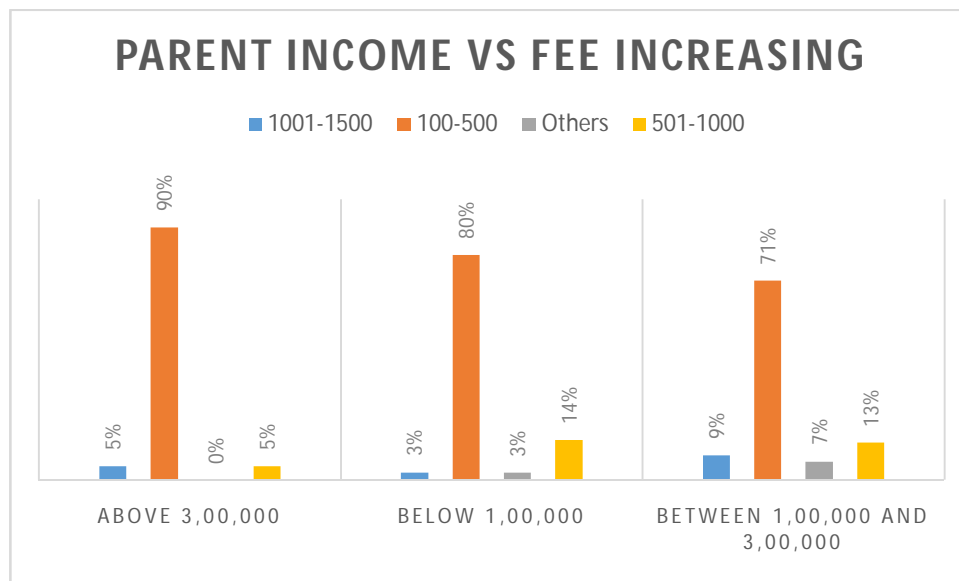
Remark: The above table / graph indicate that, parents of all income levels willing to accept if fee increased by 100-500 by JKC

Relationship analysis with respect to Occupation of parents/Guardian/spouse and Reasons for opting JKC program

	Higher Studies	Govt. jobs	corporate jobs	To acquire Better skills	Other	Total
Government Service	2%	3%	1%	4%	0%	6%
Private Service	2%	3%	3%	4%	0%	6%
Farmer	16%	25%	8%	20%	1%	47%
Laborer / Vendor / Driver	10%	18%	8%	18%	1%	34%
Other	2%	3%	1%	3%	0%	7%
Total	32%	52%	22%	49%	4%	100%

OCCUPATION VS REASONS FOR OPTING JKC PROGRAM

■ Government Service ■ Private Service ■ Farmer ■ Laborer / Vendor / Driver ■ Other

	HIGHER STUDIES	GOVT. JOBS	CORPORATE JOBS	TO ACQUIRE BETTER SKILLS	OTHER
Government Service	2%	3%	1%	4%	0%
Private Service	2%	3%	3%	4%	0%
Farmer	16%	25%	8%	20%	1%
Laborer / Vendor / Driver	10%	18%	8%	18%	1%
Other	2%	3%	1%	3%	0%
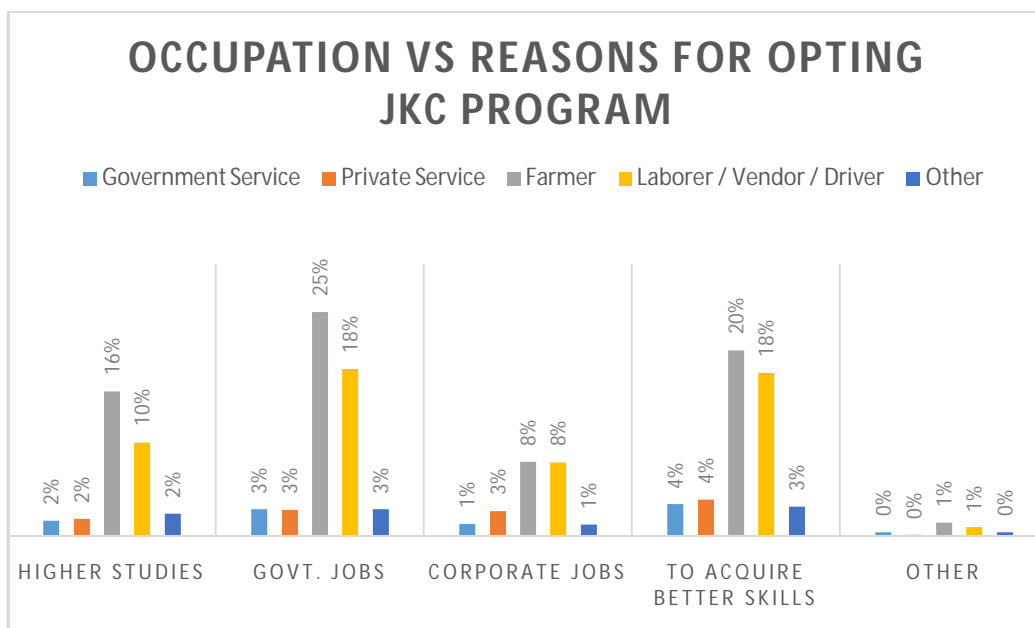
Remark: Among the respondents of the survey, students whose parents' occupation is farmer and laborer / vendor / Driver opting JKC for higher studies, govt. jobs and to acquire better skills. Parents of Govt. services opting for corporate jobs

Relationship analysis with respect to Occupation of parents/Guardian/spouse and Opinion on increase in fee for further improving the JKC curriculum

Parent Occupation	Fee increased for further JKC Curriculum			
	Cannot say	No	Yes	Grand Total
Farmer	4%	54%	41%	100%
Government Service	19%	40%	41%	100%
Laborer / Vendor / Driver	12%	49%	40%	100%
Other	14%	43%	43%	100%
Private Service	17%	54%	29%	100%
Grand Total	**9%**	**51%**	**40%**	**100%**

PARENT OCCUPATION VS FEE INCREASED FOR FURTHER JKC CURRICULUM

■ Cannot say ■ No ■ Yes

	FARMER	GOVERNMENT SERVICE	LABORER / VENDOR / DRIVER	OTHER	PRIVATE SERVICE
Cannot say	4%	19%	12%	14%	17%
No	54%	40%	49%	43%	54%
Yes	41%	41%	40%	43%	29%
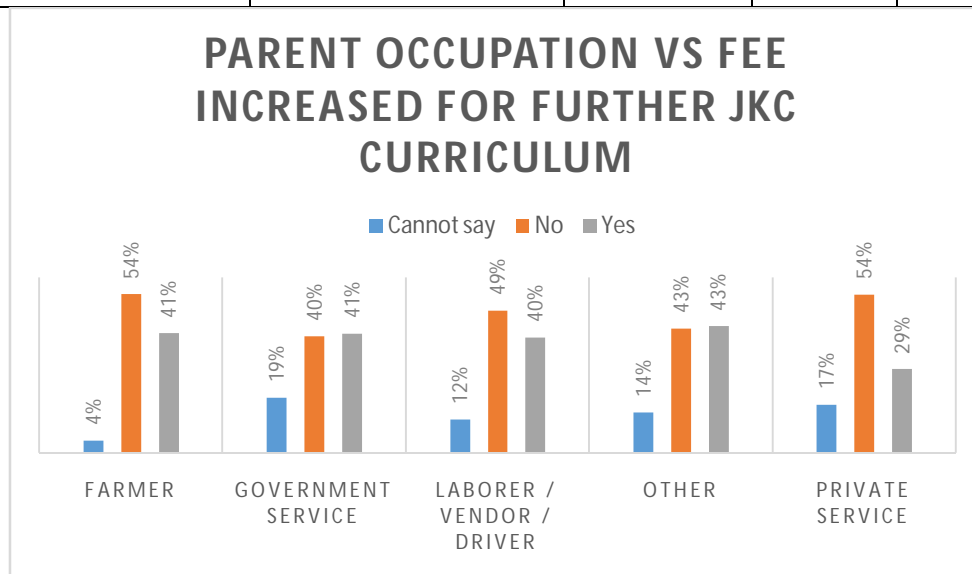
Remark: Among the respondents of the survey, students whose parents of occupation farmer, laborer and Private services are not willing to agree upon increase in fee and rest is of mixed opinion

Relationship analysis with respect to category of student and Reasons for opting JKC program

	Higher Studies	Govt. jobs	corporate jobs	To acquire Better skills	Other	Total
BC	14%	21%	10%	22%	2%	44%
SC	9%	16%	6%	12%	1%	29%
ST	2%	5%	1%	3%	0%	8%
Minority	1%	1%	1%	3%	0%	4%
Others	6%	8%	4%	10%	1%	15%
Total	33%	52%	22%	49%	4%	100%
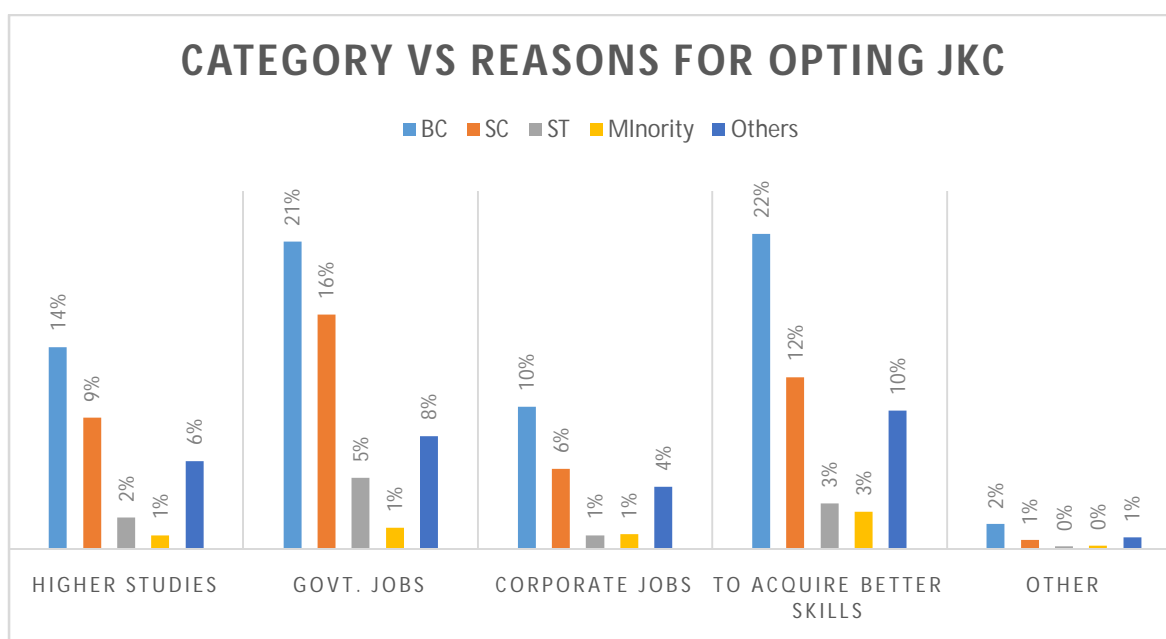
Remark: From the respondents of the survey, one can state that category BC, Minority and others opted JKC for acquiring better skills, whereas SC and ST are opted for Govt. jobs

Relationship analysis with respect to category of student and Amount to be increased in fee

Category	Fee Increasing				
	1001-1500	100-500	Other	501-1000	Grand Total
BC	3%	79%	3%	15%	100%
Minority	2%	83%	4%	10%	100%
Others	5%	73%	5%	17%	100%
SC	3%	85%	2%	11%	100%
ST	4%	81%	3%	13%	100%
Grand Total	**3%**	**80%**	**3%**	**14%**	**100%**

CATEGORY VS FEE INCREASING
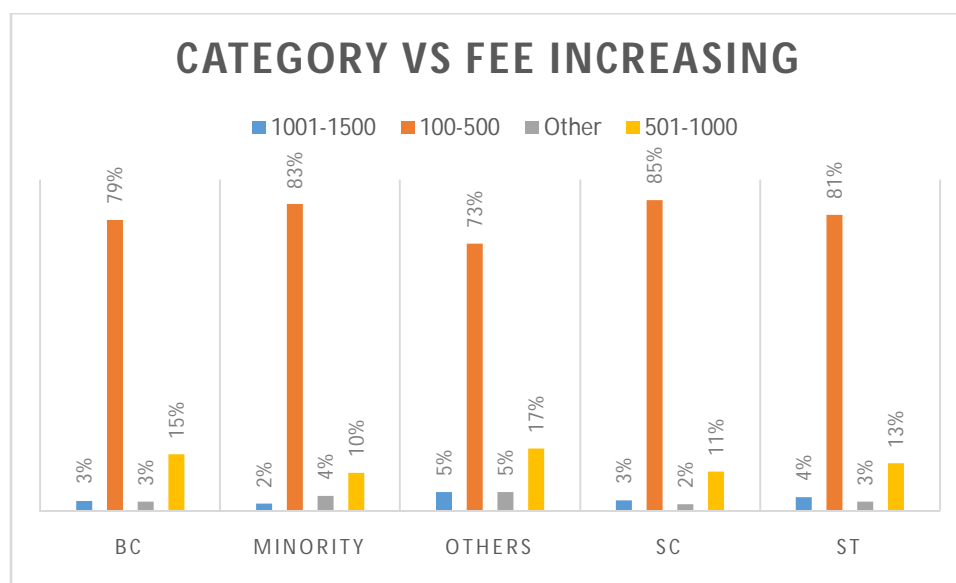
Remark: The above table / graph indicate, most of the students of all categories agreed on increase in fee by 100-500

Relationship analysis with respect to category of student and continuation of JKC

Category	Would you like JKC continue		
	No	**Yes**	**Grand Total**
BC	1%	99%	100%
Minority	1%	99%	100%
Others	1%	99%	100%
SC	2%	98%	100%
ST	3%	97%	100%
Grand Total	**1%**	**99%**	**100%**
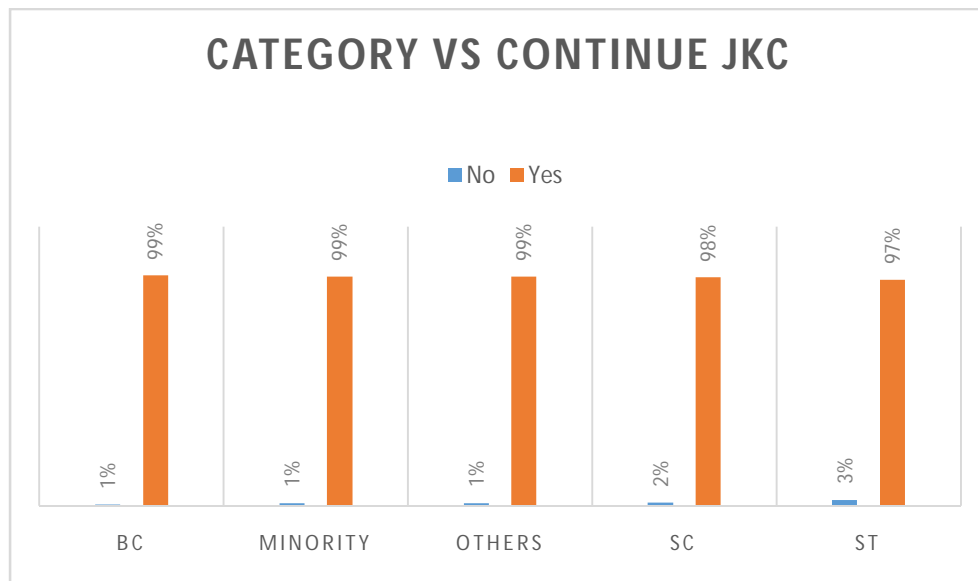
Remark: One can observe from the above that, almost all the students of all categories would like JKC to continue

Relationship analysis with respect to course of study and Specific skills that students picked up most during the course

	Communication skills	Analytical skills/Mental Ability	Technical skills	Total
B.A	15%	7%	6%	18%
B.Sc.	40%	25%	21%	50%
B.Com	25%	14%	12%	30%
PG	2%	1%	1%	2%
Others	1%	0%	0%	1%
Total	84%	47%	41%	100%
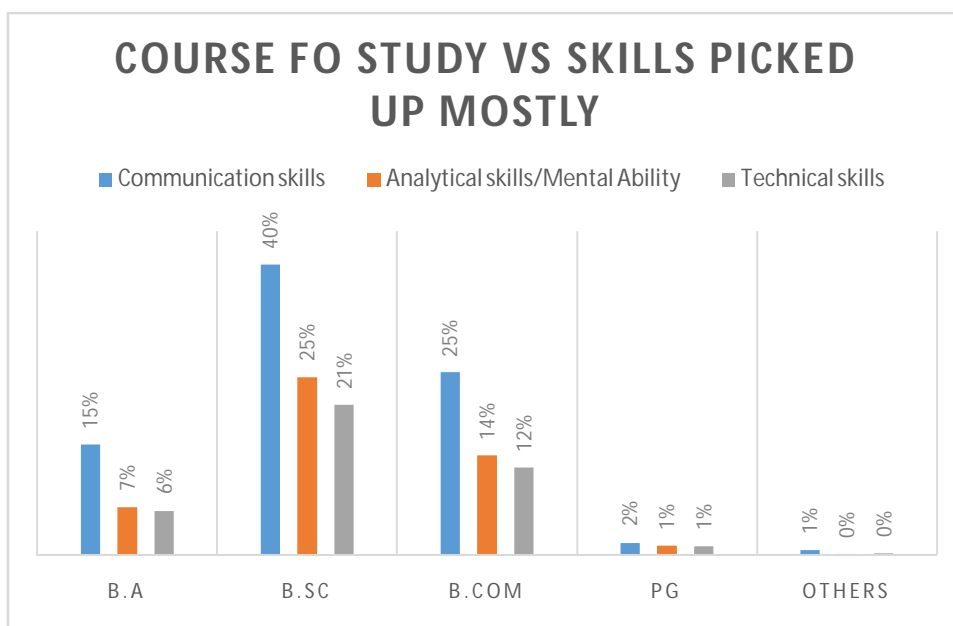
Remark: From the above table / graph one can say that, most of the students of all the courses mostly picked up the communication skills

Relationship analysis with respect to course of study and other training programs willing to offered by JKC

	Tally	Pharma Based Courses	Medical Transcription	IBPS(Banking Coaching)	Special training programme (Govt/PSE)	Java	Hardware and Networking	Others	Total
B.A	8%	1%	2%	9%	8%	3%	4%	1%	17%
B.Sc	18%	7%	8%	35%	24%	13%	18%	4%	49%
B.Com	21%	1%	2%	21%	13%	7%	10%	2%	31%
PG	1%	1%	0%	1%	1%	1%	1%	0%	2%
Others	0%	0%	0%	1%	0%	0%	0%	0%	1%
Total	48%	10%	12%	66%	47%	24%	33%	8%	100%

COURSE VS OPINION ON ADDITIONAL COURSES
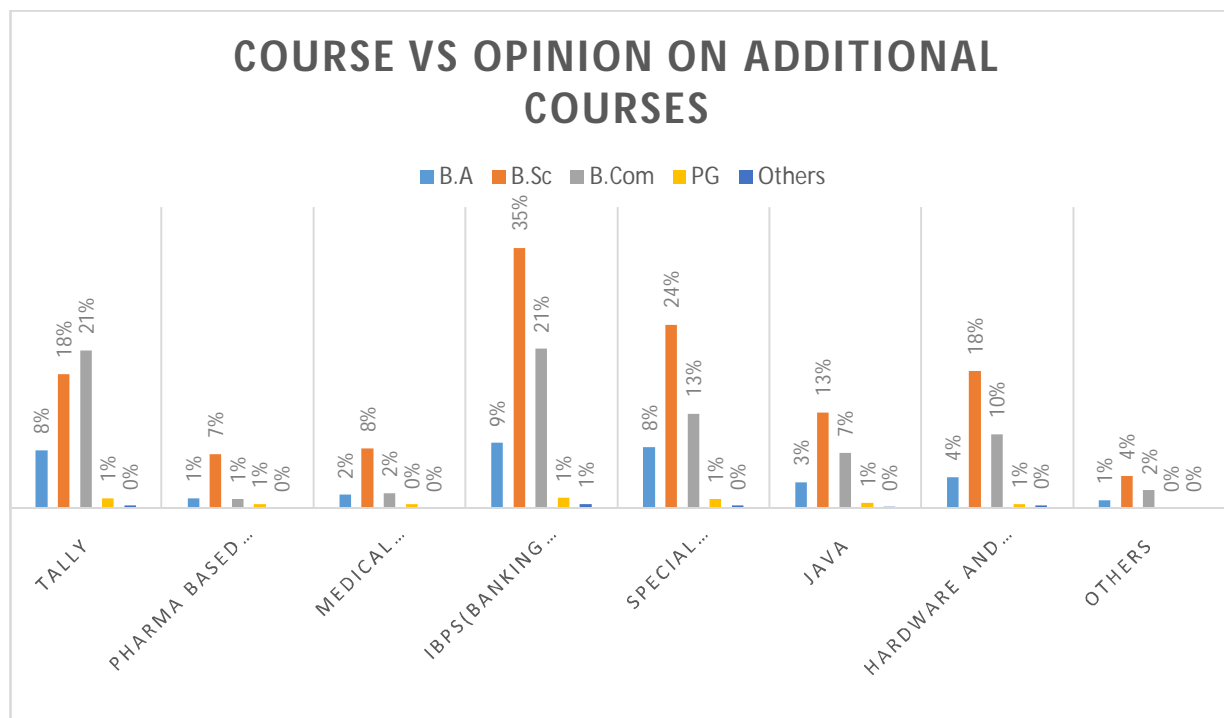
Remark: One can say from the above table / graph that most of the students of all the courses willing to have IBPS (Banking Coaching) by JKC

Relationship analysis with respect to course of study and placement assistance offered by JKC

Course study	Placement Assistance						
	Average	Below Average	Good	Poor	Very Good	(blank)	Grand Total
B.A	13%	2%	35%	4%	46%	0%	100%
B.Com	10%	3%	44%	2%	41%	0%	100%
B.Sc.	16%	3%	43%	3%	35%	0%	100%
Others	43%	0%	36%	0%	21%	0%	100%
PG	13%	0%	40%	3%	43%	0%	100%
Grand Total	**14%**	**3%**	**42%**	**3%**	**38%**	**0%**	**100%**
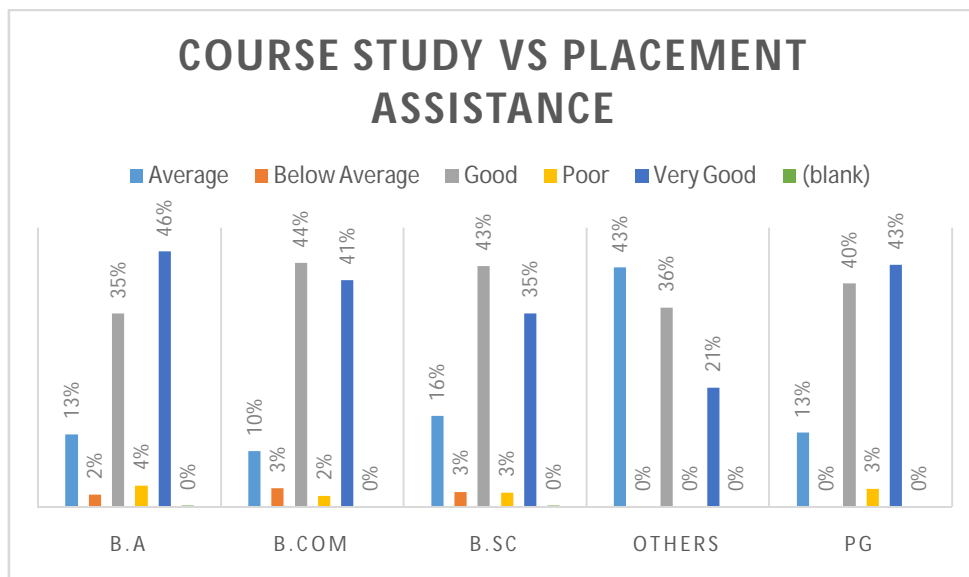
Remark: One can observe from the above that, most of the students of all the courses rated placements assistance offered by JKC as good

Relationship analysis with respect to level of completion of JKC training program and rating on overall training program

Level Of Completion of JKC program	Experience Rate				
	Average	Excellent	Good	Very good	Grand Total
Completed training and not Placed	10%	10%	50%	30%	100%
Undergoing training	25%	0%	75%	0%	100%
Grand Total	13%	8%	54%	25%	100%
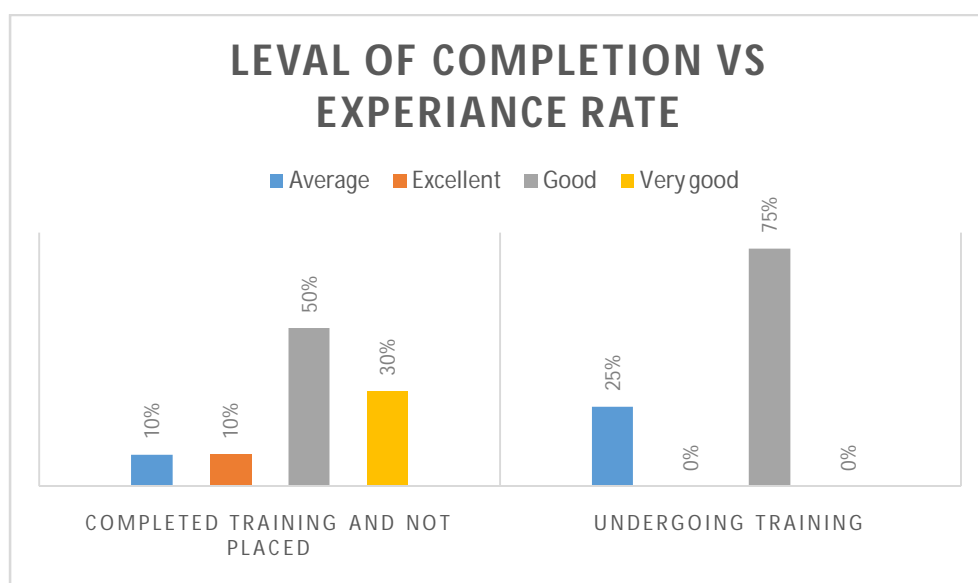
Remark: Among the respondents of survey, both students completed training and not placed as well as students undergoing training rated overall training program as good. But 25% of students undergoing training and 10% of student who completed training and not placed rated the programme as average.

Relationship analysis with respect to level of completion of JKC training program and opinion on JKC curriculum suits industry needs

Level of Completion	JKC curriculum suit the present industry needs		
	No	**Yes**	**Grand Total**
Completed training and not Placed	7%	93%	100%
Completed training and opted for higher studies	5%	95%	100%
Completed training and Placed	1%	99%	100%
Undergoing training	7%	93%	100%
Grand Total	**6%**	**94%**	**100%**
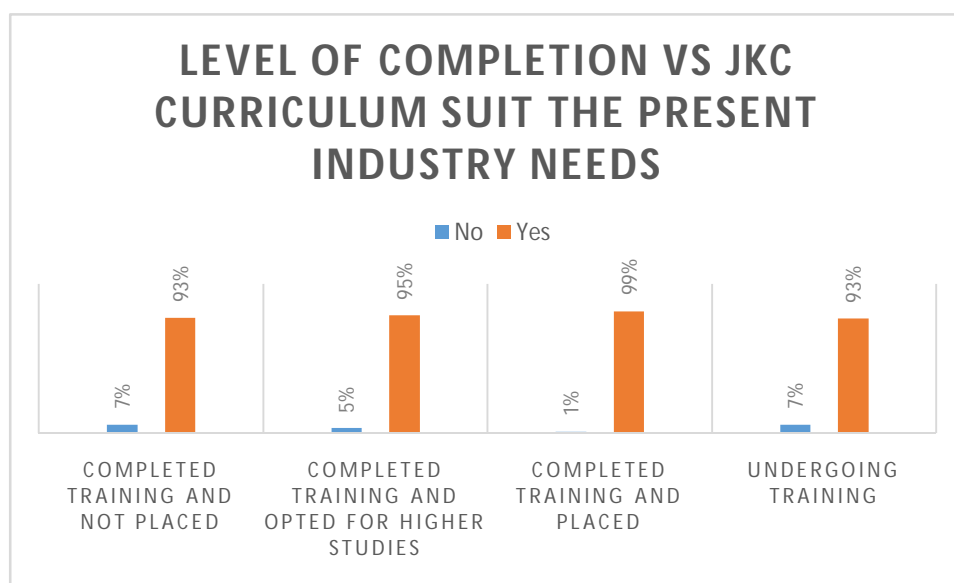
Remark: Among the respondents of survey, most of the students of all the levels of completion of JKC are under the impression that the JKC curriculum suits the present industry standards

Relationship analysis with respect to Reasons for opting JKC and opinion on JKC curriculum suits present industry needs

	Yes	No	Total
Higher Studies	31%	1%	32%
Govt. jobs	49%	3%	52%
corporate jobs	21%	1%	22%
To acquire Better skills	47%	3%	49%
Other	3%	0%	4%
Total	94%	6%	100%
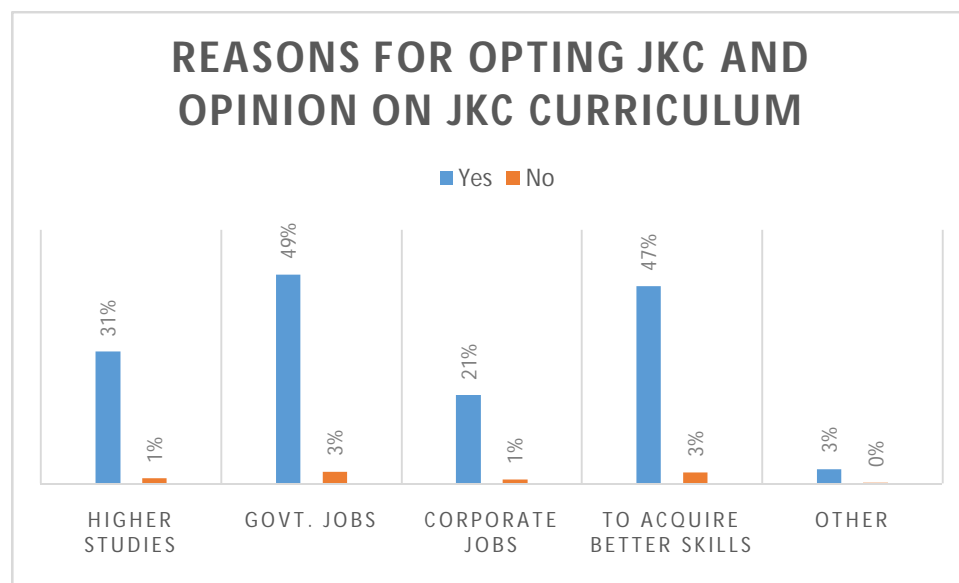
Remark: Among the respondents of survey, most of the students irrespective of their reasons for opting JKC are of the opinion that the JKC curriculum suits present industry standards

Relationship analysis with respect to Reasons for opting JKC and likely to opt other training programs

	Tally	Pharma	Medical Transcription	IBPS	Special training	Java	Hardware and Networking	Others	Total
Higher Studies	16%	5%	5%	21%	17%	11%	13%	3%	32%
Govt. jobs	25%	7%	8%	36%	29%	13%	19%	4%	52%
corporate jobs	12%	3%	3%	15%	12%	7%	9%	2%	22%
Better skills	25%	6%	7%	36%	26%	15%	20%	4%	50%
Other	3%	1%	1%	3%	2%	2%	2%	0%	4%
Total	48%	10%	12%	67%	47%	25%	33%	8%	100%

REASONS FOR OPTING JKC PROGRAM AND LIKELY TO OPT OTHER PROGRAMS
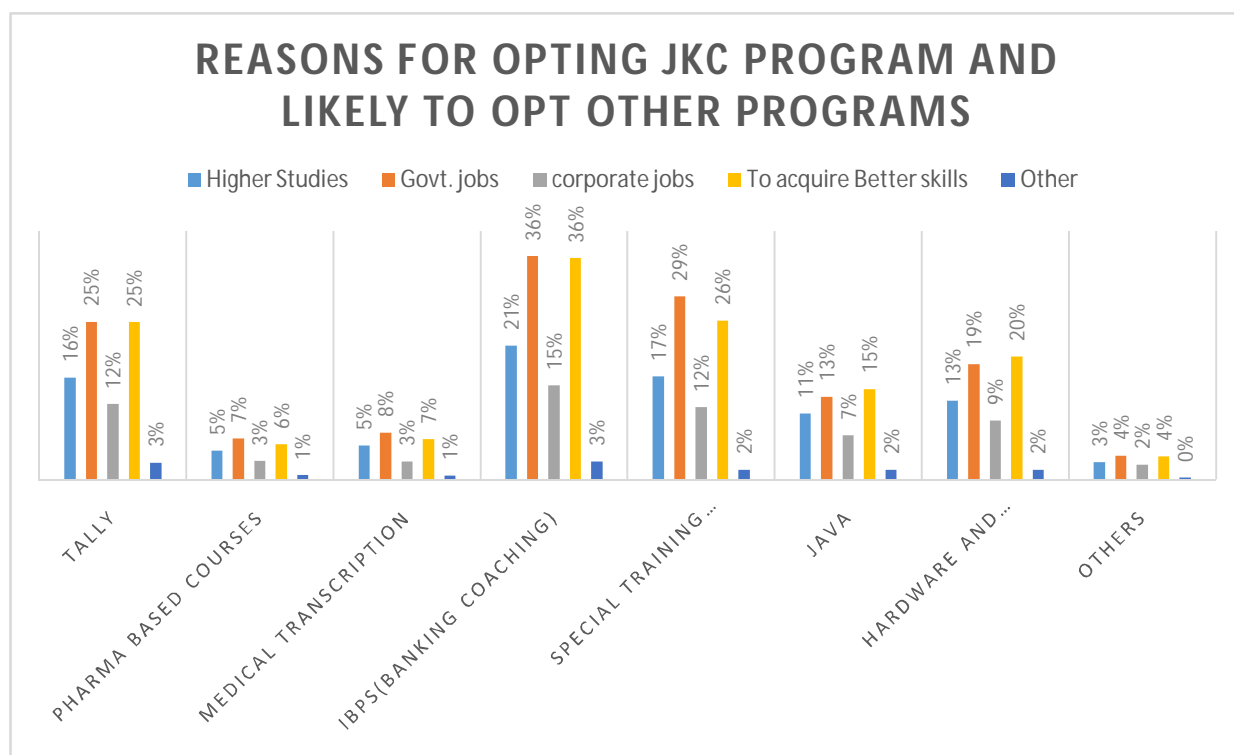
Remark: From the above one can identify that there is a huge demand for IBPS from students, among the respondents of the survey, most of the students irrespective of their reasons for opting JKC willing to opt for IBPS

Relationship analysis with respect to sessions held in training program and infrastructure available/sufficient

	JKC EL lab	JKC IT Lab/computer lab	Library	Class Room	Total
Computer Lab	48%	40%	34%	65%	75%
Language Lab	47%	41%	31%	64%	74%
Total	64%	57%	43%	85%	100%

LAB SESSION HELD VS INFRASTRUCTURE AVALIABILITY
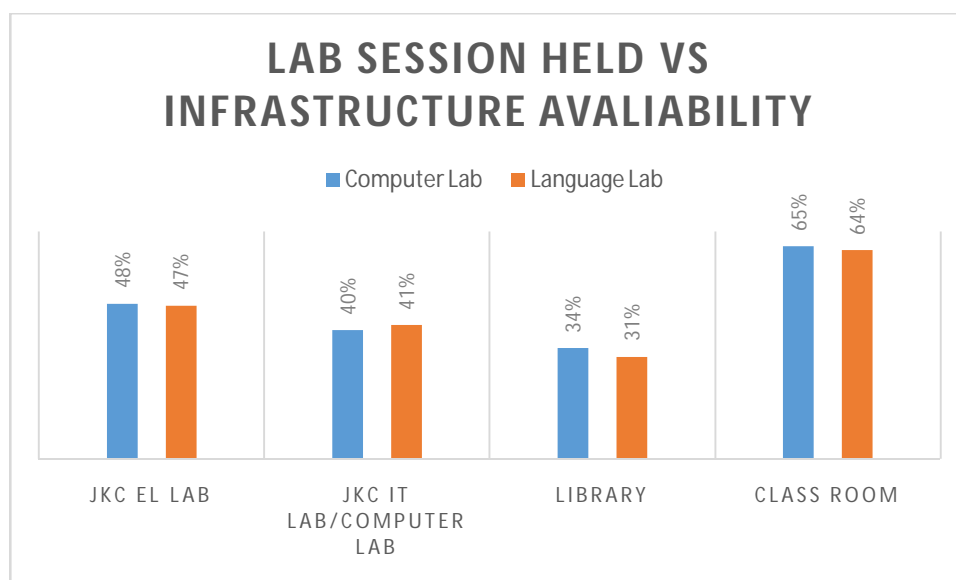
Remark: One can notice from the above table / graph that, the infrastructure is adequate to held the

sessions comfortably

Annexure 9 – Question Wise Answers by Mentors

Q2. Age

	Frequency	Percent
22-30 years	36	40.0
30-35 years	14	15.6
35-40 years	12	13.3
40 years and above	28	31.1
Total	90	100.0

Remark: The above indicate, most of the mentors are of age group 22 – 30 years
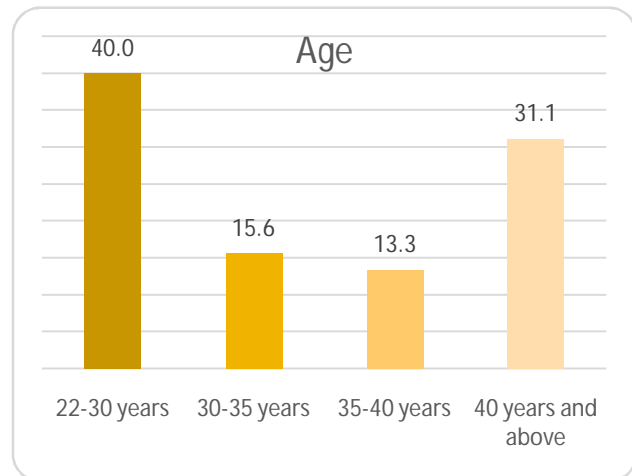
Q3. Gender

	Frequency	Percent
Male	57	63.3
Female	33	36.7
Total	90	100.0

Remark: Among the respondents of the survey, most of the mentors are males
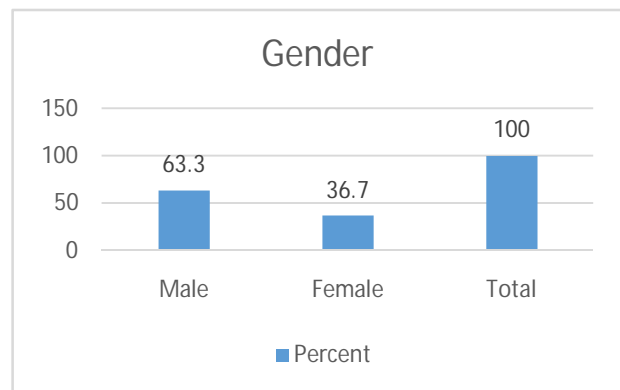
Q4. How are you associated with JKC?

	Frequency	Percent
Fulltime mentor	50	55.6
Part-time mentor	4	4.4
Guest English mentor	36	40.0
Total	90	100.0

Remark: One can observe that the majority of the mentors are associated as a full time mentors with JKC

Association with JKC
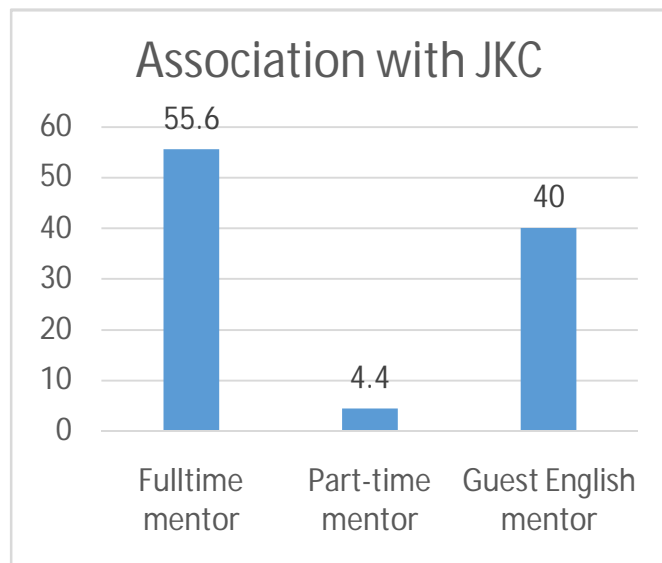
Q5.EducationalQualification

	Frequency	Percent
Graduation	13	14.4
P.G	59	65.6
PhD	10	11.1
Others	8	8.9
Total	90	100.0

Remark: The above indicate, majority of the mentors education qualification is P.G

Educational Qualification
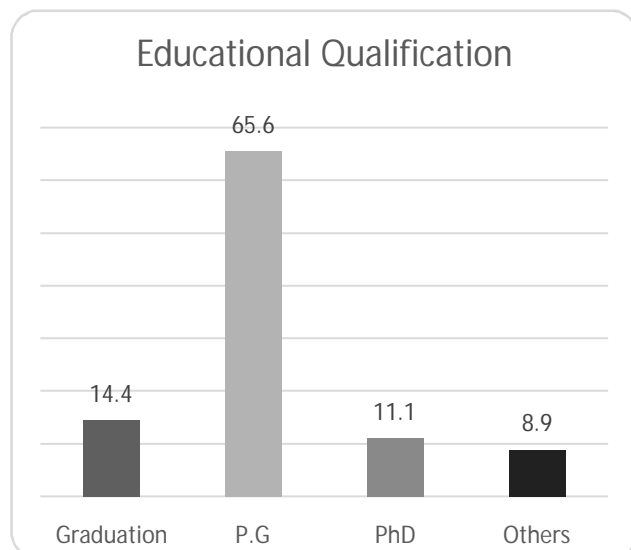
Q6. Present place of work

	Frequency	Percent
Urban	10	11.1
Rural	7	7.8
Semi-urban	4	4.4
Total	21	23.3

Remark: Among the respondents of the survey, maximum mentors present place of work is from urban

Present place of work
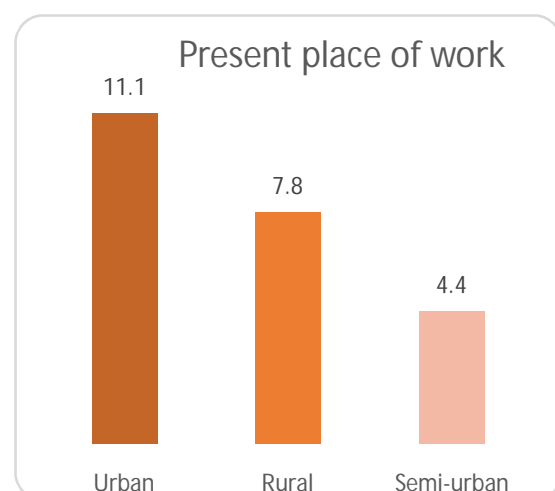
Q9.Previousexperience as a Mentor is mainly from

	Frequency	Percent
Urban	33	36.7
Rural	27	30.0
Semi Urban	10	11.1
Semi Rular	1	1.1
Total	90	100.0

Remark: It is evident that, most of the mentors are previously experienced as a mentor from urban followed by rural
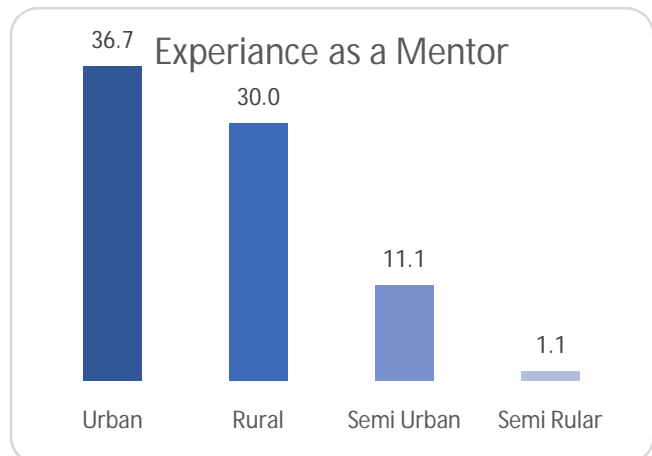
Experiance as a Mentor

10. Does the curriculum suit the present industry needs

	Frequency	Percent
Yes	86	95.6
No	4	4.4
Total	90	100.0

Remark: Majority of the mentors are of the opinion that the JKC curriculum suits the present industry standards

Opinion on JKC curriculum suit the present industry needs
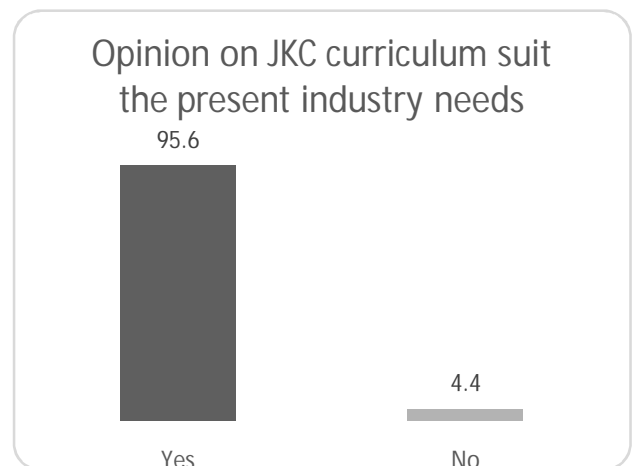
Q 11. Does the curriculum help the student pursue higher studies?

	Frequency	Percent
Yes	83	92.2
No	7	7.8
Total	90	100.0

Remark: Majority of the mentors are of the opinion that the curriculum helps the students pursue higher studies

Opinion on JKC curriculum suit for opting higher studies
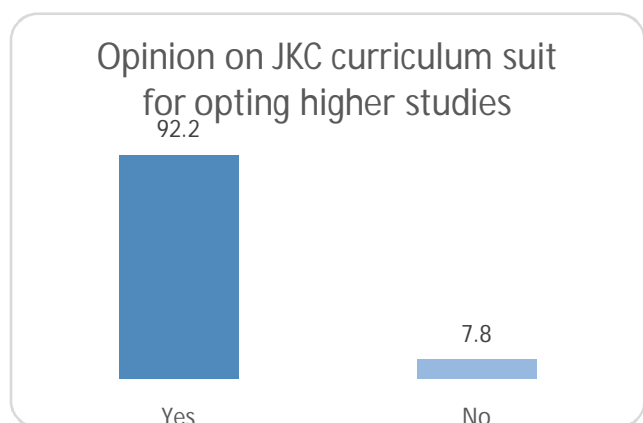
**Q12. Are the present 250 hours sufficient
for the training program**

	Frequency	Percent
Sufficient	44	48.9
Increase the Hours	38	42.2
Not sure	2	2.2
Total	90	100.0

Remark: Most of the mentors feels that the
prescribed 250 hours of time is sufficient and
few of them suggested to increase the hours
so as to benefit the students

Opinion on present 250 hours
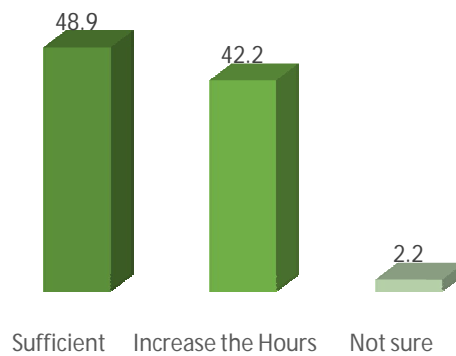
Q13.If you expect increase in training hours, components that require more hours

	0-5Hrs	5-10Hrs	10-15Hrs	15-20hrs
Communication Skills	26	12	12	12
Soft Skills	25	21	20	20
Aptitude Skills	18	15	15	15
Technical Skills	19	11	11	10
General Awareness	21	23	22	21
Practical's/Hands On Trainig	22	12	11	11

Expect increase in training hours
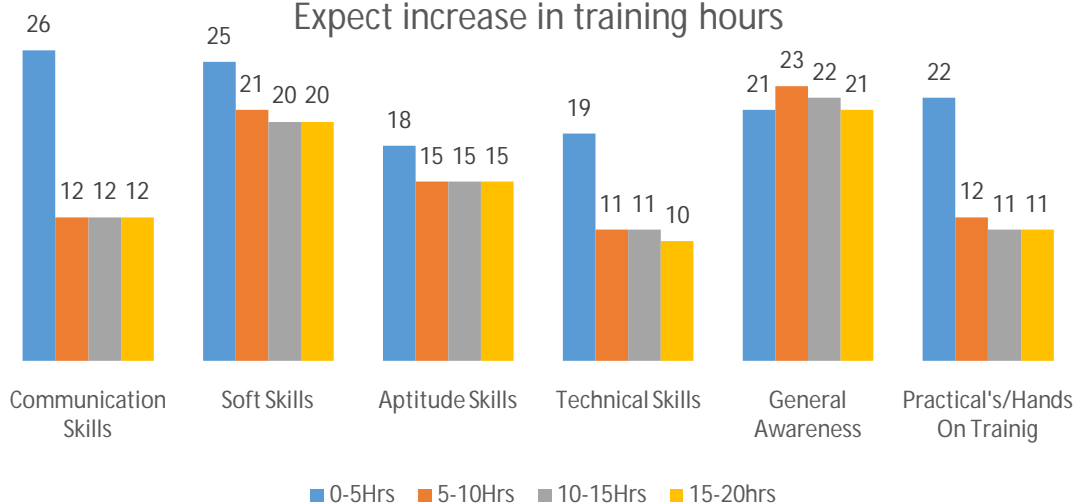
Remark: The above indicate divided views on increase in training time , most of the
stakeholders are of opinion to increase in training hours by 5-10 hours so as to favour students

Q14. Are students showing interest towards JKC training program?

	Frequency	Percent
Yes	88	97.8
No	2	2.2
Total	90	100.0

Remark: The above indicate, according to the mentors almost all the students of the survey showing interest towards JKC training program
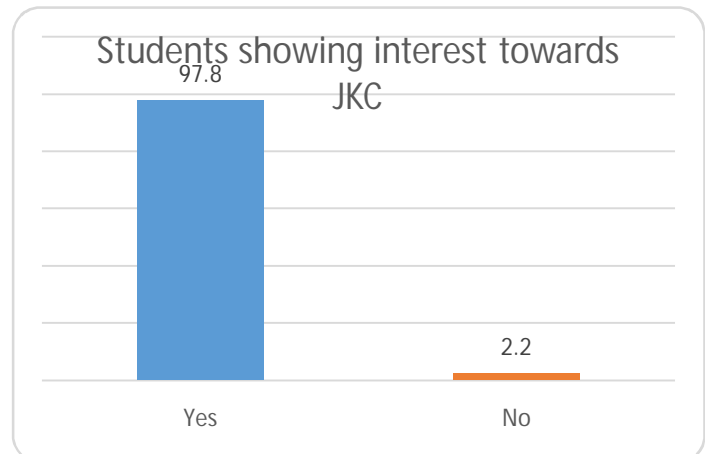
Q15. Do you think any extra modules should be added to the JKC curriculum

	Frequency	Percent
Yes	38	42.2
No	50	55.6
Total	90	100.0

Remark: The above show that the majority of the mentors feel, JKC modules are good and it is not required to add any extra modules
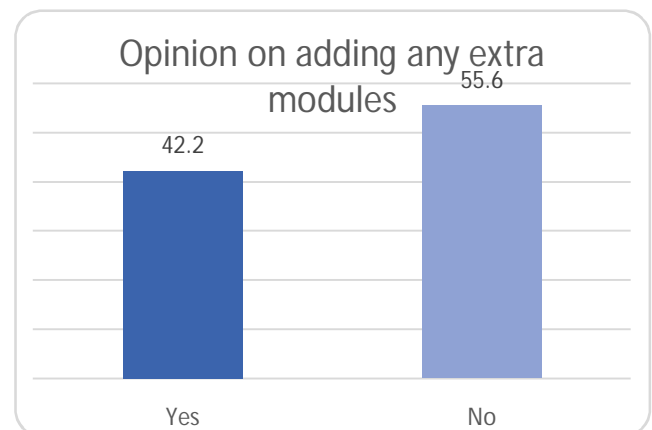
Q16. Do you think any additional courses be planned on JKC Platform?

	Frequency	Percent
Yes	48	53.3
No	41	45.6
Total	89	98.9

Remark: Most of the mentors are of the opinion that, the additional courses be planned on JKC Platform
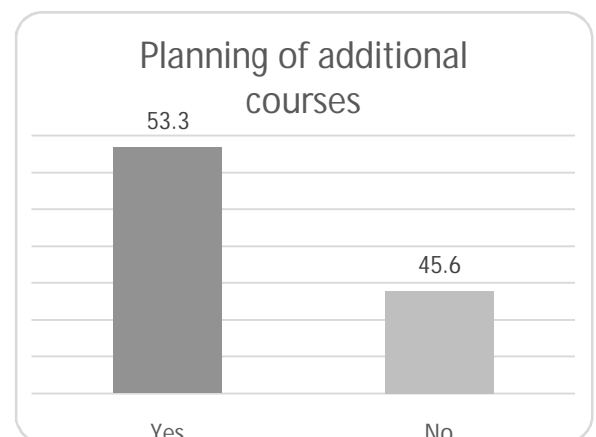
Q17.Is the infrastructure available / sufficient

	Yes/Up to the mark	Yes /Up Not to the Mark	No
English Language Lab	49	20	16
Computer Lab	55	16	7
Library	50	15	14
Class Room	61	12	7

Infrastructure available / sufficient
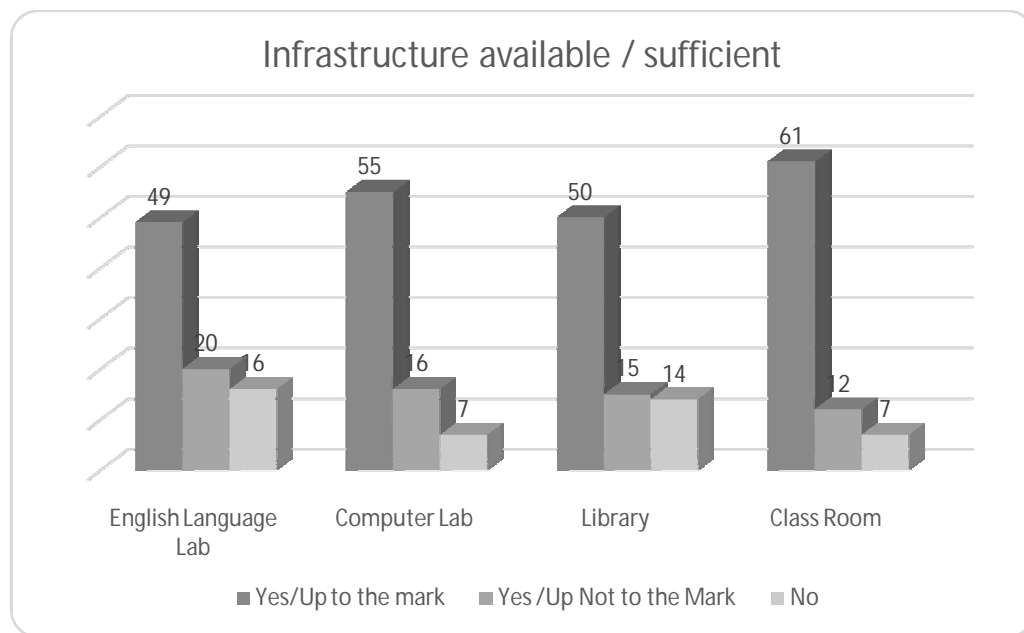
Remark: One can notice from the above that ,majority mentors are of the Opinion that the infrastucture available is sufficient to conduct JKC program

Q18.Tick the evaluative practices you are following.

Periodical tests	72
Assignments	65
Projects	25
Group discussions	78
Mock interview	65
Specify if any other	22

Evaluative practices

Periodical tests	Assignments	Projects	Group discussions	Mock interview	Specify if any other
72	65	25	78	65	22
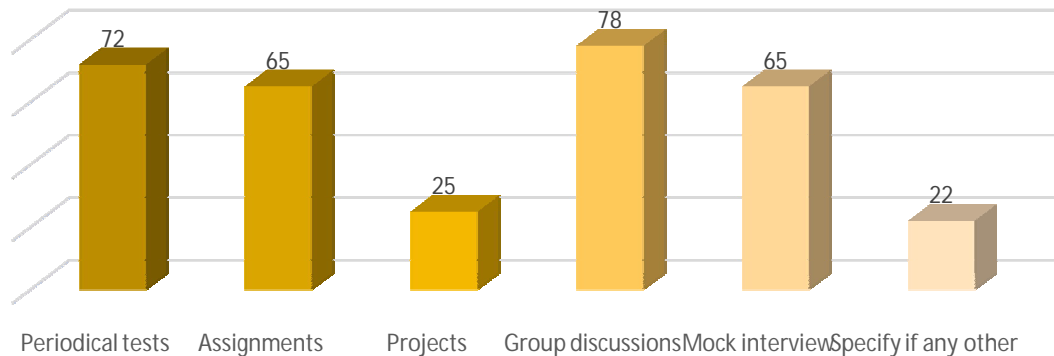
Remark: Among the respondents of the survey, most of the mentors evaluate students by group discussions and periodical tests

Q19. Are you able to assess the students as per the schedule?

	Frequency	Percent
Yes	80	88.9
No	10	11.1
Total	90	100.0

Remark: One can notice that, most of the mentors areable to assess the students as per the schedule

Able to assess the students as per the schedule

Yes	No
88.9	11.1
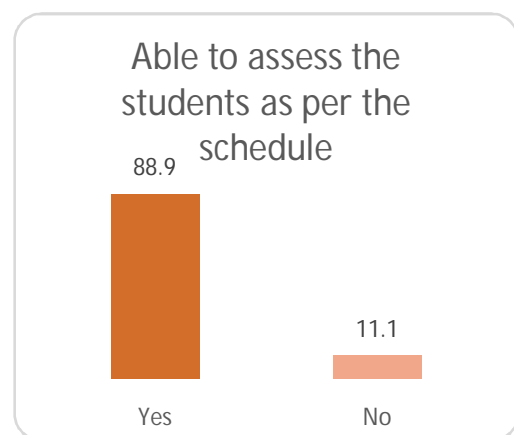
20. Rate the following statement

"More assessments should be included in curriculum"/ Training Schedule

	Frequency	Percent
Strongly agree	20	22.2
Agree	57	63.3
Neither agree nor disagree	2	2.2
Disagree	11	12.2
Total	90	100.0

Opinion on Curriculum / Training Schedule

63.3

22.2

2.2

12.2

Strongly agree   Agree   Neither agree nor disagree   Disagree
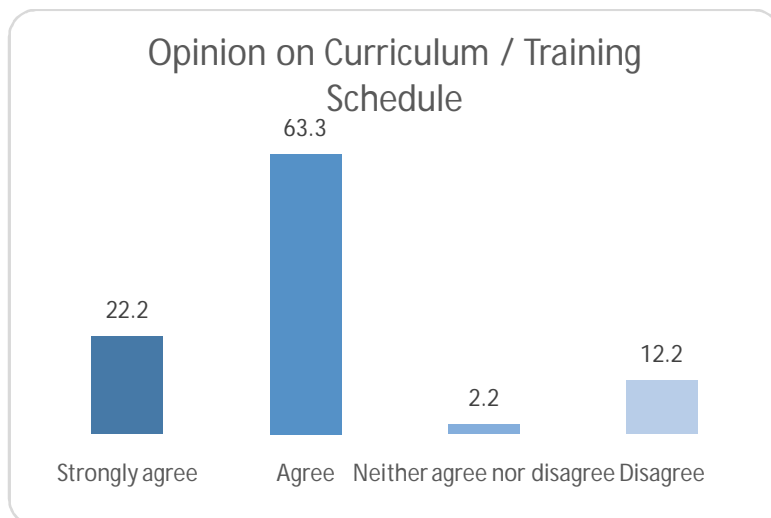
Remark: The above indicate, most of the mentors agree that the more assessments should be included in curriculum"/ Training Schedule

Q21. Are you taking any measures for slow learners (Who require more time in understanding the concepts)

	Frequency	Percent
Yes	88	97.8
No	1	1.1
Total	90	100.0

Remark: Most of the mentors so as to benefit the students, they are taking measures for slow learners

Opinion on Taking any measure for slow learners

97.8

1.1

Yes   No
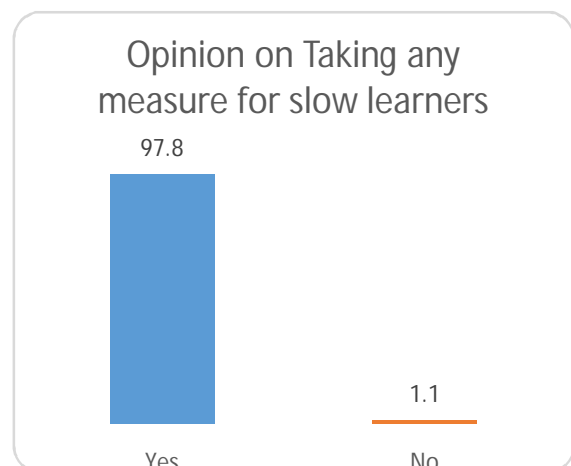
Q22.In your opinion are the students adequately trained in employable skills?

	Frequency	Percent
Yes	79	87.8
No	11	12.2
Total	90	100.0

Remark: The above indicate that, most of the mentors are of the opinion that the students adequately trained in employable skills

Opinion on Students adequately trained in employable skills

87.8

12.2

Yes   No
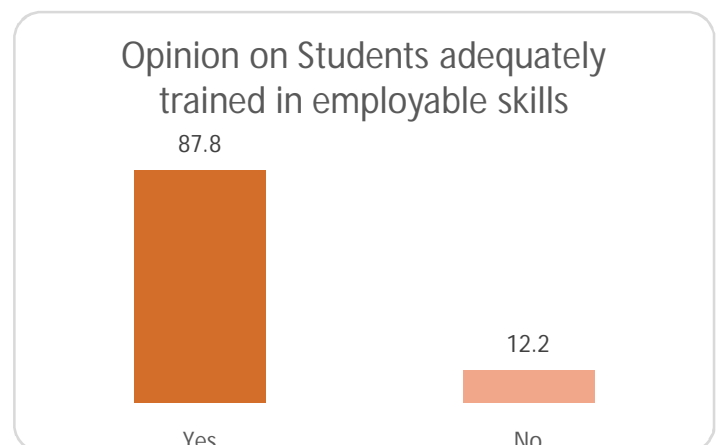
Q23. Are you able to ensure individual attention to all students?

	Frequency	Percent
Yes	86	95.6
No	4	4.4
Total	90	100.0

Able to ensure individual attention on all students
95.6
4.4
Yes   No

Remark: Most of the mentors are able to ensure individual attention to all students
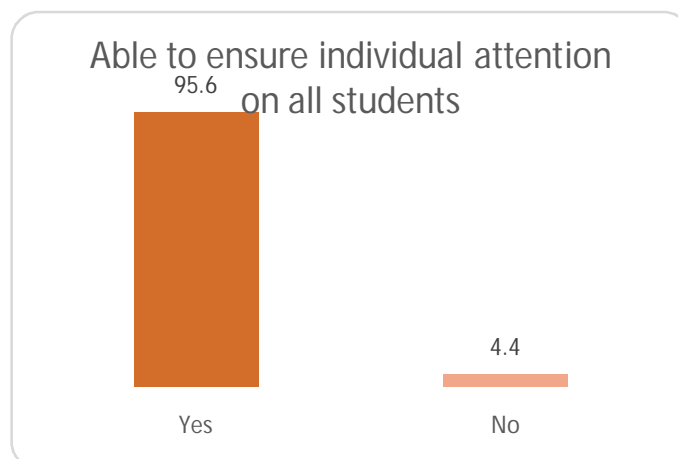
Q24. What are the components where majority of students are weak in?

	Opted
English Communication/Speaking skills	80
Soft skills	44
itude skills	15
Technical skills	17
General awareness	29

Opinion on majority of students are weak in
80 44 15 17 29
English... Soft skills Aptitude skills Technical skills General awareness

Remark: According to the respondents of survey, most of the mentors are of the opinion that the students are weak in English communication skills / speaking skills
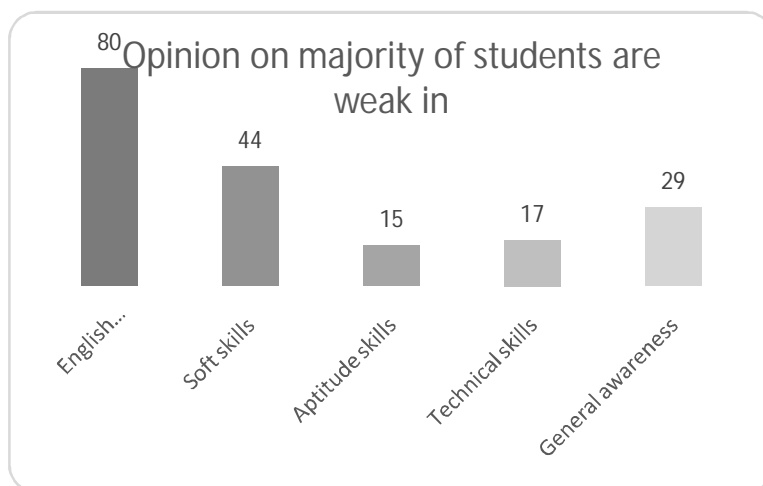
Q25. What are the components where-in the students are doing well

	Opted
English Communication/Speaking skills	10
Soft skills	25
Aptitude skills	59
Technical skills	46
General awareness	43

Components where-in majority of students doing well
70 60 50 40 30 20 10 0
10 25 59 46 43
English... Soft skills Aptitude skills Technical skills General awareness

Remark: According to the respondents of survey, most of the mentors are of the opinion that the students are doing well in aptitude skills and technical skills
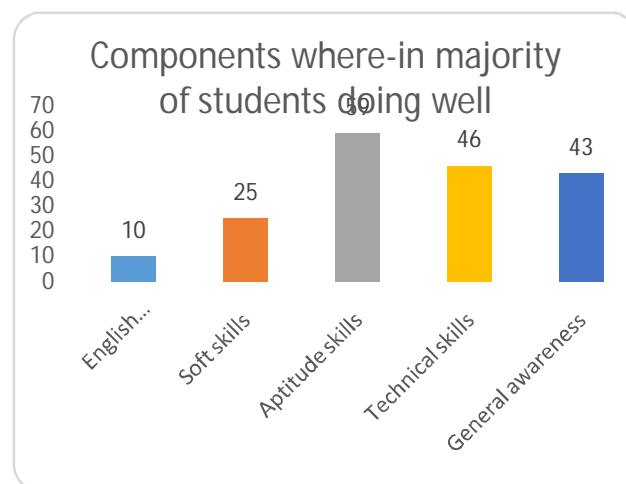
Q26. Do students attend JKC sessions regularly?

	Frequency	Percent
Yes	77	85.6
No	12	13.3
Total	90	100.0

Remark: Majority of the mentors agree that the students attend JKC sessions regularly

Opinion on students regularity
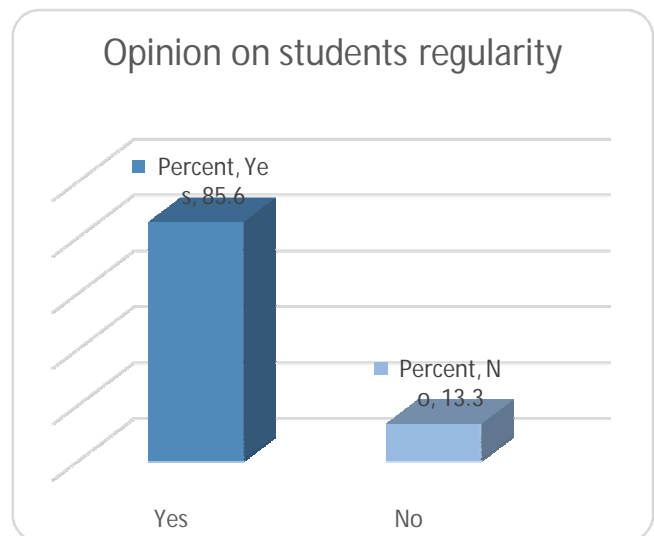
Q27. Is the present method of teaching / imparting skills under JKC program suitable?

	Frequency	Percent
Yes	75	83.3
No	5	5.6
Can't say	9	10.0
Total	90	100.0

Remark: One can notice from the above that ,most of the mentors are of the Opinion that the JKC is imparting all the requisite skills efficiently

Opinion on teaching / imparting skills of JKC
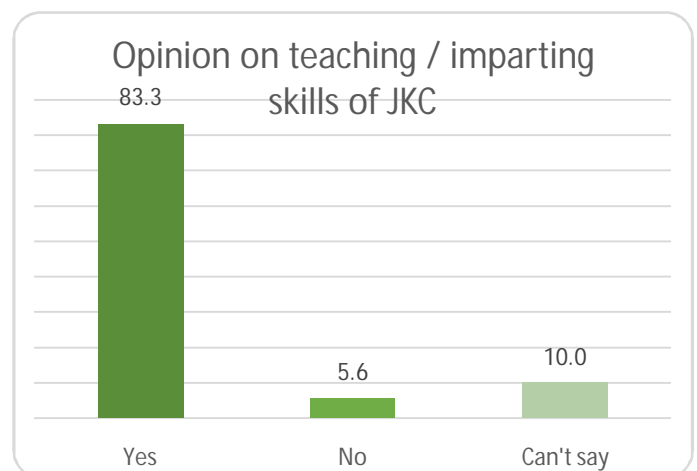
Q28. How do you rate placement assistance offered by JKC?

	Frequency	Percent
Very Good	17	18.9
Good	42	46.7
Average	22	24.4
Below Average	3	3.3
Poor	5	5.6
Total	90	100.0

Rating on placement offered by JKC
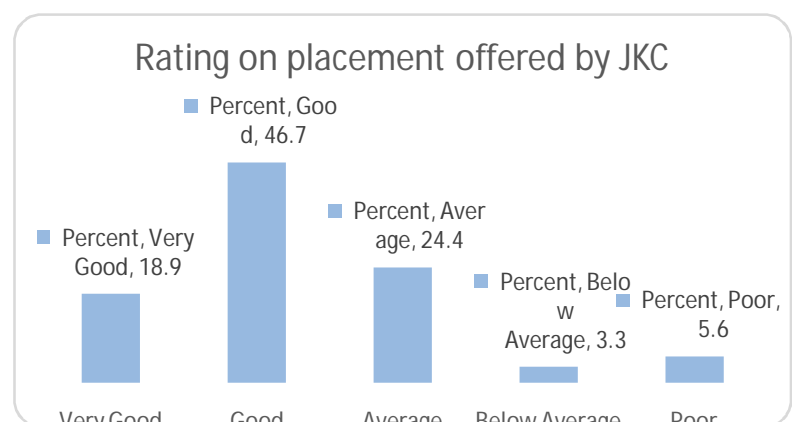
Remark: One can observe from the above that, most of the mentors rated placemets as good

	Frequency	Percent
Yes	68	75.6
No	14	15.6
Total	90	100.0

29. Are the parents/guardians satisfied with the JKC training program?

	Frequency	Percent
Yes	86	95.6
No	2	2.2
Total	90	100.0

Remark: The above indicate that, majority of the mentors are of the opinion that parents / guardians happy with the JKC training program
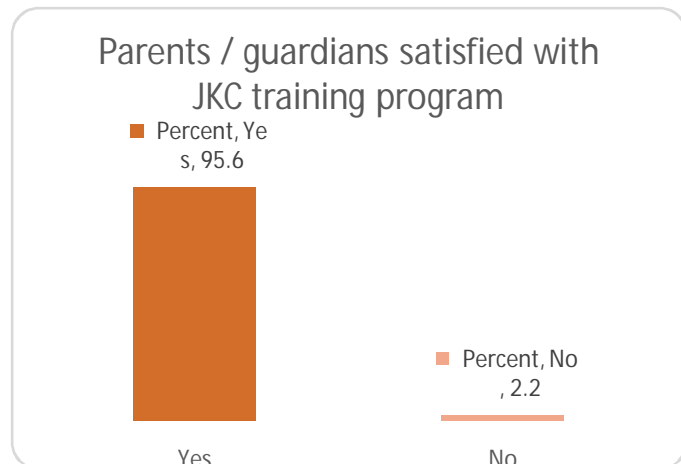
Q31. Would you like tocontinue with JKC

	Frequency	Percent
Yes	81	90.0
No	5	5.6
Total	90	100.0

Remark: One can observe that most of the mentors would like to continue with JKC
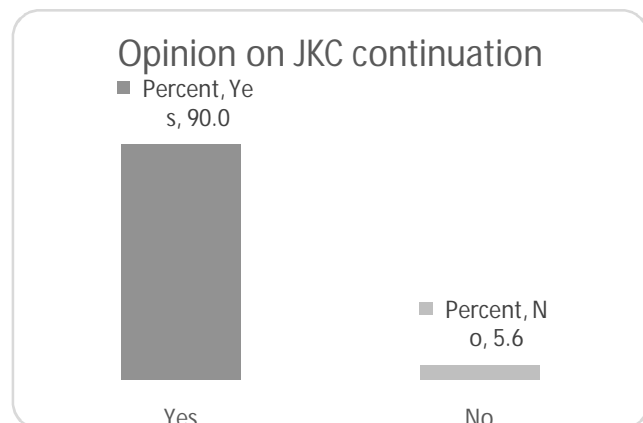
Q33. Is the training imparted adequate to function as Full Time Mentor?

Remark: The above indicate, most of the mentors are of the opinion that the training imparted adequate to function as Full Time Mentor
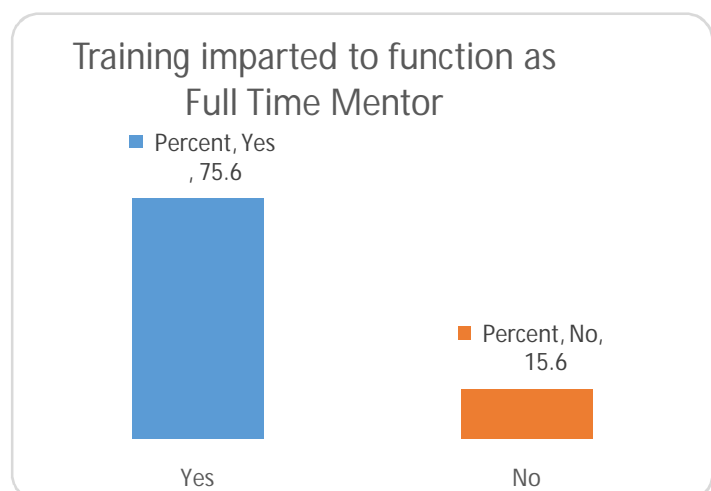
Q36. How satisfied are you being associated with JKC training program

	Frequency	Percent
Extremely satisfied	14	15.6
Satisfied	66	73.3
Somewhat satisfied	6	6.7
Not at all satisfied	2	2.2
Total	88	97.8
Missing System	2	2.2
Total	90	100.0

Remark: One can notice from the above that ,majority of the mentors are satisfied for being associated with JKC training program

Satisfied with training program
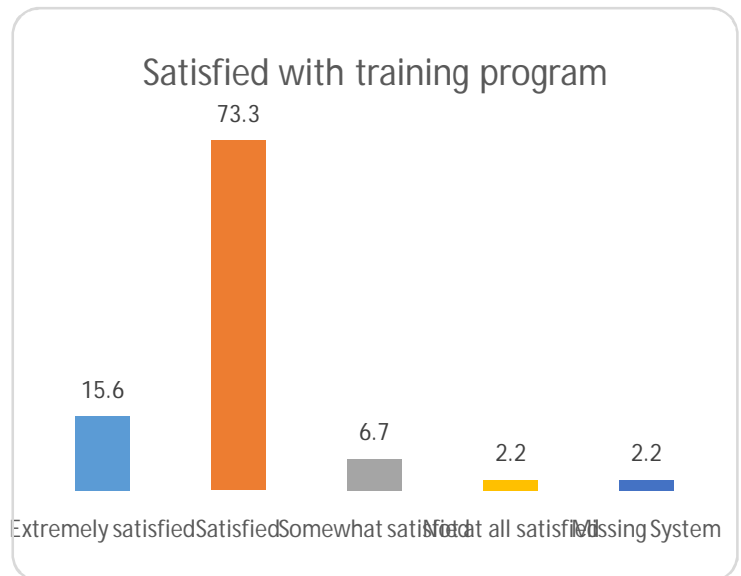
Annexure 10- Relationship analysis of Mentors with respect to associated with JKC and opinion on curriculum suiting for higher education

Association with JKC	Curriculum for higher studies		
Fulltime mentor	No	Yes	Grand Total
Fulltime mentor	0.0%	100.0%	100.0%
Guest English mentor	5.6%	94.4%	100.0%
Part-time mentor	0.0%	100.0%	100.0%
Grand Total	2.2%	97.8%	100.0%
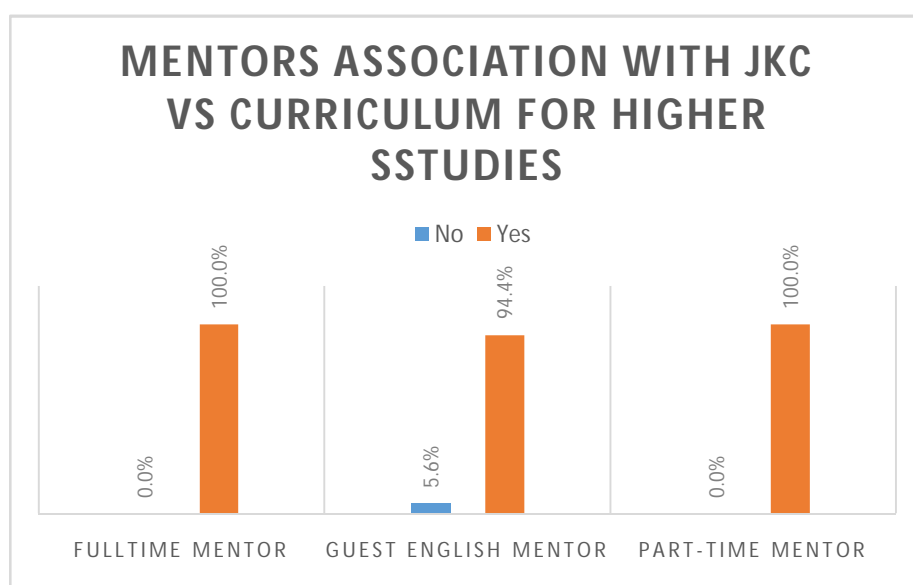
Remark: One can observe from the above cross tab that majority of the mentors are of the opinion that the curriculum helps students pursue higher education

Relationship analysis with respect to total years of experience and interest of the students towards JKC

Association with JKC	Students interest towards JKC		
Fulltime mentor	No	Yes	Grand Total
Fulltime mentor	0%	100%	100%
Guest English mentor	6%	94%	100%
Part-time mentor	0%	100%	100%
Grand Total	2%	98%	100%
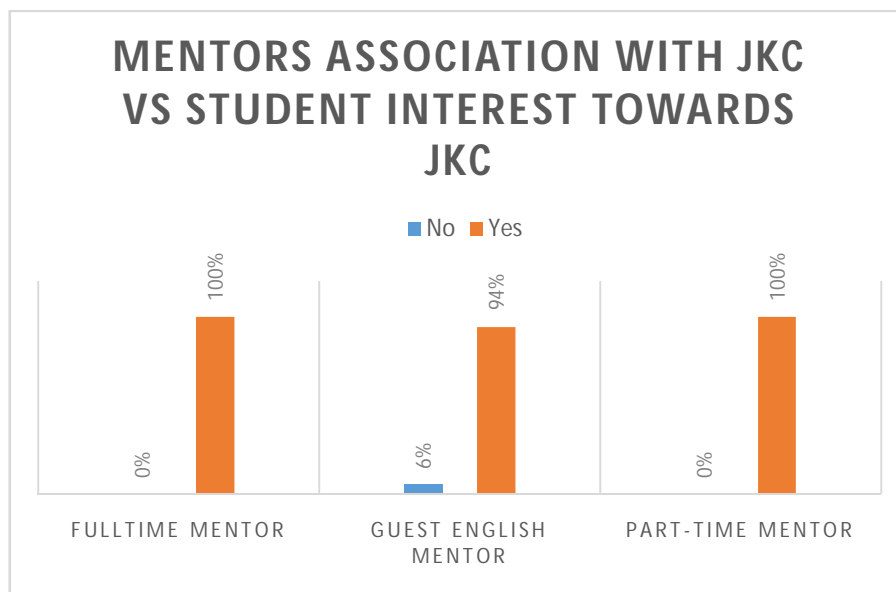
Remark: The above indicate confidence level of mentors on students, 94% and 100% is the confidence level with which one can say that all the mentors are under the impression that the students showing interest towards JKC training program

Relationship analysis with respect to total years of experience and additional courses

Association with JKC	Additional courses to be planned on JKC		
Fulltime mentor	No	Yes	Grand Total
Fulltime mentor	35%	65%	100%
Guest English mentor	63%	37%	100%
Part-time mentor	50%	50%	100%
Grand Total	47%	53%	100%
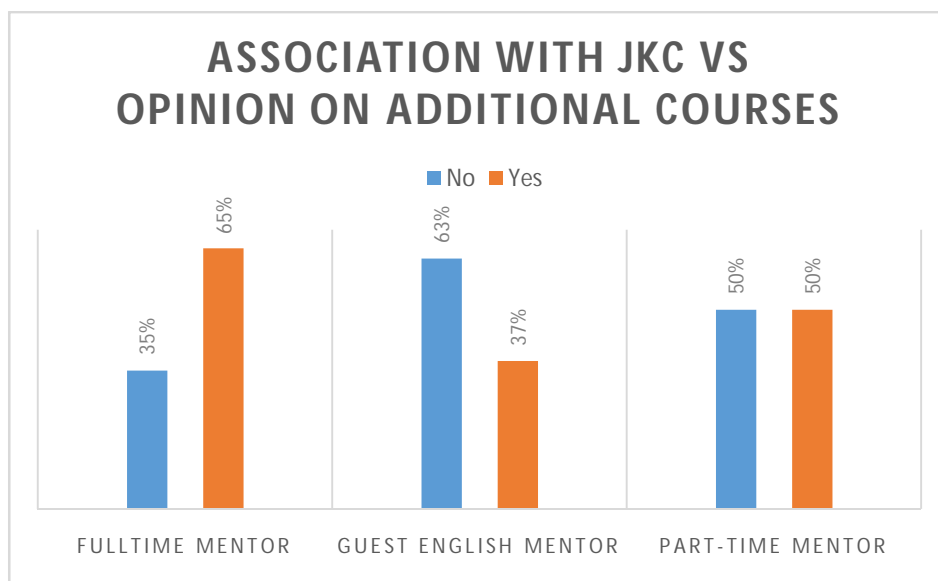
Remark: One can observe from the above that majority of the full time mentors and 50% of part time mentors saying no to the additional courses , 50% of part time mentors and majority of the guest English mentors are of the opinion to plan for the additional courses

Relationship analysis with respect to total years of experience and components where students weak in

	English communication/Speaking skills	soft skills	aptitude skills	technical skills	general awareness
Fulltime mentor	87.8%	42.9%	24.5%	18.4%	30.6%
Part-time mentor	75.0%	0.0%	25.0%	50.0%	0.0%
Guest English mentor	94.4%	63.9%	5.6%	16.7%	38.9%
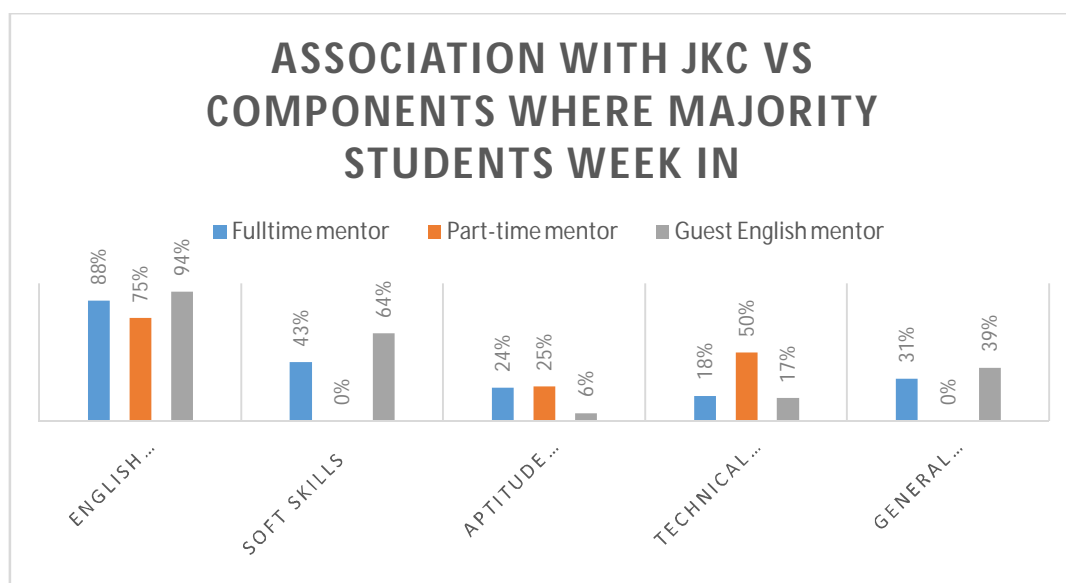
ASSOCIATION WITH JKC VS COMPONENTS WHERE MAJORITY STUDENTS WEEK IN

Remark: One can observe from the above that, majority of the mentors are of the opinion that students are weak in English communication / speaking skills

Relationship analysis with respect to total years of experience and satisfaction level of mentors with JKC

Association with JKC	Satisfaction in associating with JKC				
Fulltime mentor	**Extremely satisfied**	**Not at all satisfied**	**Satisfied**	**Somewhat satisfied**	**Grand Total**
Fulltime mentor	17%	4%	73%	6%	100%
Guest English mentor	14%	0%	77%	9%	100%
Part-time mentor	25%	0%	75%	0%	100%
Grand Total	16%	2%	75%	7%	100%
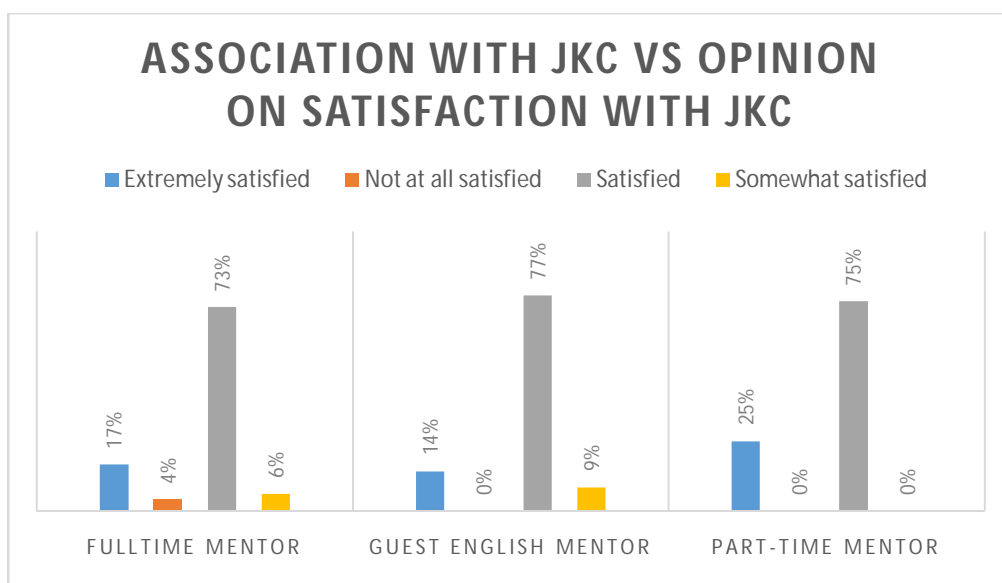
Remark: The above indicate, majority of the mentors are satisfied by being associated with JKC training program

Relationship analysis with respect to education qualification of mentor and curriculum suiting industry standards

Educational qualification	Curriculum suits present industry needs		
Others	No	Yes	Grand Total
Graduation	0%	100%	100%
Others	0%	100%	100%
P.G	5%	95%	100%
PhD	10%	90%	100%
Grand Total	4%	96%	100%

Remark: One can observe from the above that, mentors irrespective of their education qualification are of the opinion that the curriculum suits the present industry standards

Relationship analysis with respect to total years of experience and ensuring individual attention of students

Educational qualification	Individual attention to all students		
Others	No	Yes	Grand Total
Graduation	0%	100%	100%
Others	0%	100%	100%
P.G	5%	95%	100%
PhD	10%	90%	100%
Grand Total	4%	96%	100%

Remark: The above indicate uppermost confidence level of the mentors irrespective of the qualification on ensuring individual attention to all students, majority of the mentors are able to ensure individual attention on the students

**Relationship analysis with respect to present place of work and students interest
towards JKC training program**

Present place of work	Students interest towards JKC	
Semi-urban	Yes	Grand Total
Rural	100%	100%
Semi-urban	100%	100%
Urban	100%	100%
Grand Total	100%	100%

PLACE OF WORK VS INTEREST TOWARDS JKC

■ Yes

100%	100%	100%
RURAL	SEMI-URBAN	URBAN
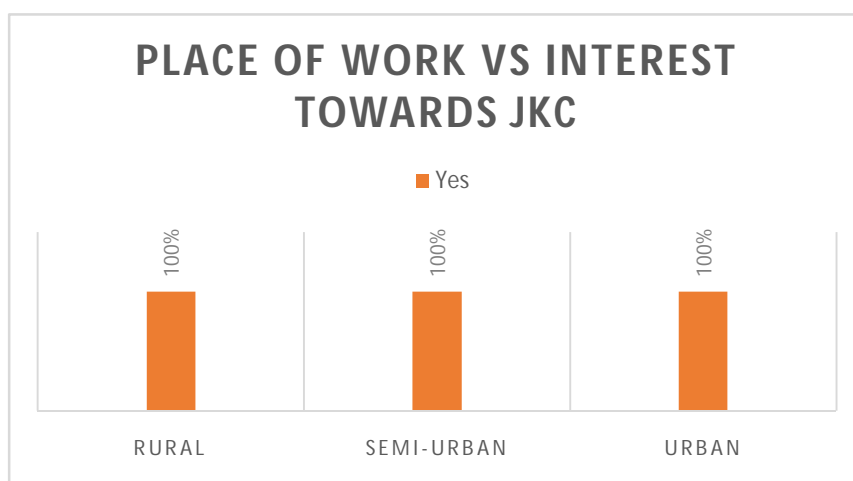
Remark:100% is the confidence level with which one can say that, all mentors irrespective of
their place of work are of the opinion that the students are interested towards JKC training
program

Relationship analysis with respect to total years of experience and addition of extra modules

Present place of work	Opinion on extra modulus addition		
Semi-urban	No	Yes	Grand Total
Rural	43%	57%	100%
Semi-urban	67%	33%	100%
Urban	40%	60%	100%
Grand Total	45%	55%	100%

PRESENT PLACE OF WORK VS OPINION ON EXTRA MODULES ADDITION

■No ■Yes

	RURAL	SEMI-URBAN	URBAN
No	43%	67%	40%
Yes	57%	33%	60%
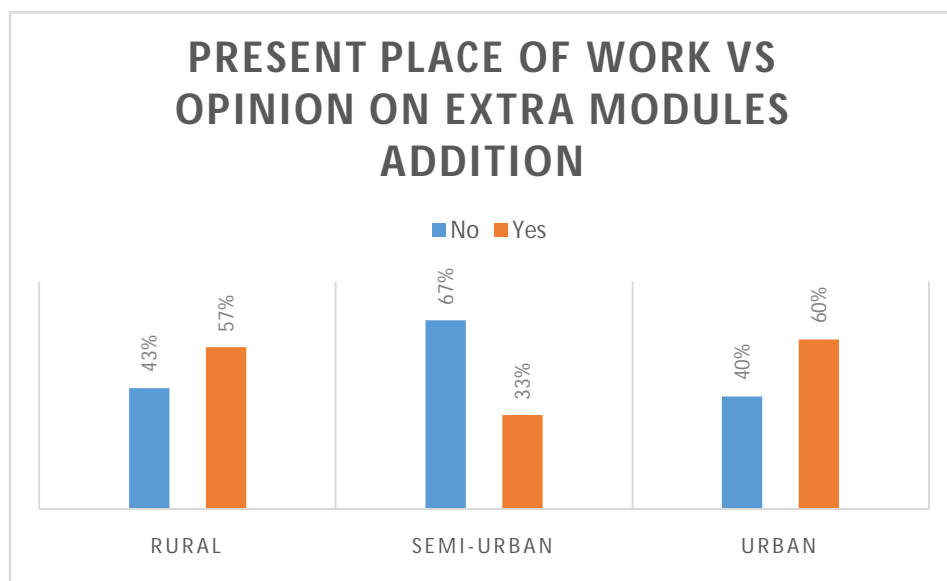
Remark: One can observe that, majority mentors of rural and urban are of the opinion to include additional courses on JKC platform, whereas most of mentors of semi urban says no to the additional modules

Relationship analysis with respect to total years of experience and evaluate practices

	periodical tests	assignments	projects	Group Discussions	mock interviews	others
Urban	90.0%	70.0%	20.0%	100.0%	60.0%	10.0%
Rural	57.1%	85.7%	42.9%	100.0%	85.7%	28.6%
Semi-urban	75.0%	100.0%	25.0%	75.0%	50.0%	25.0%

PRESENT PLACE OF WORK VS EVALUATIVE PRACTICES

■Urban ■Rural ■Semi-urban

90% 57% 75%	70% 86% 100%	20% 43% 25%	100% 100% 75%	60% 86% 50%	10% 29% 25%
PERIODICAL TESTS	ASSIGNMENTS	PROJECTS	GROUPDISCUSSIONS	MOCK INTERVIEWS	OTHERS
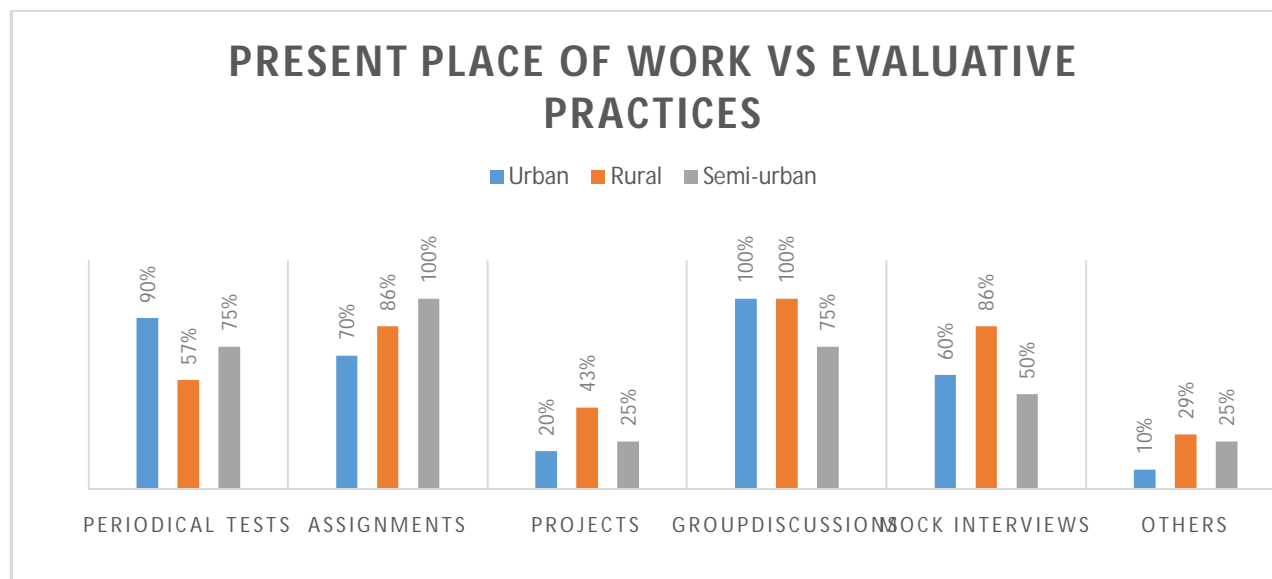
Remark: From the above one can state that the majority of the mentors from urban follow periodical tests and group discussions as an evaluative practice, mentors of rural follow projects, group discussions, mock interviews and others, whereas mentors of semi urban follow assignments as evaluation practice

Relationship analysis with respect to total years of experience and components where students weak in

	English communication/ Speaking skills	soft skills	aptitude skills	technical skills	general awareness
Urban	70.0%	30.0%	40.0%	20.0%	30.0%
Rural	100.0%	85.7%	14.3%	14.3%	14.3%
Semi-urban	75.0%	50.0%	0.0%	25.0%	50.0%

PRESENT PLACE OF WORK VS COMPONENTS WHERE MAJORITY STUDENTS WEAK IN
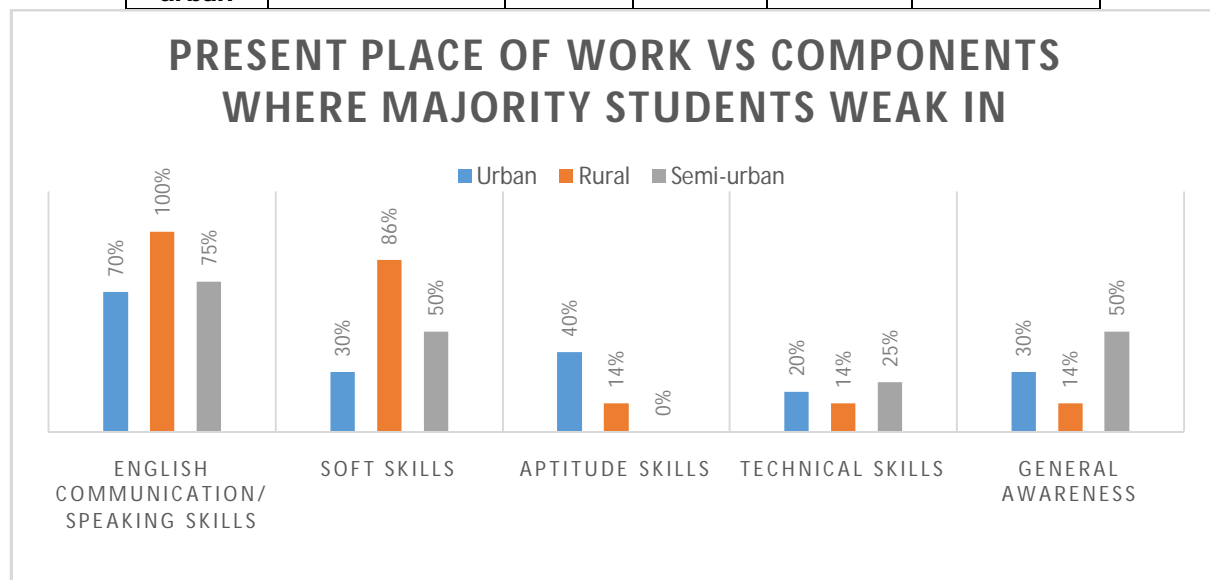
Remark: According to the mentors of urban colleges most of the students are weak in aptitude skills, conferring to the mentors of rural students' are weak in English communication skills and soft skills and mentors of semi urban are op opinion that students are weak in general awareness

Relationship analysis with respect to curriculum suiting present industry standards and rating on placement assistance

Curriculum suits	Rating on placements assistance					
Yes	Average	Below Average	Good	Poor	Very Good	Grand Total
No	75%	0%	0%	25%	0%	100%
Yes	23%	4%	49%	5%	20%	100%
Grand Total	25%	3%	47%	6%	19%	100%
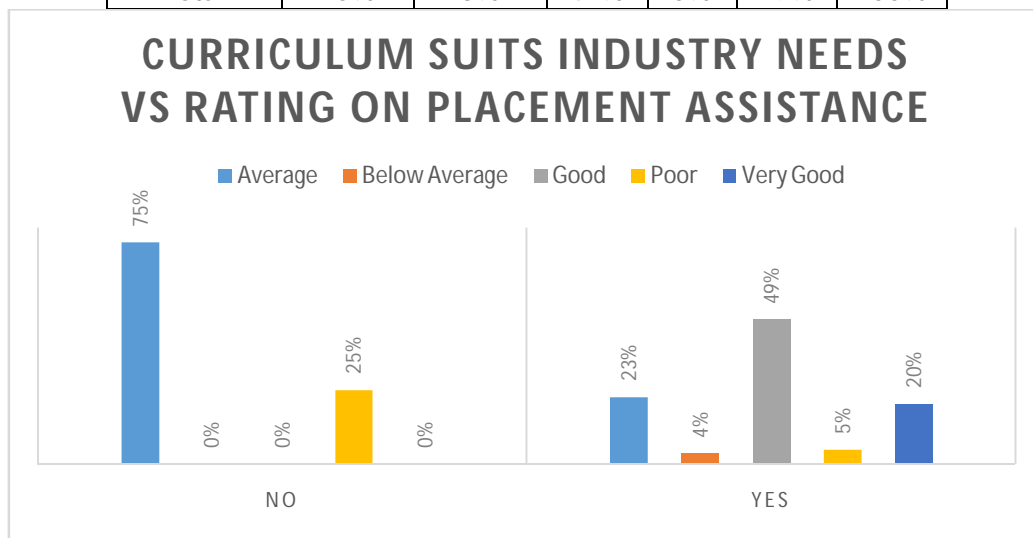
Remark: The above indicate, mentors who are of the opinion that curriculum suits present industry standards, majority rated placements assistance as very good and mentors who are of the opinion that curriculum does not suits present industry standards, majority rated placements assistance as average

Annexure 11 – Question wise Answers by Coordinators

Q2. Age

	Frequency	Percent
25-28	3	5.7
28-32	1	1.9
33 and above	49	92.5
Total	53	100.0

Remark: From the above table / graph one can observe that majority of the ordinators are in the age group of 33 and above

Age
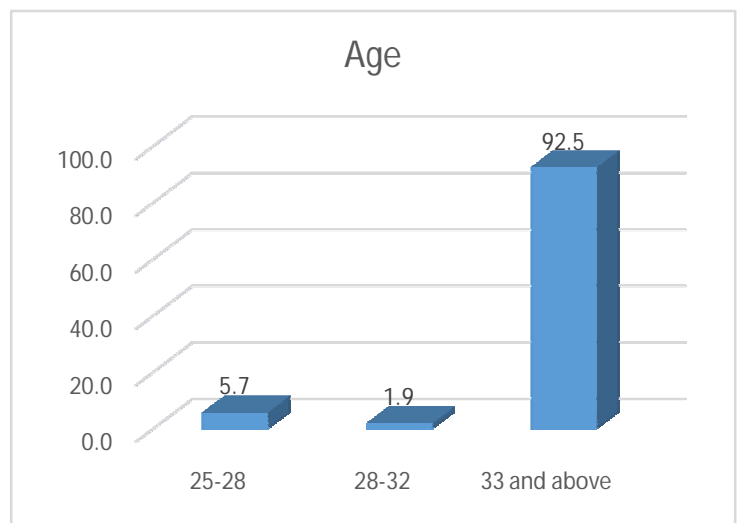
Q3. Gender

	Frequency	Percent
Male	41	77.4
Female	12	22.6
Total	53	100.0

Remark: One can notice that male coordinators are more than that of female coordinators

Gender
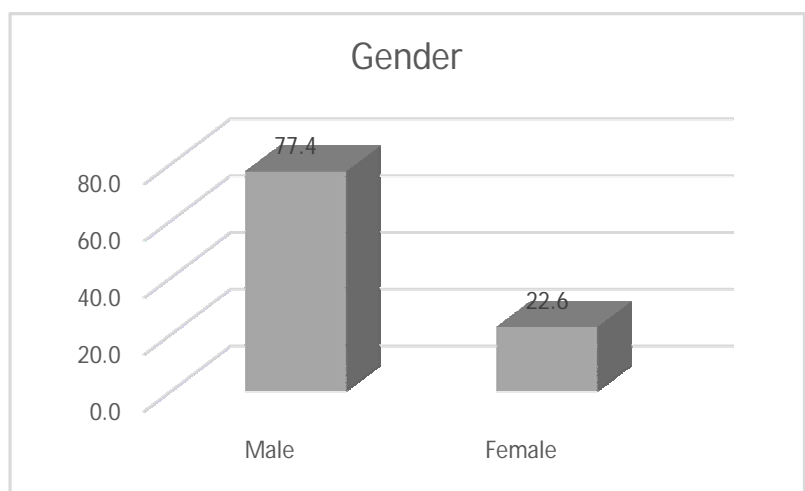
Q6.Total years of Experience as a JKC Coordinator

	Frequency	Percent
Urban College	23	43.4
Semi urban College	13	24.5
Semi-rural College	1	1.9
Rural College	14	26.4
Total	53	100.0
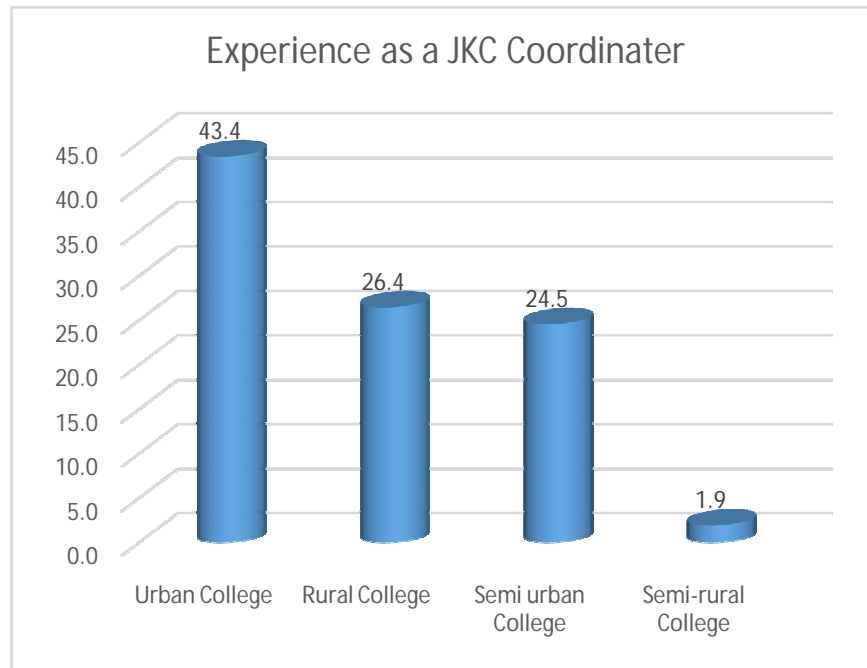
Remark: Most of the JKC coordinators are experienced from Urban College followed by Rural and Semi urban college

Q7.Rate the components of the JKC training program

	Excellent	Very Good	Good	Average	Poor
Communication Skills	18	26	8	1	0
Soft skills	12	29	11	0	0
Aptitude Skills	13	25	14	0	0
Technical Skills	10	22	16	1	2
General Awareness	8	21	15	6	1
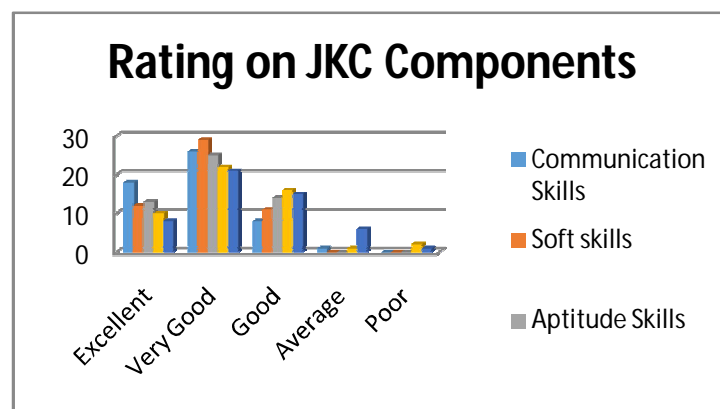
Remark: Most of the Coordinators are under impression that all the components of training program are good

Q11. If you think increase in training hours will help the students, which components require more Hours

	0-5hrs	5-10hrs	10-15hrs	15-20hrs
Communication skills	9	16	13	7
Soft skills	17	19	6	2
Aptitude skills	18	14	8	3
Technical skills	14	17	8	3
General Awareness	14	20	8	3
Practical's / Hands on Training	12	13	9	8
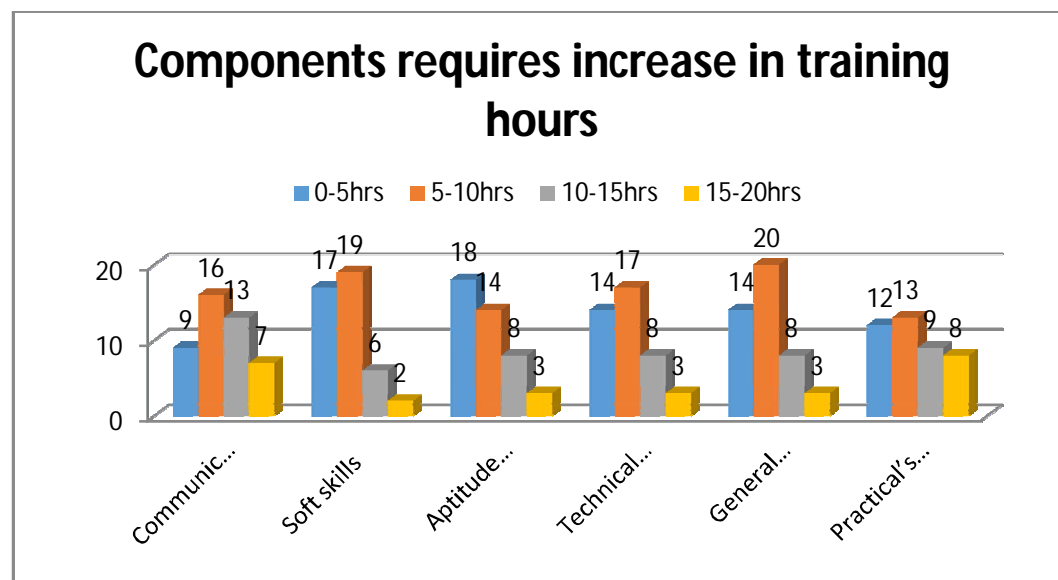
Remark: Most of the coordinators are under the impression that the training hours should be increased by 5-10hrs. to help the students

Q12 . Are the training sessions completed within the specified time i.e. 250 hrs. / 90 days

	Frequency	Percent
As per Specified time	46	86.8
Later than the Specified time	6	11.3
Total	53	100.0

Opinion on Training session completion
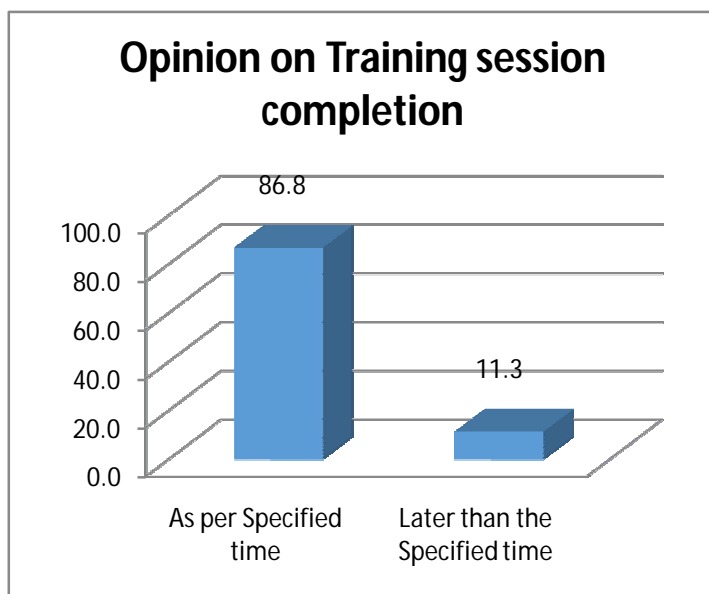
Remark: Most of the coordinators are of the opinion that the training sessions completed as per specified time

13. Is the infrastructure available / sufficient

	Yes / Up to the Mark	Yes / not up to the Mark	No
English Language Lab	37	13	3
Computer Lab/JCK IT Labs	33	12	7
Library	26	13	13
Class Room	34	8	11
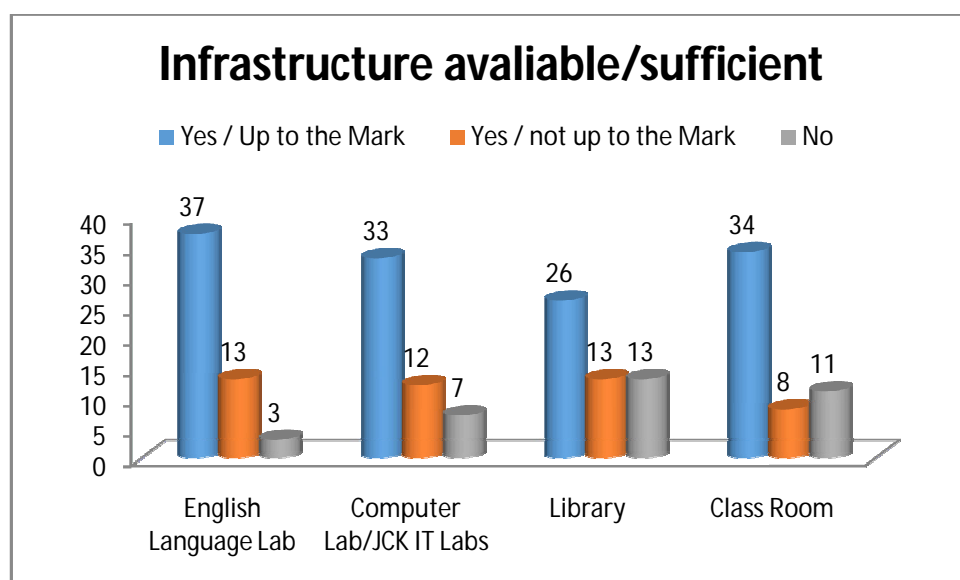
Remark: Majority of the coordinators is in the impression that infrastructure is available and Sufficient, only few feel that infrastructure is not up to the mark.

Q14. Is the material supplied in Time?

	Frequency	Percent
In time	43	81.1
Not on time	2	3.8
Not issued	6	11.3
Total	53	100.0

Remark: Most of the coordinators are of the opinion that the material supplied in time

Material supplied

81.1 — In time
3.8 — Not on time
11.3 — Not issued
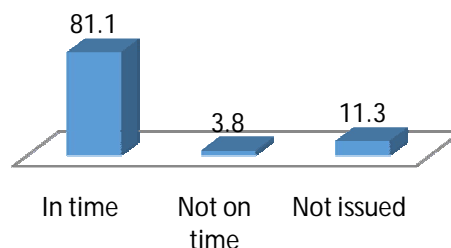
Q15 . Rate the material given

1=Strongly Agree, 2=Agree, 3=Neither Agree nor Disagree, 4=Disagree, 5=Strongly Disagree

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Up to date / Relevant	16	17	2	0	1
Easy / Readable	9	21	3	0	1
Sufficient	11	11	3	4	1

Rating the Material

Up to date / Relevant, Easy / Readable, Sufficient

Strongly Agree: 16, 9, 11
Agree: 17, 21, 11
Neither Agree nor Disagree: 2, 3, 3
Disagree: 0, 0, 4
Strongly Disagree: 1, 1, 1
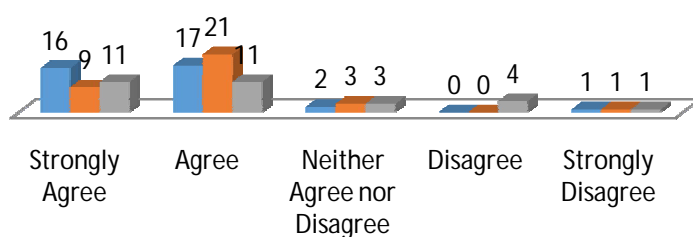
Remark: Most of the mentors agree that the material given is up to date / relevant and easy / readable

16. Do you think the present method of teaching / imparting skills under JKC program is suitable for the students to learn

	Frequency	Percent
Yes	49	92.5
No	2	3.8
Can't say	2	3.8
Total	53	100.0

Placement assistance offered by JKC

Remark: Majority of the coordinators are of the opinion that the present method of teaching / imparting skills under JKC program is suitable for the students to learn
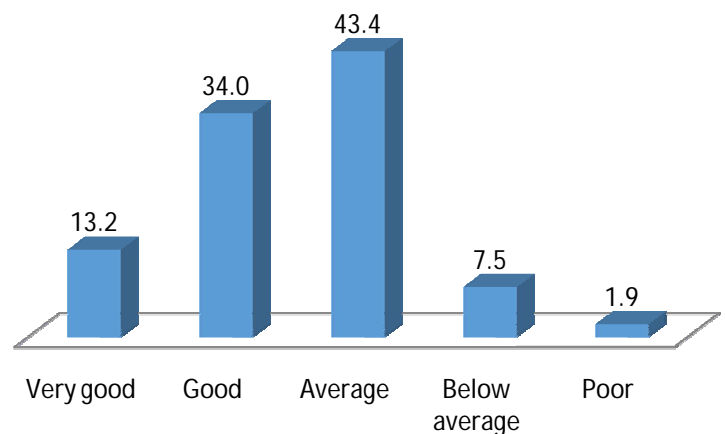
Q 17. How do you rate placement assistance offered by JKC

	Frequency	Percent
Very good	7	13.2
Good	18	34.0
Average	23	43.4
Below average	4	7.5
Poor	1	1.9
Total	53	100.0

Suitability of the training program

Remark: Majority of the coordinators rated placement assistance offered by JKC as good / average
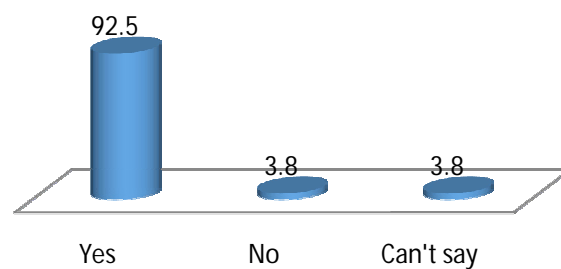
Q18 .Would you like to continue with JKC

	Frequency	Percent
Yes	47	88.7
No	4	7.5
Total	53	100.0

Opinion on Continue with JKC

88.7

7.5

Yes   No

Remark: One can observe that most of the coordinators would like to continue with JKC
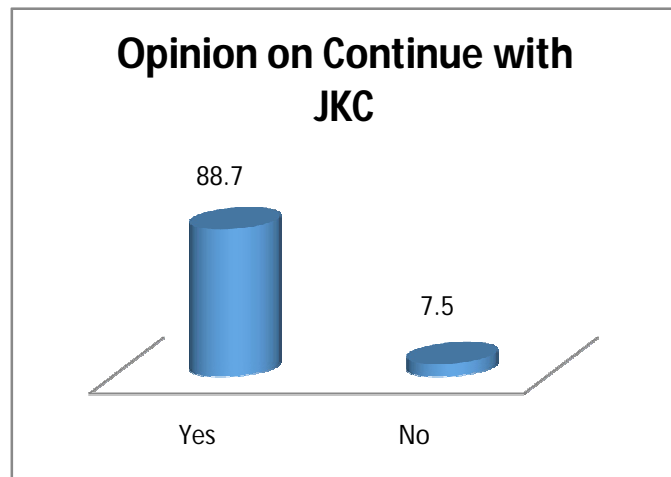
Q: 20. Do you receive any complaints from students regarding JKC training program

	Frequency	Percent
Yes	19	35.8
No	32	60.4
Total	53	100.0

Opinion on receiving Complaints

Yes
37%

No
63%
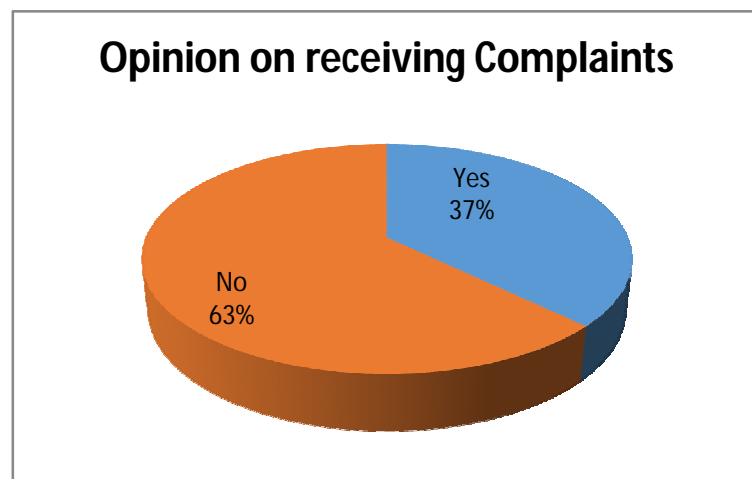
Remark: Most of the coordinators are of the opinion that they don't receive any complaints from students regarding JKC training program

22 .Do regular sessions overlap with training sessions

	Frequency	Percent
No	18	34.0
Yes	9	17.0
Sometime	26	49.1
Total	53	100.0

Remark: One can notice that the majority of the coordinators are under the impression that regular

sessions doesn't overlap with training sessions

Opinion on session Overlap or Not
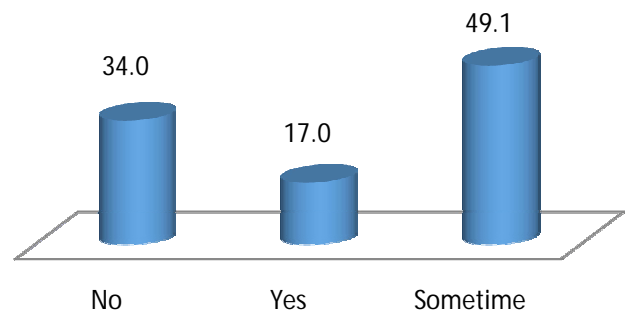
Q23. What are the measurestaken to avoid overlap of the regular class and training sessions?

	Frequency
Extending the college timing	17
Weekend classes	13
Adjusting the regular classes	23
Other	2

Remark: One can notice that the most of the coordinators avoid overlap of regular classes by adjusting the regular sessions

Measures taken to avoid overlap of regular classes
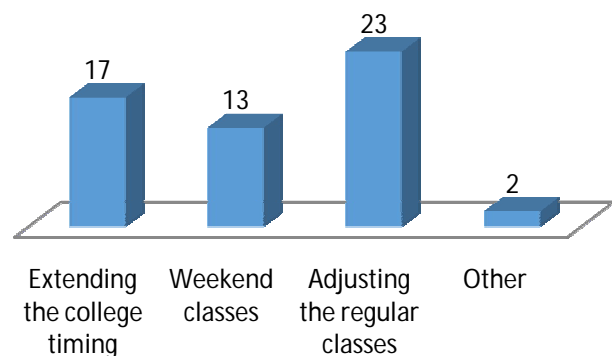
Q24. Does yourcollege support JKC for the followings:

	Yes	No	Some times
Infra-structure	50	1	2
Scheduling	49	1	1
Placement Drives	44	1	6
Sensitizing JKC	50	1	2
Financial	35	10	5
Human resource	43	6	2
Maintenance of labs	40	7	5
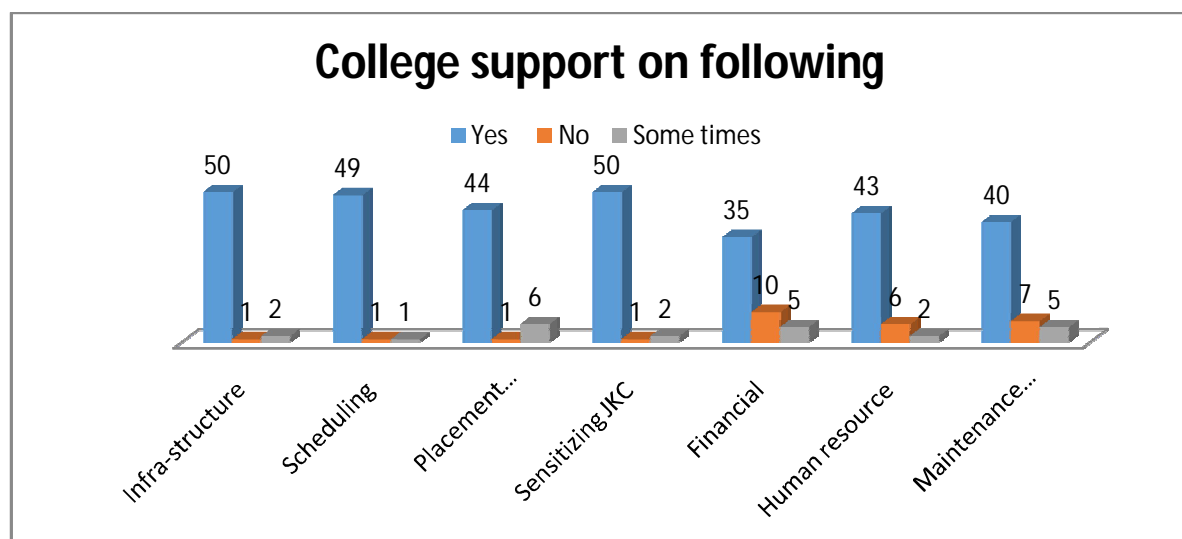
Remark: The above indicate that the coordinators are of the opinion that the college support JKC for the infra-structure, scheduling, placement drives etc.

Q25. Are the parents/guardians satisfiedwith the JKC training program in your perception?

	Frequency	Percent
Yes	45	84.9
Can't Say	8	15.1
Total	53	100.0

Remark: Most of the coordinators are under the impression that the parents/guardians satisfied with the JKC training program

Satisfication of parents
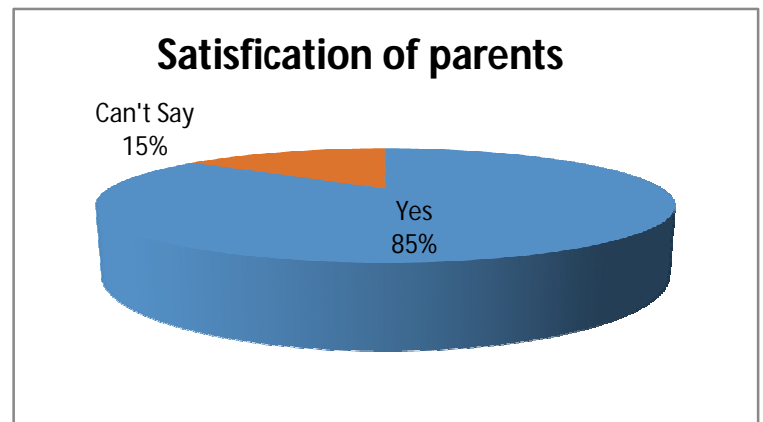
Q28. Do you need any special training to be JKC coordinator?

	Frequency	Percent
Yes	29	54.7
No	22	41.5
Total	53	100.0

Opinion on special training to Mentors
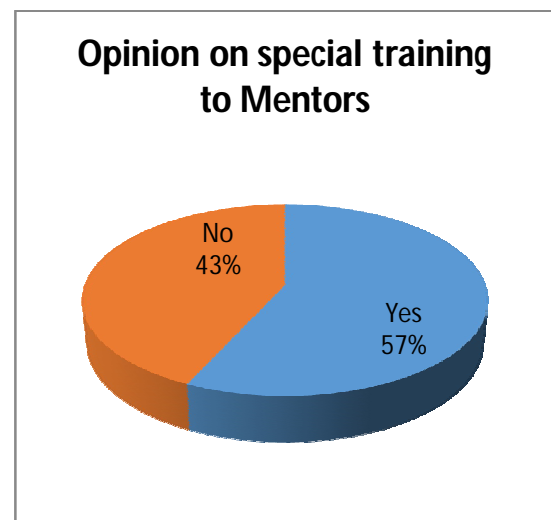
Remark: Majority of the coordinators are willing to have special training for their improvement

Annexure 12 – Relationship analysis of answers from Coordinators of JKC
Relationship analysis with respect to total years of experience and prescribed hours

| Experience	Opinion on prescribed hours sufficiency		
	Increase the hours	Sufficient	Grand Total
0	13.0%	19.2%	16.3%
1	43.5%	23.1%	32.7%
2	13.0%	23.1%	18.4%
3	13.0%	15.4%	14.3%
4	4.3%	3.8%	4.1%
5	8.7%	0.0%	4.1%
6	4.3%	11.5%	8.2%
7	0.0%	3.8%	2.0%
Grand Total	100.0%	100.0%	100.0%
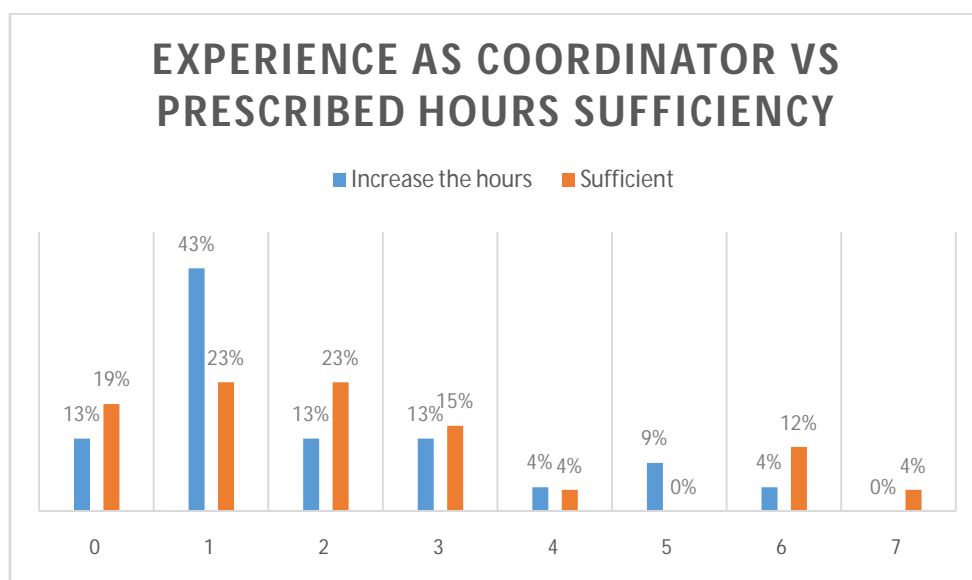
Remark: One can observe from the above cross tab that, coordinators irrespective of their experience are of the opinion that prescribed hours is sufficient , only few suggested in increase the hours so as to favor the students

Relationship analysis with respect to total years of experience and opinion on continuation with JKC

Experience	Continue with JKC		
	No	**Yes**	**Grand Total**
0	0.0%	100.0%	100.0%
1	0.0%	100.0%	100.0%
2	0.0%	100.0%	100.0%
3	28.6%	71.4%	100.0%
4	0.0%	100.0%	100.0%
5	50.0%	50.0%	100.0%
6	0.0%	100.0%	100.0%
7	100.0%	0.0%	100.0%
Grand Total	**8.3%**	**91.7%**	**100.0%**
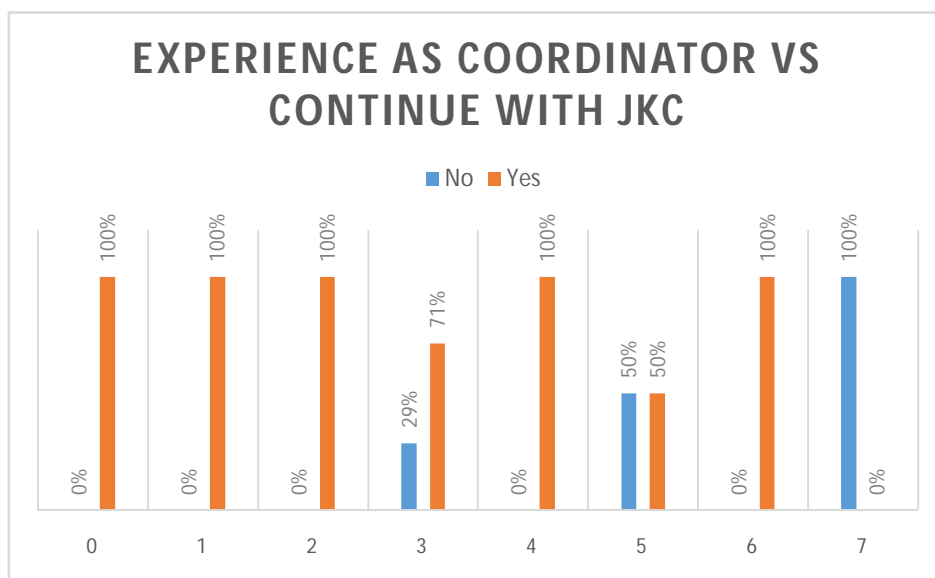
Remark: Majority of the coordinators who are experienced from 0 to 6 years would like to continue with JKC and coordinators are of 7 years' experience is not willing to continue with JKC

Relationship analysis with respect to total years of experience and opinion on special training requirement

Experience	Special training to coordinators		
	No	**Yes**	**Grand Total**
0	18.2%	14.8%	16.3%
1	22.7%	40.7%	32.7%
2	22.7%	14.8%	18.4%
3	13.6%	14.8%	14.3%
4	0.0%	7.4%	4.1%
5	4.5%	3.7%	4.1%
6	13.6%	3.7%	8.2%
7	4.5%	0.0%	2.0%
Grand Total	**100.0%**	**100.0%**	**100.0%**
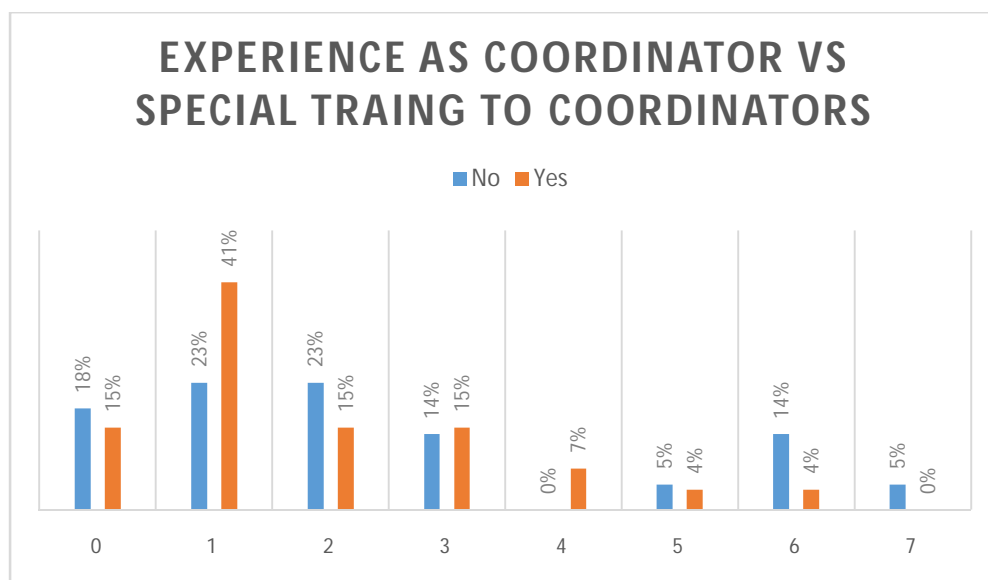
Remark: The above indicate except the coordinators of 1 and 3 years' experience, all others are feel

that they do not require any special training as a JKC coordinators

Relationship analysis with respect to experience is mainly from and opinion on completion of training sessions

Experience from College	Opinion on training hours completion		
	As per Specified time	Later than the Specified time	Grand Total
Rural College	27.91%	33.33%	28.57%
Semi urban College	27.91%	16.67%	26.53%
Semi-rural College	2.33%	0.00%	2.04%
Urban College	41.86%	50.00%	42.86%
Grand Total	100.00%	100.00%	100.00%

EXPERIENCE AS JKC COORDINATOR VS HOURS SUFFICIENCY
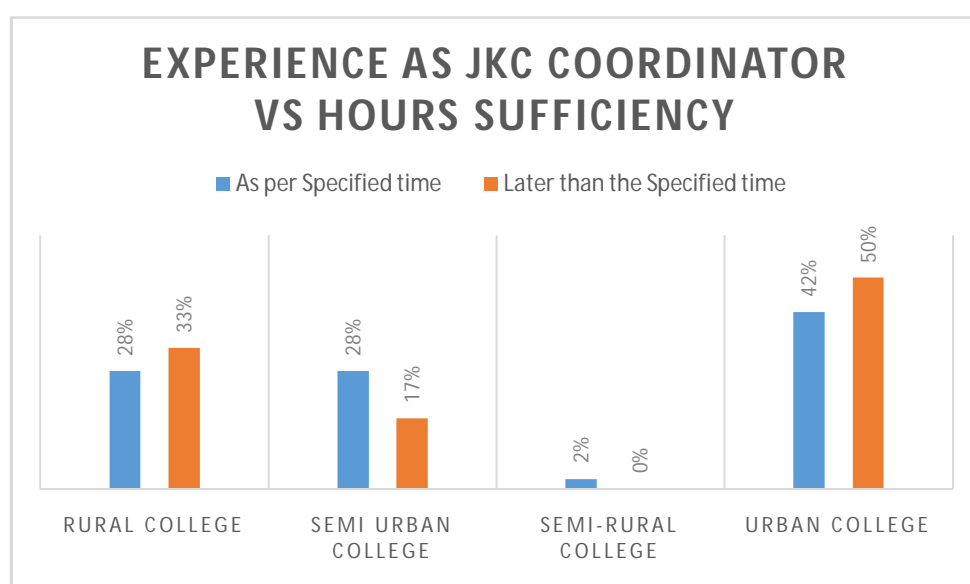
Remark: Among the respondents of the sample the coordinators who are experienced from the urban and rural college are of the opinion that the training sessions are completed later than the specified time, whereas coordinators from semi urban and semi-rural college says that syllabus is completed as per the specified time

Relationship analysis with respect to experience is mainly from and opinion on imparting skills

Experience from College	Suitability of present method of teaching			
	Can't say	No	Yes	Grand Total
Rural College	0.00%	1.09%	26.09%	28.00%
Semi urban College	0.00%	0.00%	25.69%	26.00%
Semi-rural College	0.00%	0.00%	2.17%	2.00%
Urban College	100.00%	0.00%	43.48%	44.00%
Grand Total	**100.00%**	**100.00%**	**100.00%**	**100.00%**

EXPERIENCE AS JKC COORDINATOR VS METHOD OF TEACHING/IMAPRTING SKILLS
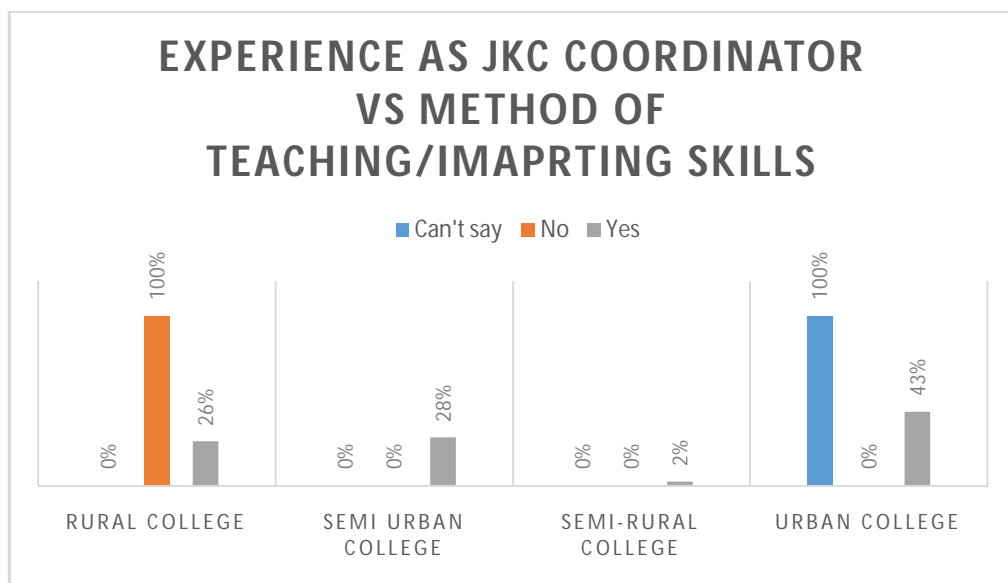
Remark: The above indicate divided views on the JKC imparting skills , coordinators are of rural college are under the impression that present method of teaching is not imparting skills, whereas others feel yes and coordinators of urban college not able to decide

Relationship analysis with respect to experience is mainly from and rating on placements

Experience from College	Rating on placement assistance					
	Average	Below average	Good	Poor	Very good	Grand Total
Rural College	31.82%	66.67%	17.65%	100.00%	14.29%	28.00%
Semi urban College	22.73%	0.00%	29.41%	0.00%	42.86%	26.00%
Semi-rural College	4.55%	0.00%	0.00%	0.00%	0.00%	2.00%
Urban College	40.91%	33.33%	52.94%	0.00%	42.86%	44.00%
Grand Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
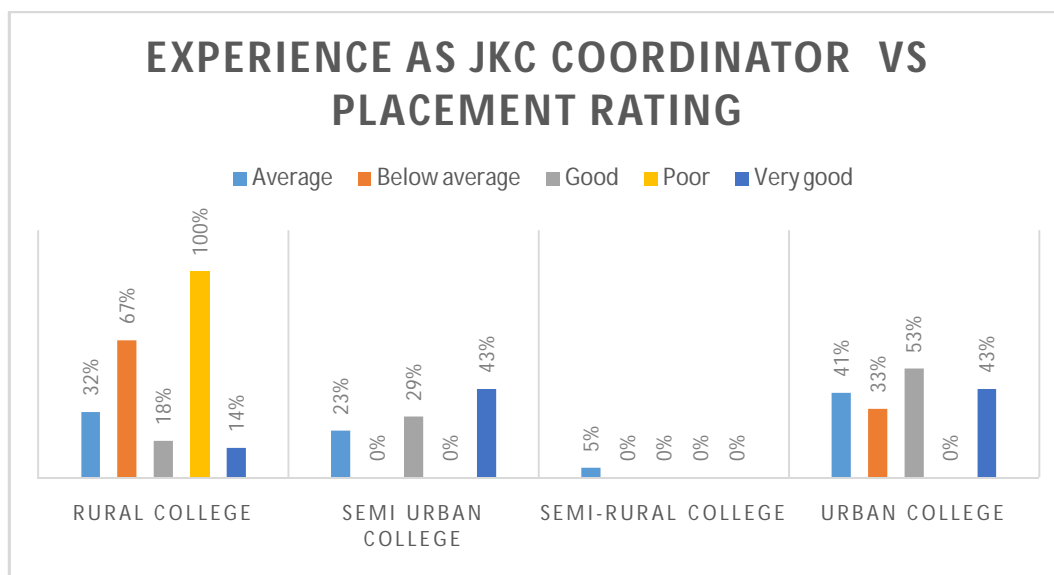
Remark: One can notice from the above that the coordinators irrespective of their place of experience are happy about placements and they rated placements very positive as average, good, etc.

Relationship analysis with respect to experience is mainly from and complaints

Experience from College	Do you receive complaints from students		
	No	**Yes**	**Grand Total**
Rural College	35.5%	17.6%	29.2%
Semi urban College	16.1%	41.2%	25.0%
Semi-rural College	3.2%	0.0%	2.1%
Urban College	45.2%	41.2%	43.8%
Grand Total	**100.0%**	**100.0%**	**100.0%**

EXPERIENCE AS JKC COORDINATOR VS COMPLAINTS FROM STUDENTS
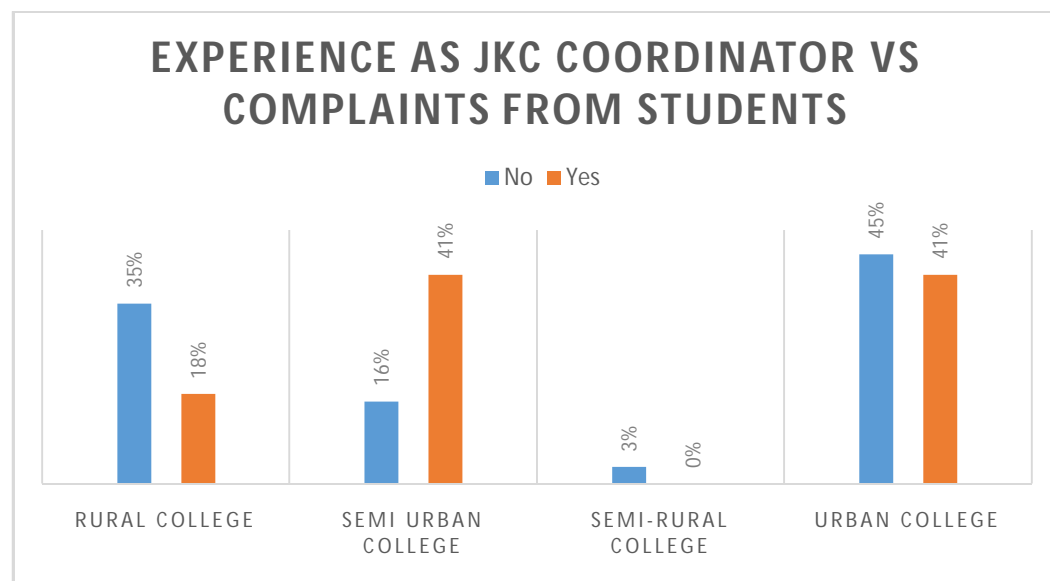
Remark: One can observe from the above that, apart from the coordinators of semi urban college all other coordinators are of the opinion that they are not getting any complaints about JKC

Relationship analysis with respect to sufficiency of training hours and completion of syllabus

Opinion on prescribed hours	Opinion on mentors completing syllabus			
	No	**Not all modules**	**Yes**	**Grand Total**
Increase the hours	0.00%	60.00%	45.65%	46.15%
Sufficient	100.00%	40.00%	54.35%	53.85%
Grand Total	**100.00%**	**100.00%**	**100.00%**	**100.00%**

OPINION ON PRESCRIBED HOURS SUFFICIENT VS COMPLETING SYLLABUS

No ■ Not all modules ■ Yes

0% 60% 46% 100% 40% 54%

INCREASE THE HOURS   SUFFICIENT
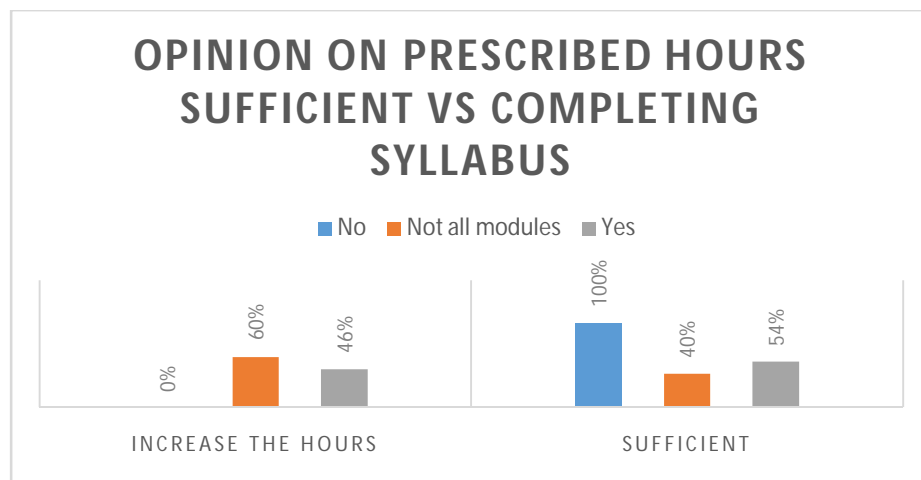
Remark: One can state from the above that coordinators are of the impression that majority of the mentors are not completing the syllabus and they suggest to increase in the training hours so as to support the mentors in completing prescribed syllabus

Annexure 13 – Question wise Answers by Principals of the College

Q2. Age

	Frequency	Percent
40-45 years	1	2.3
45 years and above	52	97.7
Total	53	100.0
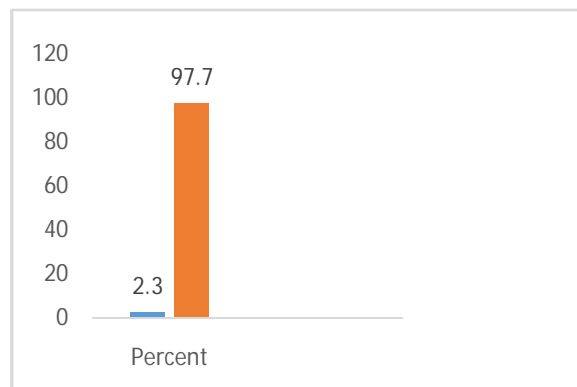
Remark: One can observe that most of the principals are of age group 45 years and above.

Q3.Education Qualification

	Frequency	Percent
PG	10	18.6
M. Phil	10	18.6
PhD	33	62.8
Total	53	100.0
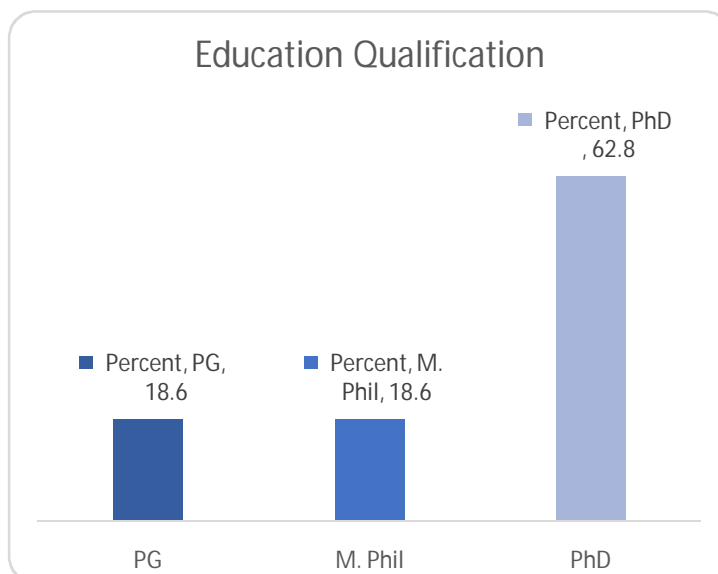
Remark: The above indicate that majority of the principals education qualification is PhD.

Q6.The experience as a lecturer is mainly from

	Frequency	Percent
Urban	26	50
Semi-urban	12	24
Rural	14	26
Total	53	100

Remark: One can notice thatmajority of the principals have experience from urban area as a lecturer

Experience as a lecturer from

Urban 48.8	Rural 25.6	Semi-urban 23.3
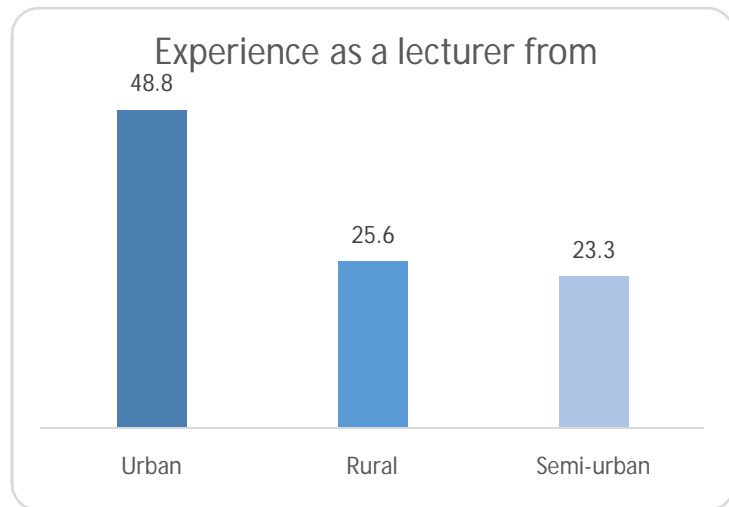
Q7. Present place of work as principal

	Frequency	Percent
Urban	33	48.8
Rural	13	23.3
Semi urban	15	27.9
Total	53	100.0

 Remark: One can observe that majority of the principals' place of work is from urban

Present place of work

Urban 48.8	Rural 23.3	Semi urban 27.9
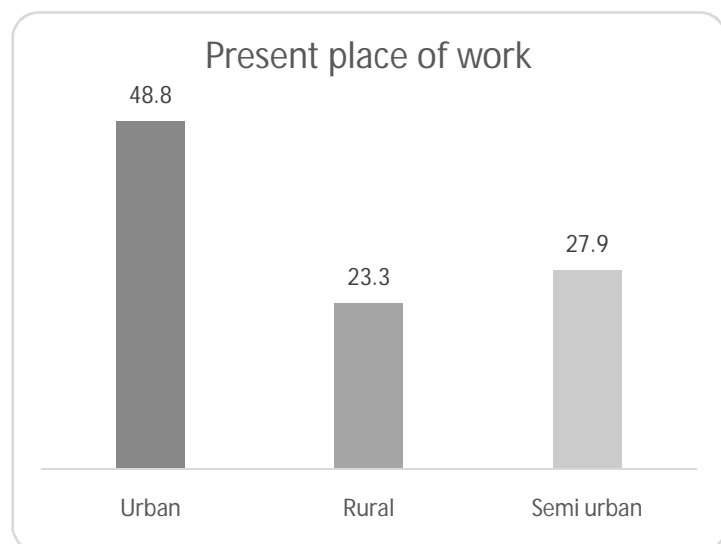
Q8.How do you look at JKC?

	frequency	Percent
Responsibility	17	18.1%
Service	13	13.8%
Govt.initiative	11	11.7%
job prospective	25	26.6%

skill enhancement	28	29.8%
Total	94	100.0%

Principals look JKC as
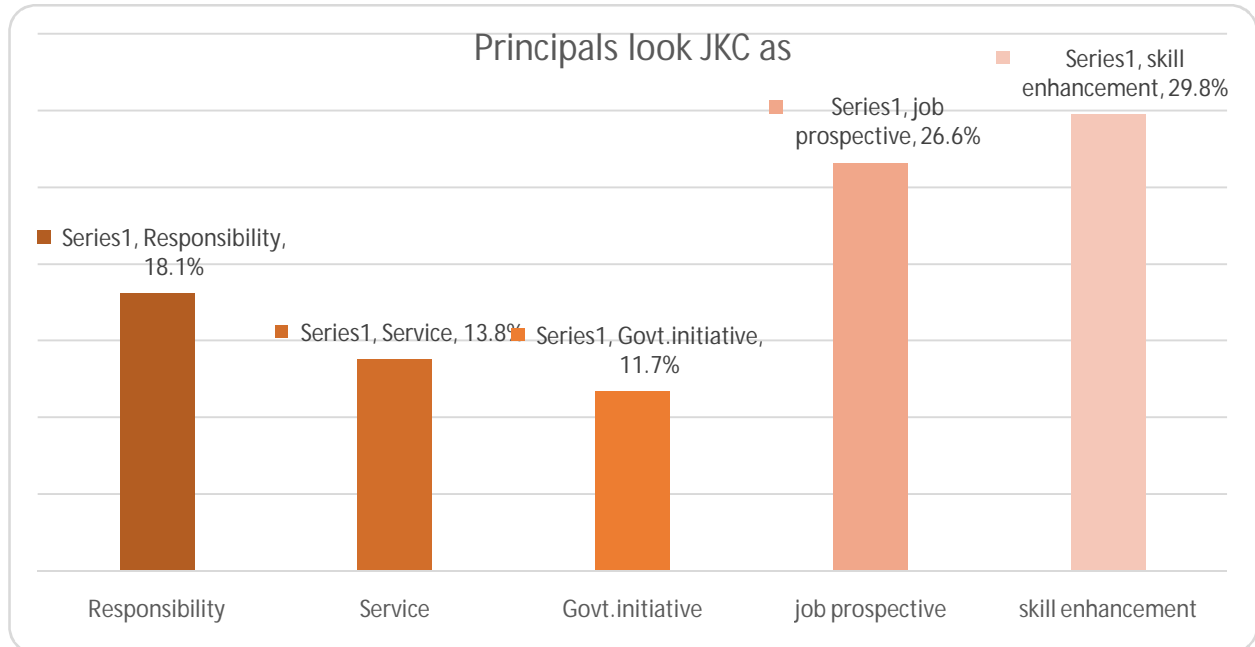
Remark: The above indicate that most of the principals look JKC as skill enhancement course for Students and also job prospective course

Q9.How do you perceiveJKC?

	frequencies	Percent
Finishing School	9	11.7%
Service oriented	9	11.7%
training and placement centre	28	36.4%
career building platform	31	40.3%
Total	77	100.0%

Perceiverence of JKC
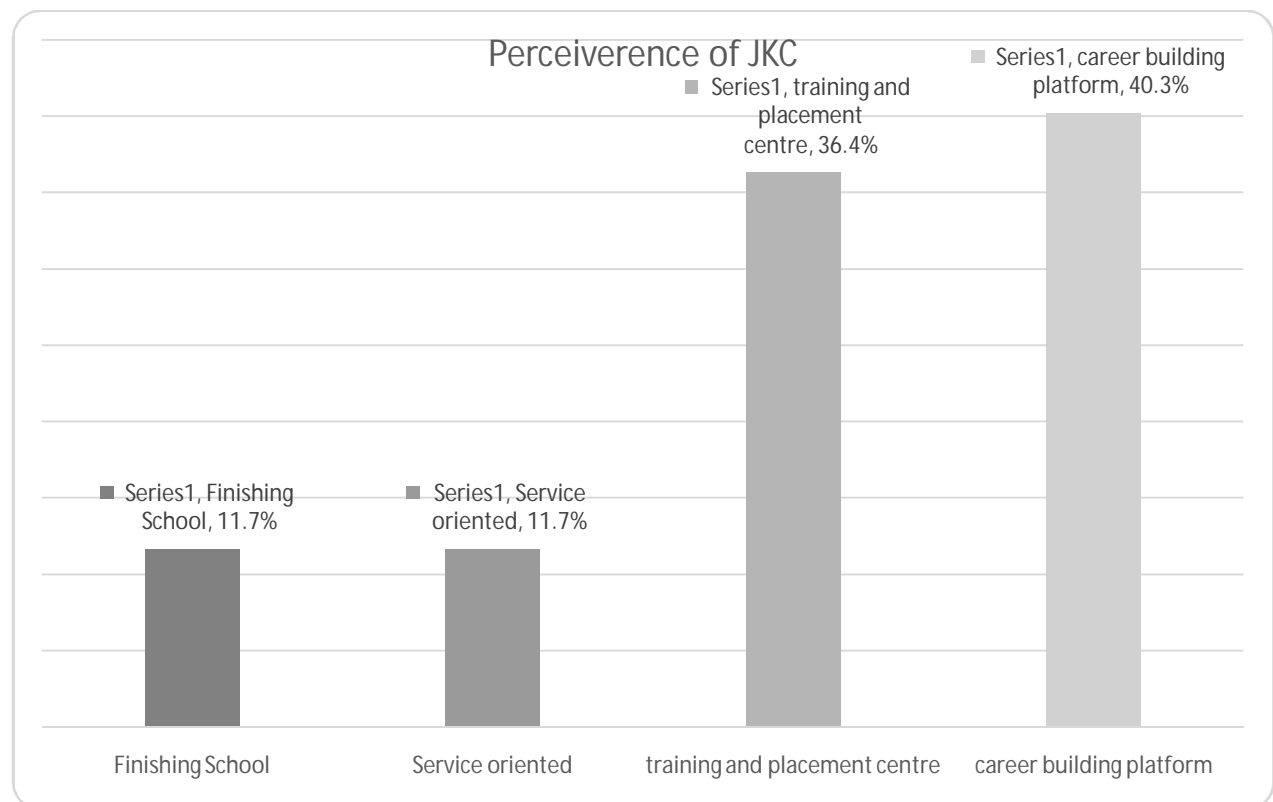
Remark: The above indicate that most of the principals perceive JKC as career building platform

Q 14.Based on your experience rate the overall training program

	Frequency	Percent
Excellent	9	16.3
Very good	33	60.5
Good	11	20.9
Average	1	2.3
Total	53	100.0

Rating on Overall Training Program

- Series1, Very good, 60.5
- Series1, Good, 20.9
- Series1, Excellent, 16.3
- Series1, Average, 2.3

| Excellent | Very good | Good | Average |
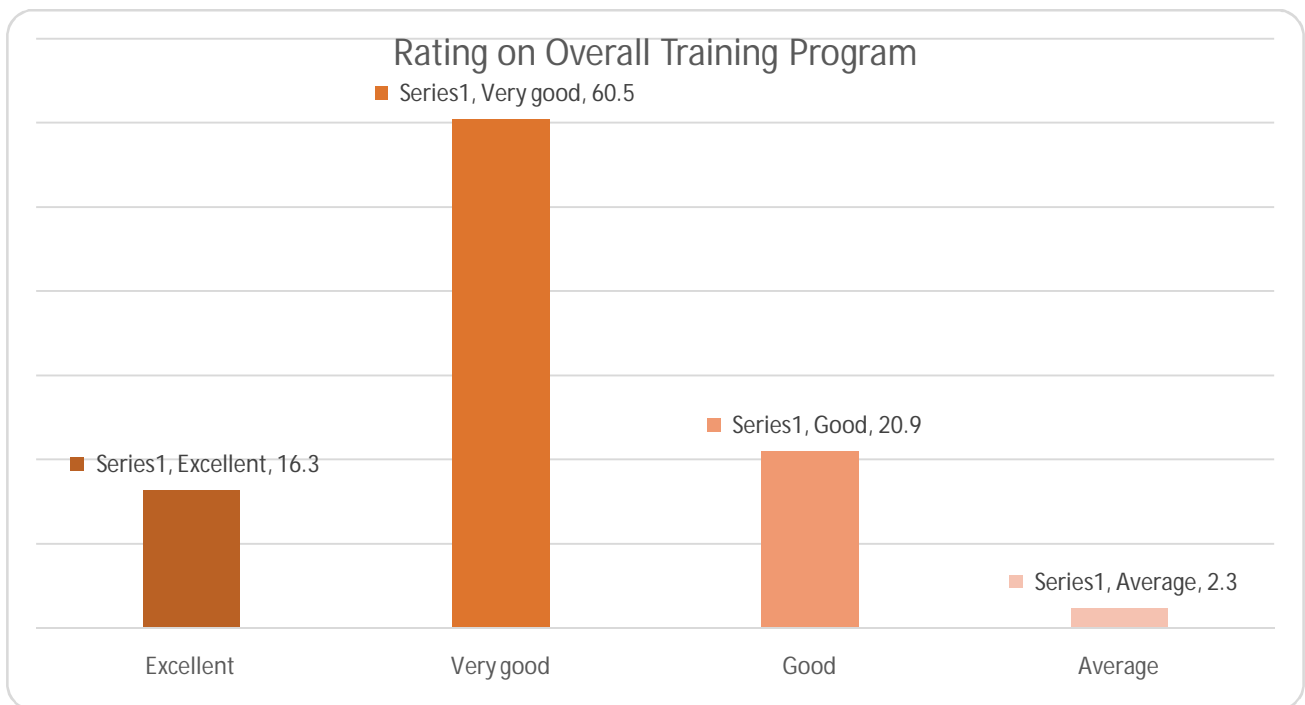
Remark: The above indicate that principals rating for overall JKC training program are Very good

Q15. Please give the response of students who have undergone JKC training

	Frequency	Percent
Extremely satisfied	9	16.3
Satisfied	43	79.1
Somewhat satisfied	3	4.7
Total	53	100.0

Response of Students undergone JKC Training
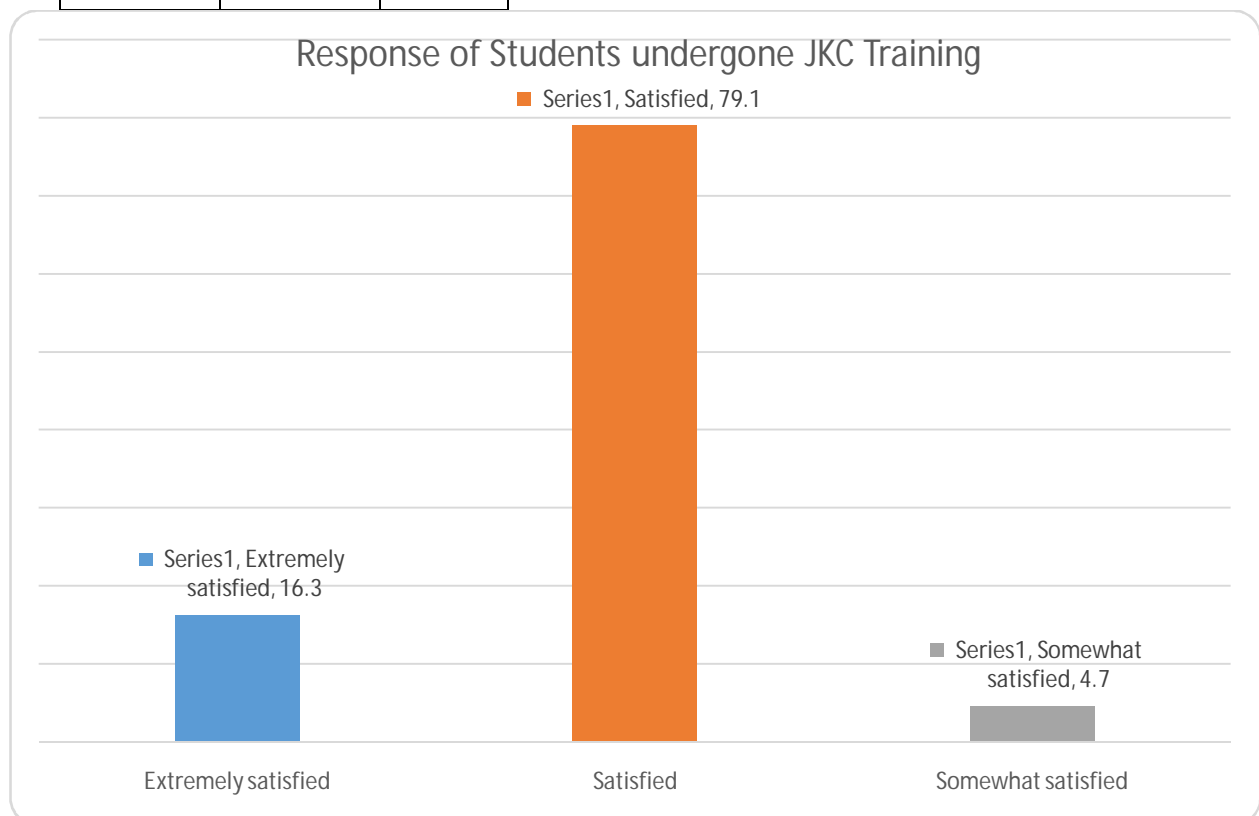
Remark: The above table / graph indicate that principals are of the opinion that students are satisfied
with JKC training program.

16. What are the barriers to JKC training program

	frequencies	Percent
timings,duration	26	49.1%
fee	10	18.9%
lack of interest from students	6	11.3%
non availability of infrastructure	6	11.3%
others	5	9.4%
Total	53	100.0%
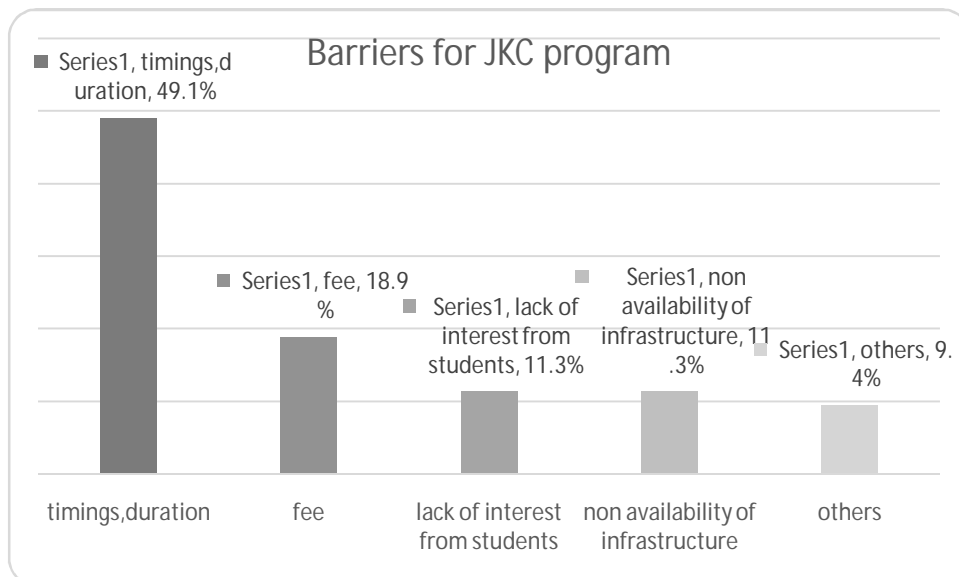
Remark: One can notice that majority of the principals are of the impression that timings, duration are the barriers to JKC training program

Q19. What additional skills/qualities the mentor should possess

	frequency	Percent
technical and soft skills	25	35.7%
persuasive and effective communication	25	35.7%
concern for the students	14	20.0%
others	6	8.6%
Total	70	100.0%

Additional skills mentor should posses
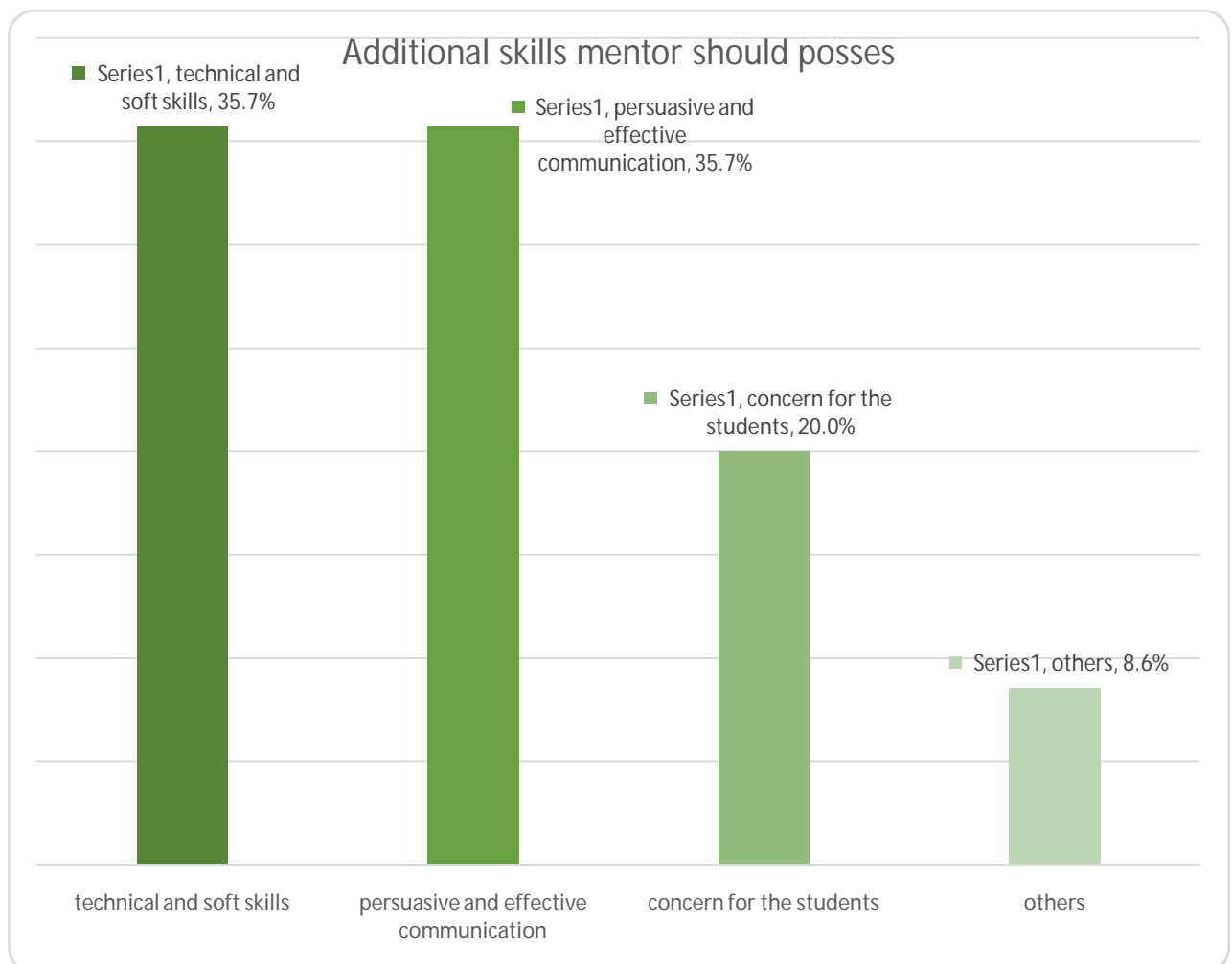
Remark: According to the principals mentors should possess persuasive and effective communication skills as well as technical and soft skills.

Q20. What are the general complaints about training sessions?

		frequency	Percent
1	Too many gaps between the sessions	9	17.4%
2	students are not able to connect to training program, they are under the impression that sessions are not useful to the jobs/ higher studies/ personal life	5	8.7%
3	Not able to balance between regular course and JKC program	33	63.0%
4	others please specify	6	10.9%
	Total	53	100.0%
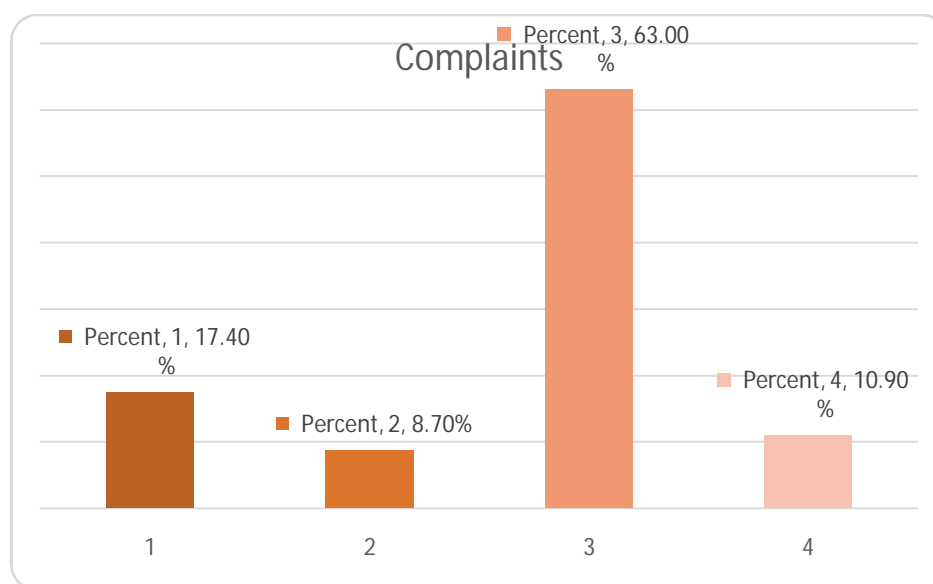
Remark: One can notice that, most of the Principals complain about that they not able to balance between Regular course and JKC program

Q 21. Are you taking any measures for slow learners (Who require more time in understanding the concepts)

	Frequency	Percent
Yes	48	90.7
No	5	9.3
Total	53	100.0
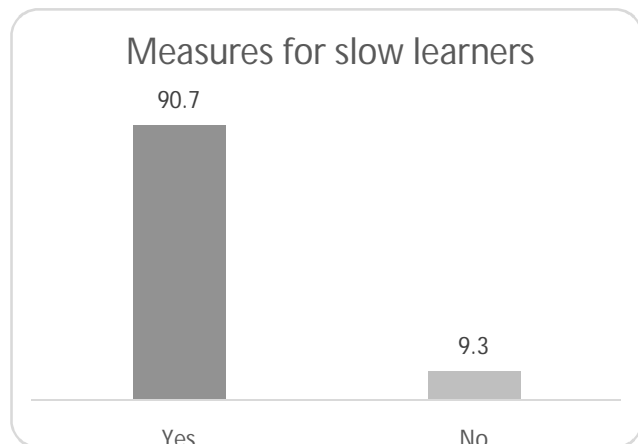
Remark: Most of the principals ensure special attention on slow learners who finds difficulty in understanding the concepts

Measures for slow learners

Q22. To what extent the training objectives are met during the sessions

	Frequency	Percent
To a large extent	12	23.3
To a reasonable extent	37	69.8
Some what	4	7.0
Total	53	100.0

Remark: Majority of the principals feel that the training objectives during the sessions are met to a
reasonable extent

Training Objectives

Q 23. Please choose the appropriate option

	Excellent	Good	Average	Poor
Management of program	11	30	2	0
Ability to facilitate JKC	13	27	3	0
How well the program is communicated	10	29	4	0
How are the concerns and issues raised(at the levels of higher authority)	2	33	6	1
How the concerns and issues are solved(at your level)	4	32	5	1
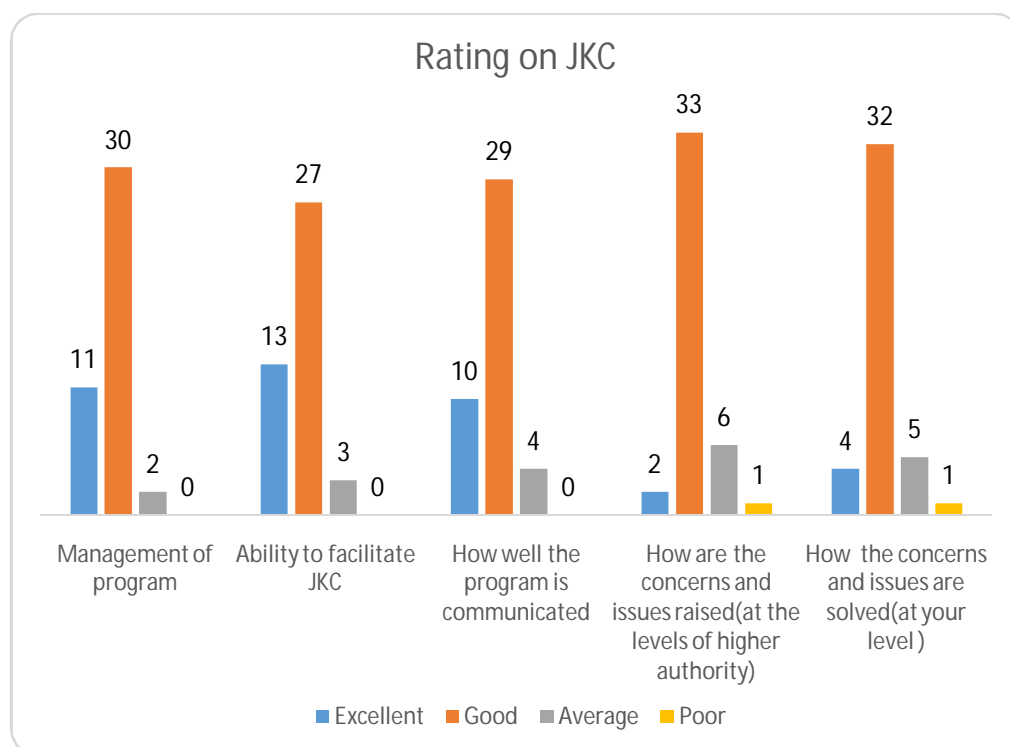
Remark: Most of the principals rated management of program, ability to facilitate JKC, etc. as good

Q24. Which of the modules of the JKC are of use to the Students

	frequencies	Percent
communication skills	38	23.8%
general awareness	28	17.5%
analytical skills	34	21.3%
soft skills	31	19.4%
technical skills	29	18.1%
Total	160	100.0%
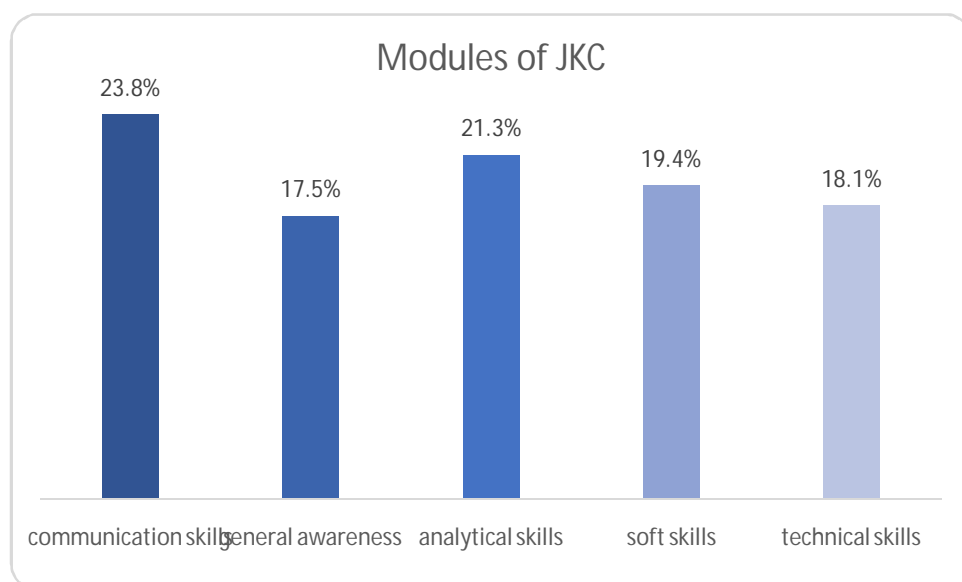
Modules of JKC

Remark: Majority of the principals feelthat, modules of JKC are used to improve communication skills of the students relatively more than that of the other skills.

Q25. What are the strengths of the program?

	Frequency	Percent
P.D.	32	14.5%
placement training	30	13.6%
career guidance	30	13.6%
increase in the confidence levels of students	31	14.1%
employability	24	10.9%
increased placement record	13	5.9%
helpful for the students going for higher studies	18	8.2%
communication skills	32	14.5%
others	10	4.5%
Total	220	100.0%
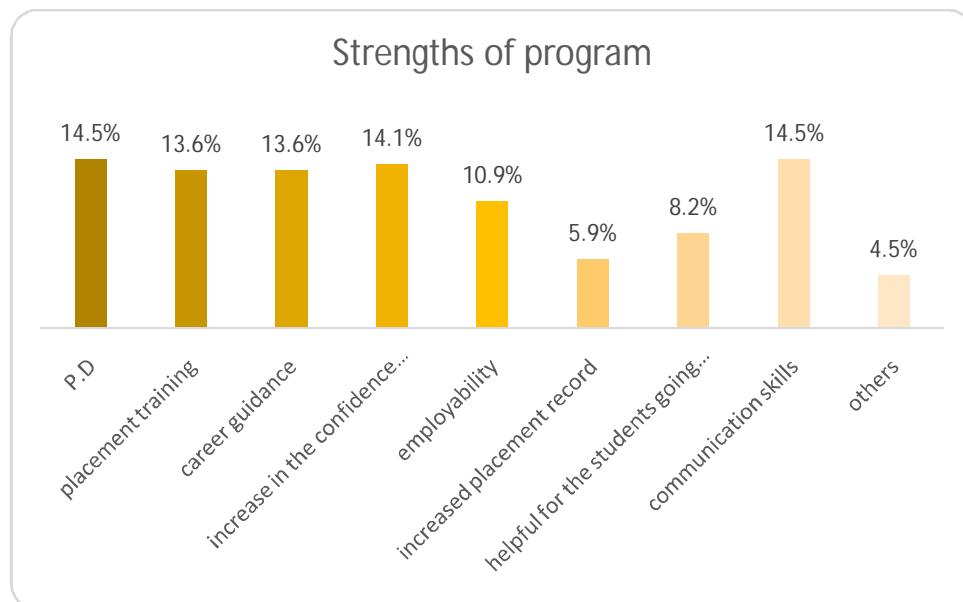
Remark: The above indicate, most of the principals are of the opinion that the P.D., communication
skills, increase in the confidence level in the students , etc. are the strengths of the program

Q27. The Infrastructure provided for JKC Program is

	Frequency	Percent
Useful and Relevant	34	79.1
Somewhat useful	6	9.3
Not at all useful	2	2.3
Total	42	90.7
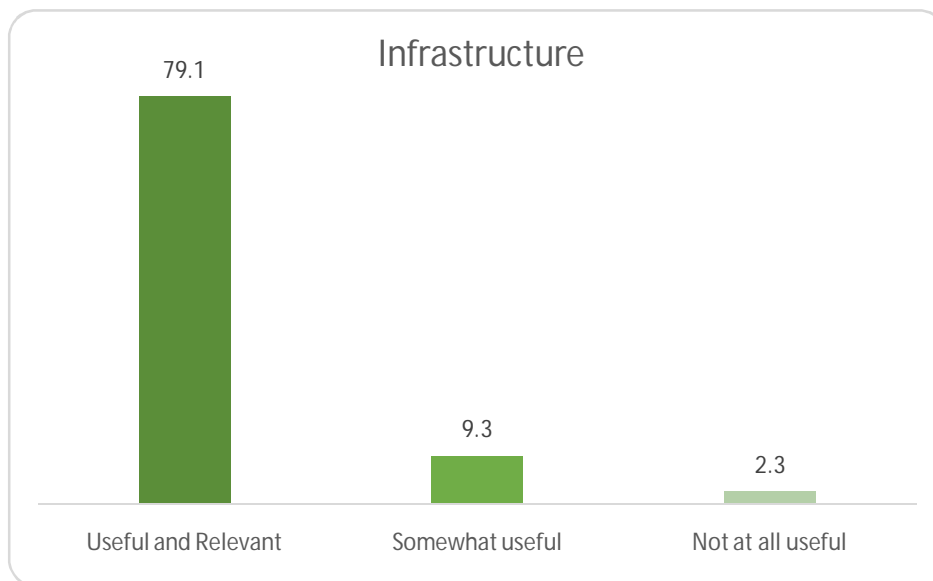
Remark: From the above one can notice that, most of the principals feel that the infrastructure provided to JKC program is useful and relevant

Q28. What are the measures taken to avoid overlap of the regular classes and training Sessions?

	frequency	Percent
Extending the college timing	21	37.50%
Week-end classes	15	26.80%
Adjusting the regular classes	15	26.80%
others	5	8.90%
Total	56	100.00%

To avoid overlap of the regular classes and training Sessions
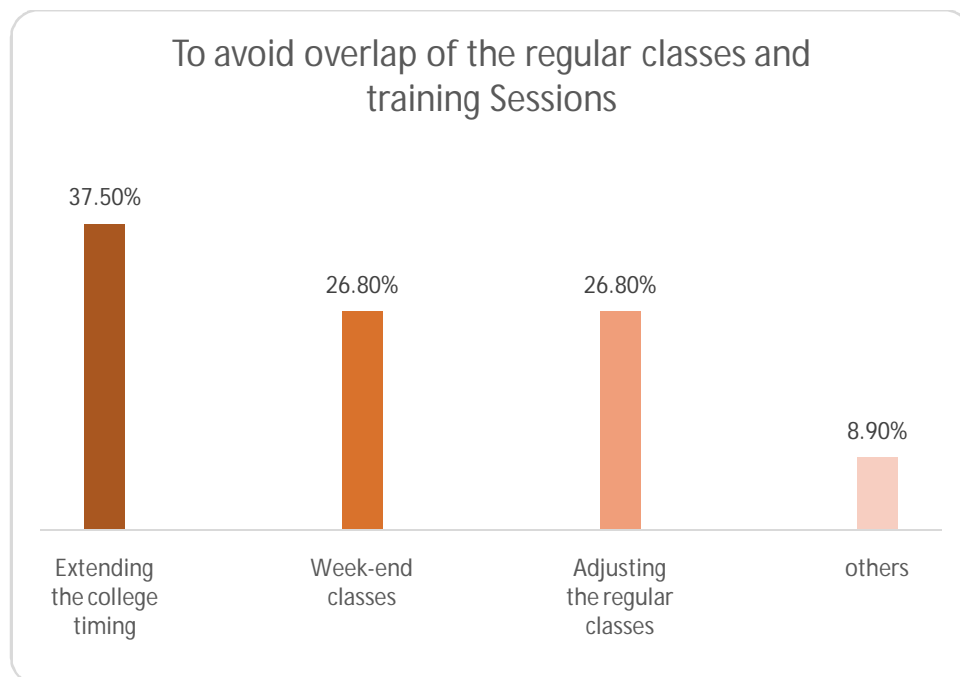
Remark: From the above it is clear that most, of the Principals are taking measures to avoid overlap of regular classes and training sessions by extending the college timings

Q29. Are you satisfied with the placement record after the training program?

	Frequency	Percent
Yes	19	44.3
No	4	9.3
To some extent	19	44.2
Total	42	100

Remark: The above indicate that most of the principals are satisfied and to some extent with placement records after the training program.
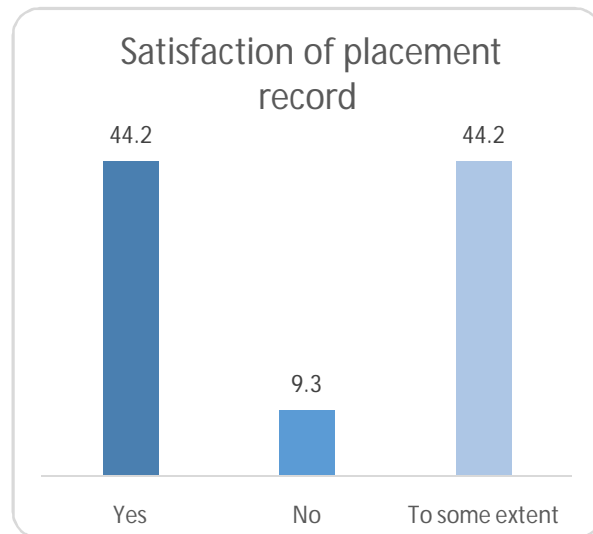
Q30. Employers feedback on performance of JKC students

	Frequency	Percent
Extremely satisfied	5	9.3
Satisfied	30	60.5
Somewhat satisfied	6	11.6
Not obtained	8	16.3
Total	49	97.7
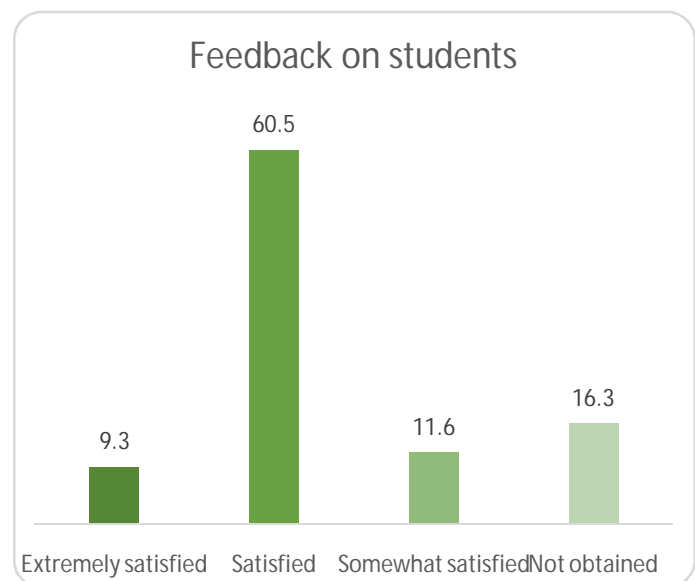
Remark: From the above one can notice that principals are under impression that employers are satisfied with the performance of students.

**Q32. How often is the feedback taken from students on JKC program**

	Frequency	Percent
Once a month	5	9.3
Twice a month	13	23.3
Twice in the training program	8	14.0
None	28	51.2
Total	53	97.7
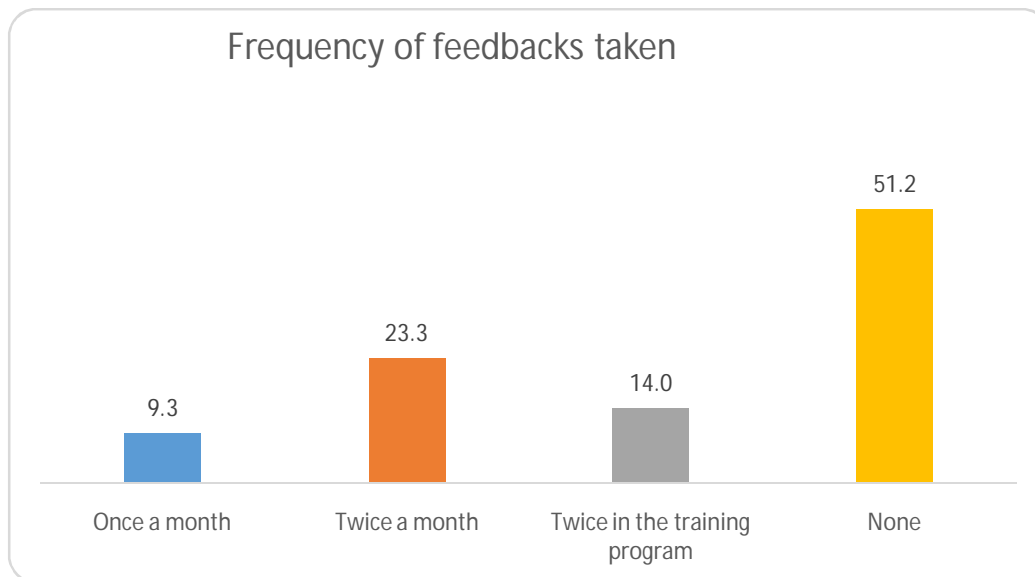
Remark: Majority of the principals take feedback from students twice a month and twice in the
program
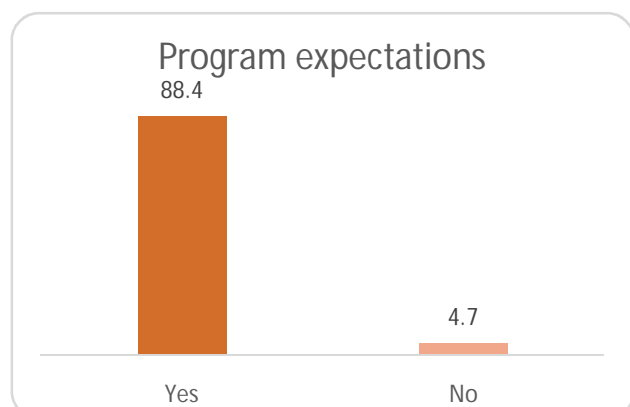
Q 33. Whether the course is suitable for the student

	Yes	No	To some extent
Content	39	0	3
Curriculum	41	0	1
Execution or Implementation	32	0	8
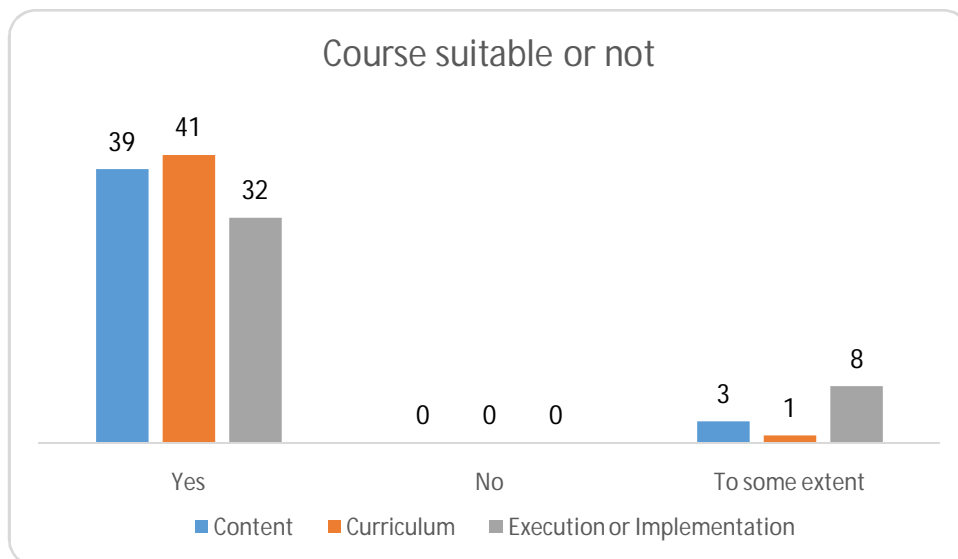
Remark: Majority of the principals accept that content and curriculum of the course is suitable for the student

Q34. Is the program up to your expectations

	Frequency	Percent
Yes	66	88.4
No	4	4.7
Total	53	93.0

Remark: Majority of the principals are of the opinion that, JKC program is up to their expectations

**Q35. Does the training program help students in enhancing/ acquiring the
Following capabilities**

Acquiring capabilities
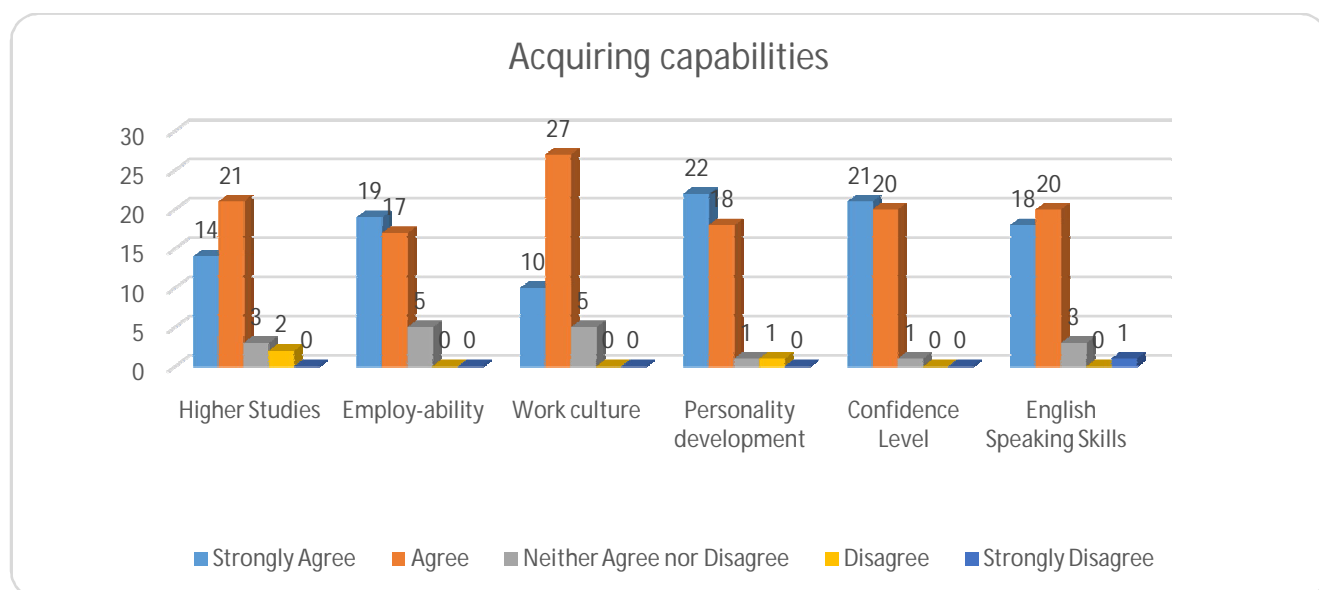
Remark: Most of the principals strongly agree / agree that employ-ability, personality development, confidence level, higher studies, work culture, English-speaking skills help students in enhancing /acquiring respective capabilities

**Q36. Does the curriculum suit the present industry needs/ higher studies
A) Industry Standards   B) Higher Education**

	Industry Standards	Higher Education
	Percent	Percent
Yes	81.4	81.4
No	11.6	14
Total	100	100

Curriculum

	Yes	No
Industry Standards Percent	81.4	11.6
Higher Education Percent	81.4	14

■ Industry Standards Percent   ■ Higher Education Percent
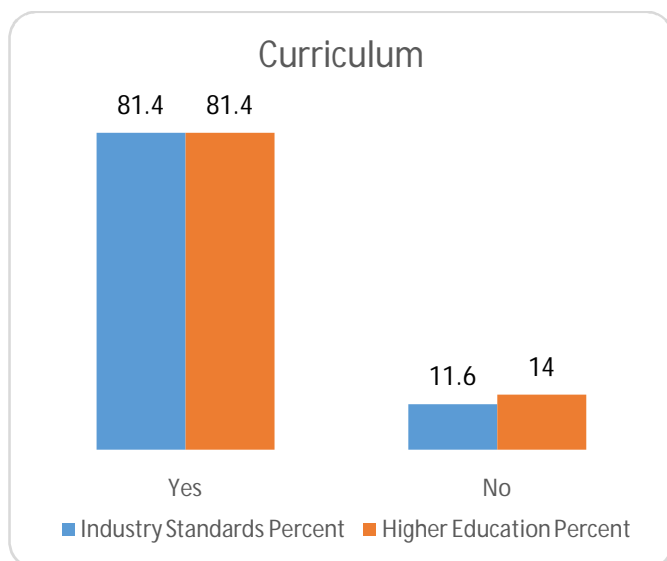
Remark: One can observe that most of the principals are of the opinion that curriculum is upto the standards of industry as well as to the higher education.

Q37. Are the present prescribed 250 hours sufficient for the training program

	Frequency	Percent
Sufficient	47	67.4
Increase the Hours	18	25.6
Decrease the Hours	1	2.3
Not Sure	1	2.3
Total	53	100

**Remark:** The above indicate that from the sample of principals, training hours are sufficient.

Sufficiency of Prescribed Hours

Sufficient	Increase the Hours	Decrease the Hours	Not Sure
67.4	25.6	2.3	2.3
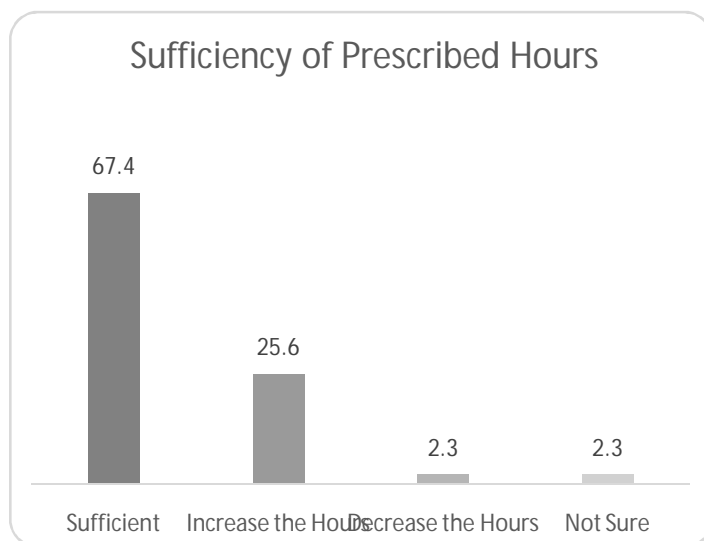
Q38. Are the mentors completing the syllabus prescribed

	Frequency	Percent
Yes	50	90.7
Not all the modules	3	4.7
Total	41	95.3

Remark: One can observe that principals are of the opinion that mentors completing the prescribed syllabus

Mentors completing the syllabus or not

Yes	Not all the modules
90.7	4.7
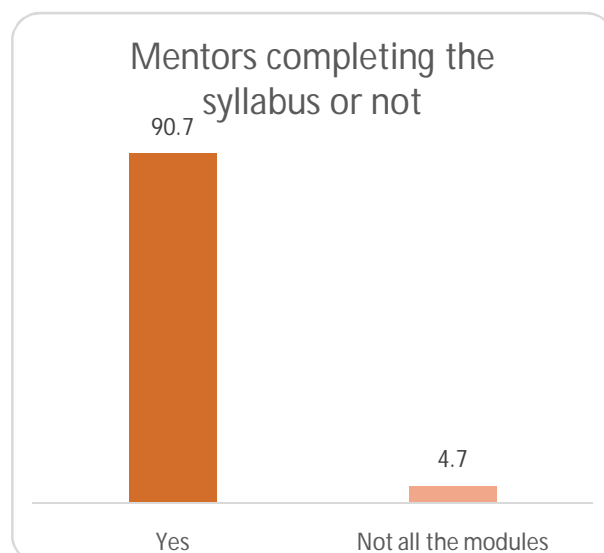
Q39. If you expect increase in training hours which components require more Hours
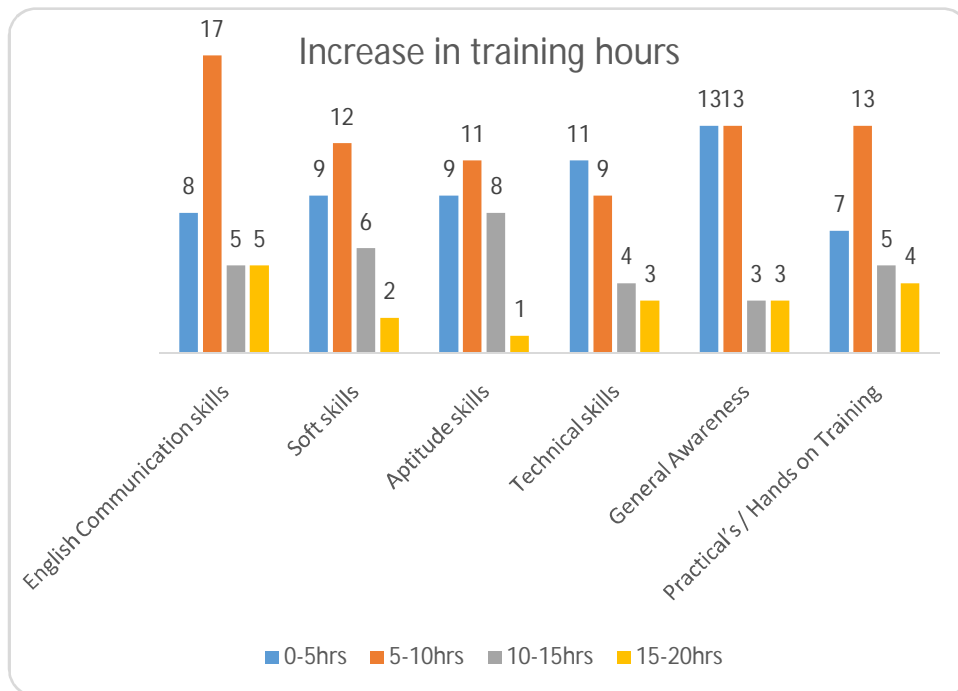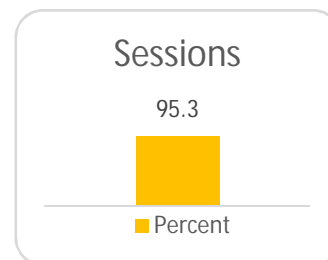

Remark: We can observe that most of the Principals expect to increase the training hours by 5-10hours so as to favor the students

Q40. Are the sessions being conducted as per the schedule

	Frequency	Percent
yes	41	95.3

**Remark:** It indicates that most of the principals are under impression that sessions being conducted as per the schedule

Q41. Are the training sessions completed within the specified time i.e. 250hrs / 90 Days

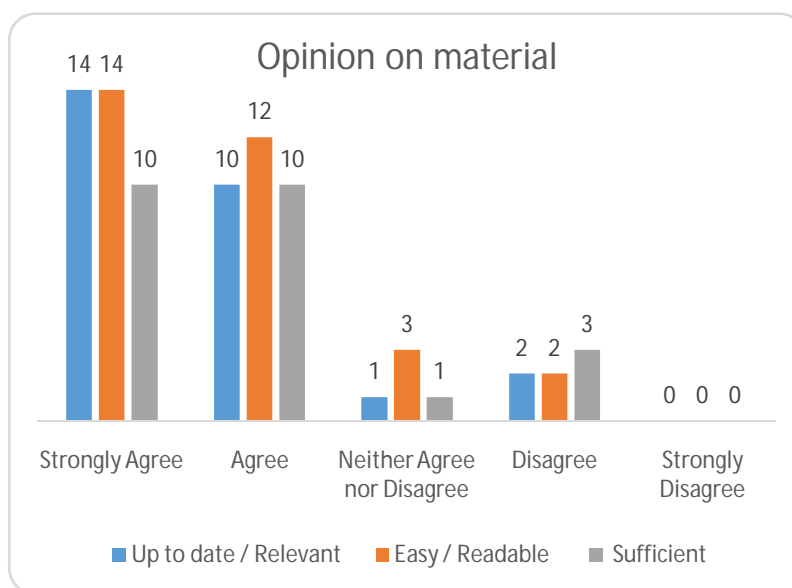|	Frequency	Percent
As per specified time	47	83.7
Later than the specified time	6	11.6
Total	53	95.3

Remark: one can notice that principals are of the opinion that training sessions completed within the specified time.
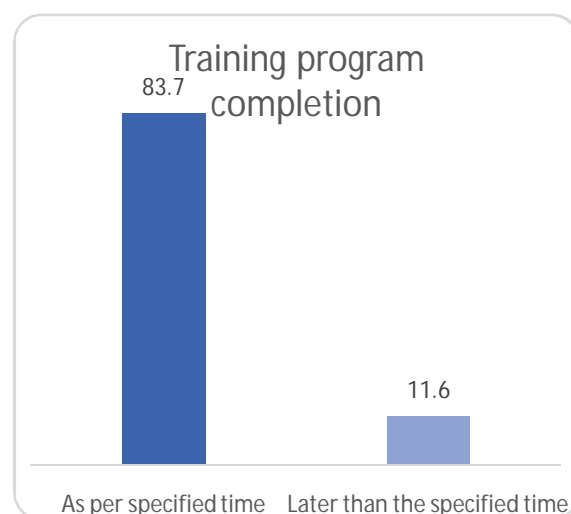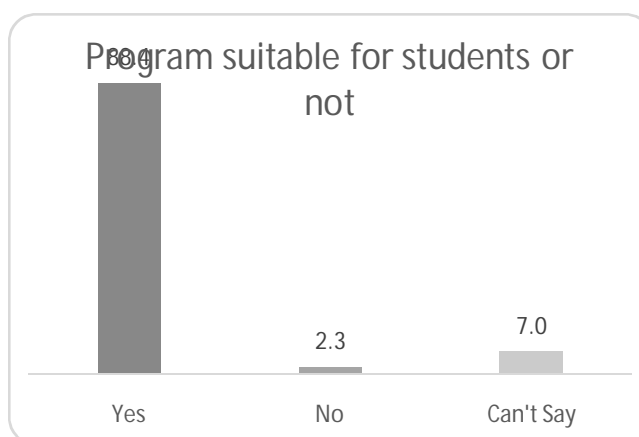

Q 42.Rate the material given

	Frequency	Percent
	5	9.3
yes	44	83.7
no	4	7.0
Total	53	100.0

Remark: one can notice that principals accept that material is supplied and it is up to date / relevant and easy/readable.

Q43.Is the present methods of teaching / imparting skills under JKC program suitable for the students

	Frequency	Percent
Yes	48	88.4
No	4	2.3
Can't Say	1	7.0
Total	53	97.7

Program suitable for students or not

Yes	No	Can't Say
88.4	2.3	7.0

Remark: From the above table / graph it is evident that most of the principals are of the opinion that
present method of teaching is suitable for students

**Q45. Can JKC fee be increased to meet the cost of providing additional Add-on Training courses**

	Frequency	Percent
Yes	21	39.5
No	24	44.2
Cannot say	8	14.0
Total	53	97.7
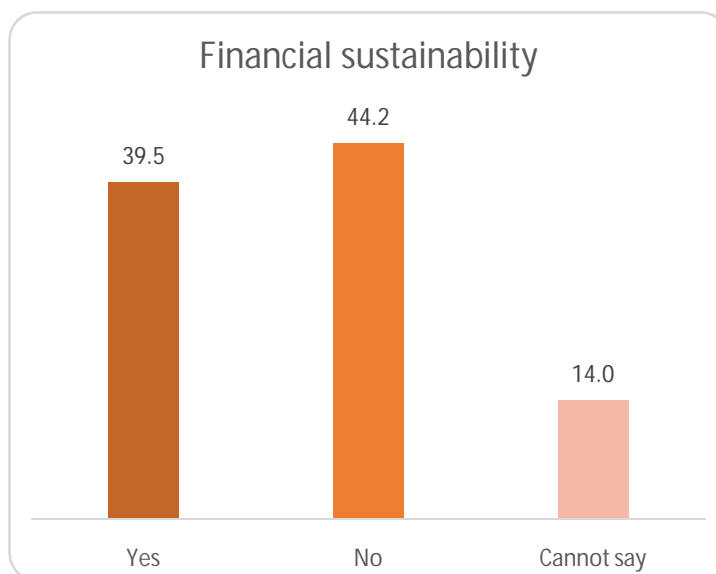
Remark: From the above table / graph it is evident that most of the principals are of the opinion that present method of teaching is not suitable for students.

Financial sustainability

Yes	No	Cannot say
39.5	44.2	14.0

**Q46. To improve the JKC training program by introducing other employ- ability
Programs like MS - OFFICE , TALLY, IBM - SPSS, PHARMA BASED software,
How much fee will be appropriate for the students**

	Frequency	Percent
100 - 500	15	34.9
501 - 1000	15	34.9
1001 - 1500	1	2.3
Others	6	14.0
Total	37	86.0

Increase in fee

34.9	34.9	2.3	14.0
100 - 500	501 - 1000	1001 - 1500	Others
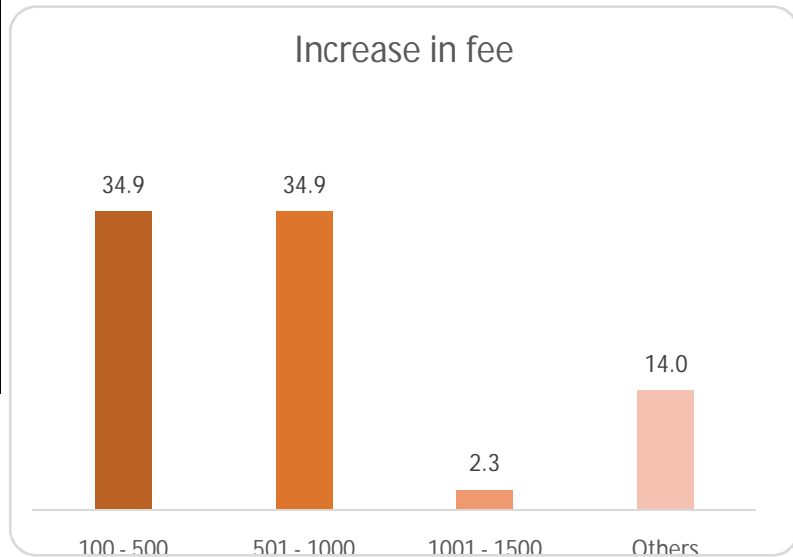
Remark: From the above table / graph it indicates that for implementing other employ-ability programs principal suggests 100-500 / 501-1000 as appropriate fee for the students.

Q47. In your opinion are the students getting employment opportunities

	Frequency	Percent
Yes	34	79.1
No	7	16.3
Total	41	95.3
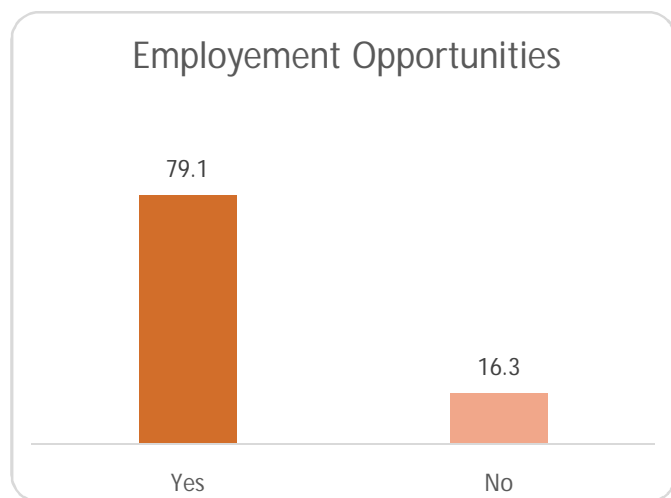
Employement Opportunities

| 79.1	16.3
Yes	No

Remark: One can observe that majority of the principals are of the impression that students are getting employment opportunities.

Q48. Are the students happy with the package offered by the companies for the Employment

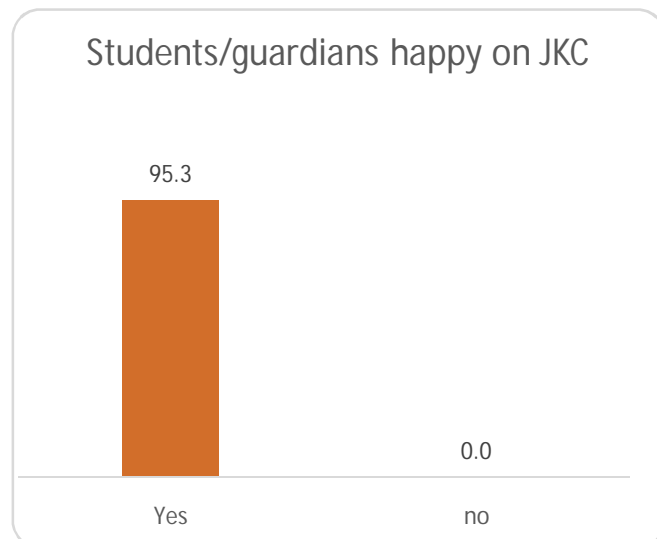|	Frequency	Percent
Yes	42	74.4
No	12	20.9
Total	53	95.3

Remark: Most of the principals are of the opinion that students are happy with the package offered by the company

Students happy on package
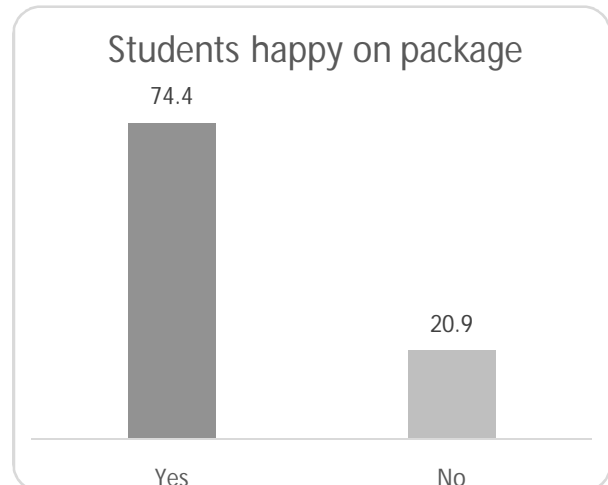
Q49. Are the parents/guardians happy with the JKC training program

|	Frequency	Percent
Yes	41	95.3
no	0	0.0

Remark: The above indicate that all the principals are of the opinion that parents / guardians happy with the JKC training program

Students/guardians happy on JKC

Q50. Would you like JKC to continue

|	Frequency	Percent
Yes	41	95.3
no	0	0.0

Remark: From the above table, one can notice that the principals are very positive about JKC and all the principals like JKC to continue

Continuation of JKC
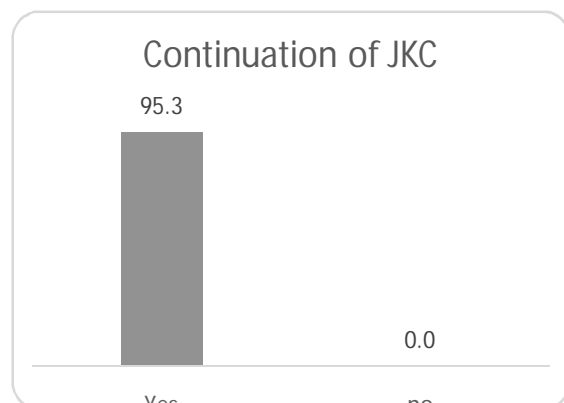
Annexure 14 – Relationship Analysis of answers by Principals

Relationship analysis with respect to the place of work the principals are working and satisfaction level with respect to JKC program

|	Excellent	Very good	Good	Average	Total
Urban	14.3%	47.6%	33.3%	4.8%	100.0%
Rural	20.0%	60.0%	20.0%	0.0%	100.0%
Semi urban	16.7%	83.3%	0.0%	0.0%	100.0%
semi-rural	0.0%	0.0%	0.0%	0.0%	0.0%
Total	16.3%	60.5%	20.9%	2.3%	100.0%
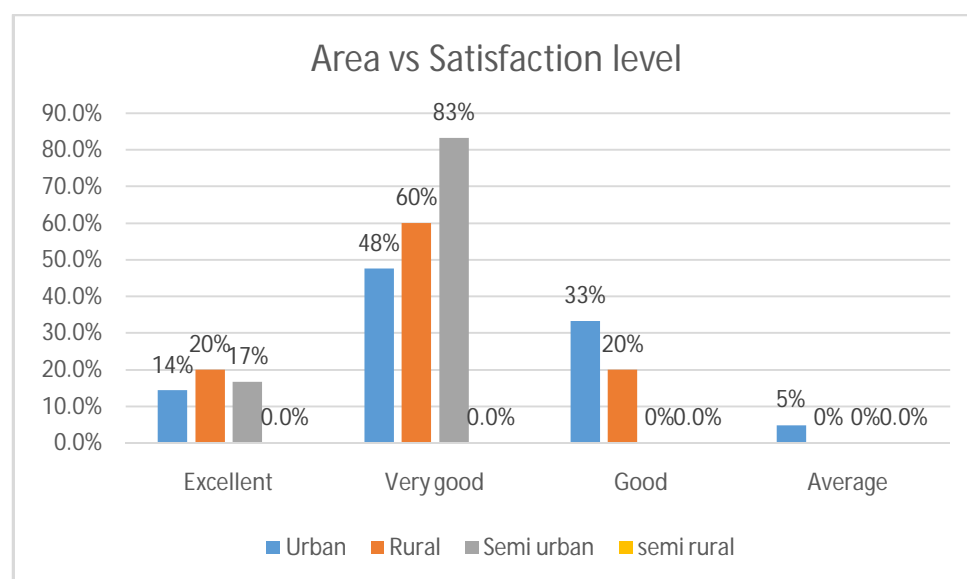
Remarks: Among the respondents of the survey, majority of the principals of all the regions

rated JKC program as very good

Relationship analysis with respect to area of work of the principals and additional skills they are expecting from the mentors

|	technical and soft skills	persuasive and effective communication	concern for the students	others	Total
Urban	31.7%	29.3%	14.6%	7.3%	48.8%
Rural	9.8%	14.6%	14.6%	2.4%	24.4%
Semi urban	19.5%	17.1%	4.9%	4.9%	26.8%
Semi-rural	0.0%	0.0%	0.0%	0.0%	0.0%
Total	61.0%	61.0%	34.1%	14.6%	100.0%
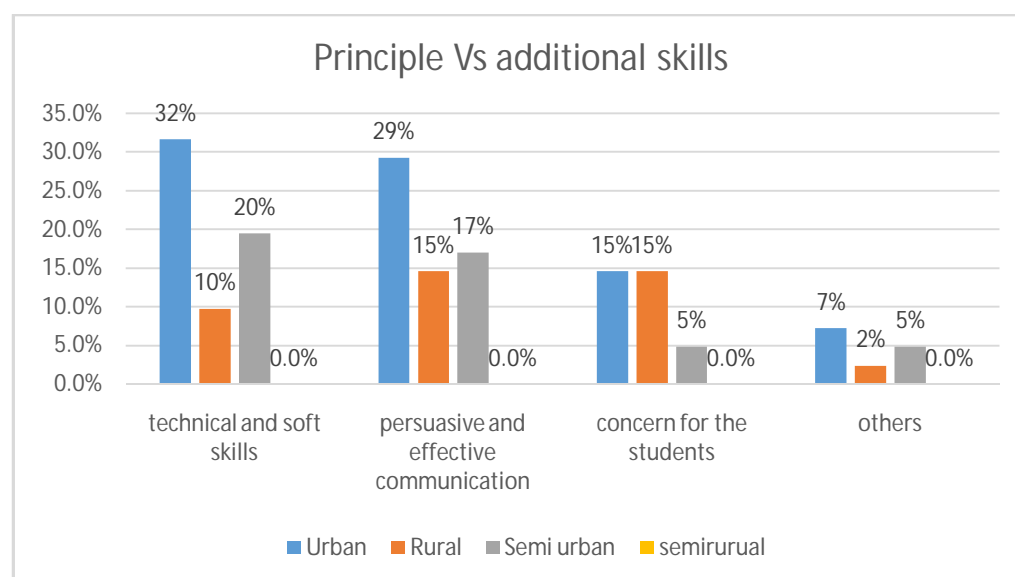
Remark: One can clearly observe from above table that, in all areas majority of principles feel that

technical and soft skills of the mentors must enhanced further.

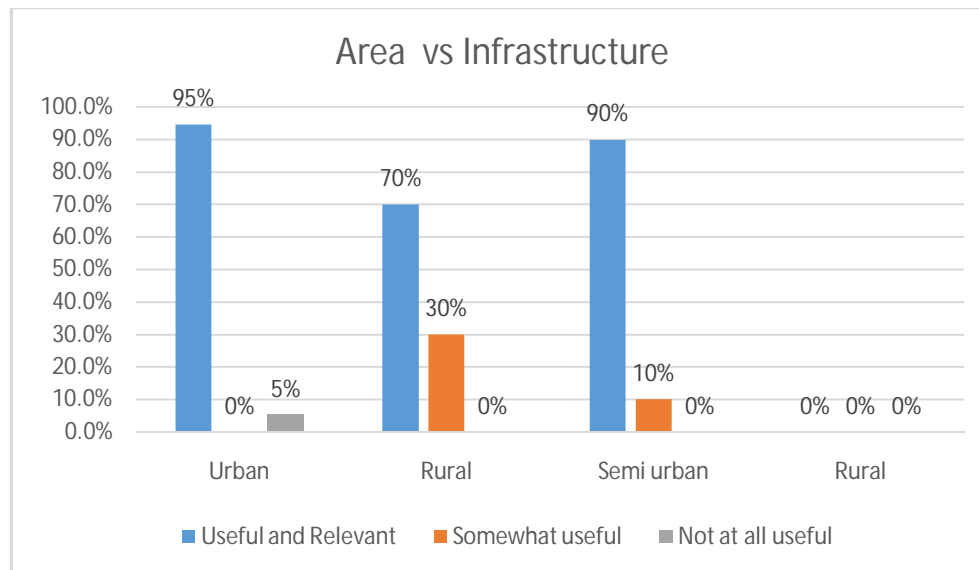**Relationship analysis with respect to area and the general complaints**

	Too many gaps between the sessions	students are not able to connect to training program	Not able to balance between regular course and JKC program	others please specify	Total
Urban	10.5%	7.9%	36.8%	5.3%	50.0%
Rural	0.0%	0.0%	21.1%	2.6%	21.1%
Semi urban	10.5%	2.6%	18.4%	5.3%	28.9%
Semirural	0.0%	0.0%	0.0%	0.0%	0.0%
Total	21.1%	10.5%	76.3%	13.2%	100.0%
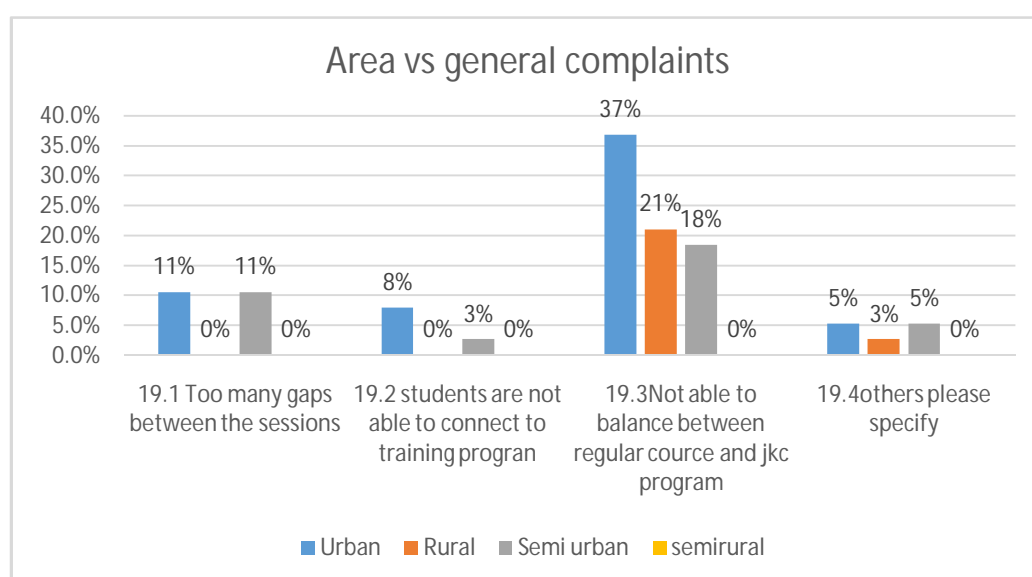
Remarks: From the above table one can clearly notice that irrespective of area, majority of the Principals are under impression that they have difficulty in balancing between regular courses and JKC program

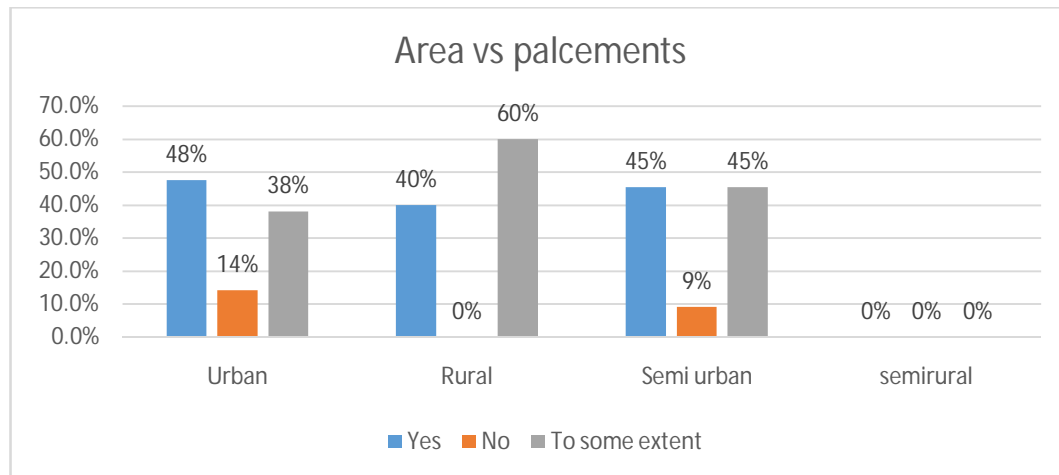**Relationship analysis with respect to area and Infrastructure**

	Useful and Relevant	Somewhat useful	Not at all useful	Total
Urban	94.7%	0.0%	5.3%	100.0%
Rural	70.0%	30.0%	0.0%	100.0%
Semi urban	90.0%	10.0%	0.0%	100.0%
Rural	0.0%	0.0%	0.0%	0.0%
Total	87.2%	10.3%	2.6%	100.0%

Remark: Among the respondents, most of the principals of all areas are under the impression that the infrastructure provided by JKC is useful and relevant

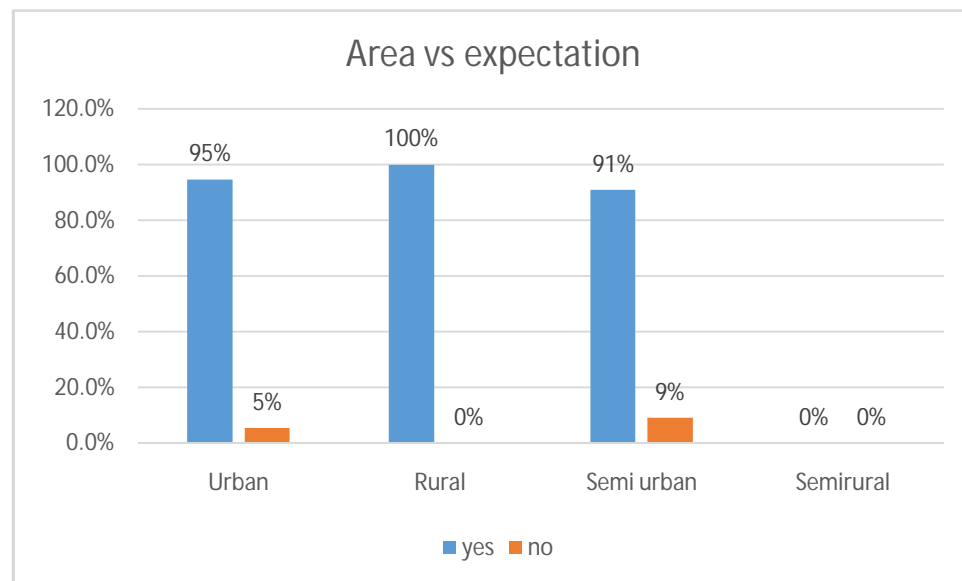**Relationship analysis with respect to area and placements in JKC**

	Yes	No	To some extent	Total
Urban	47.6%	14.3%	38.1%	100.0%
Rural	40.0%	0.0%	60.0%	100.0%
Semi urban	45.5%	9.1%	45.5%	100.0%
semirural	0.0%	0.0%	0.0%	0.0%
Total	45.2%	9.5%	45.2%	100.0%

Remark: From above one can understand that, majority of the principals are of all areas are satisficed to some extent about placements offered by JKC

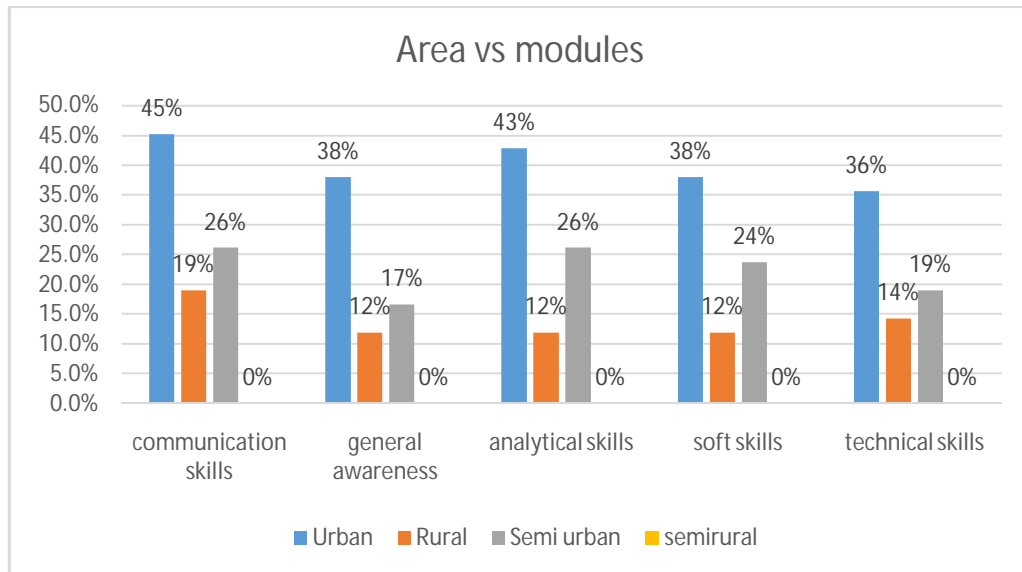**Relationship analysis with respect to area and expectations on JKC**

	yes	No	Total
Urban	94.7%	5.3%	100.0%
Rural	100.0%	0.0%	100.0%
Semi urban	90.9%	9.1%	100.0%
Semirural	0.0%	0.0%	0.0%
Total	95.0%	5.0%	100.0%

Remark: The above table/graph indicate that majority of the principals are of all areas are under the impression that the JKC is up to their expectations

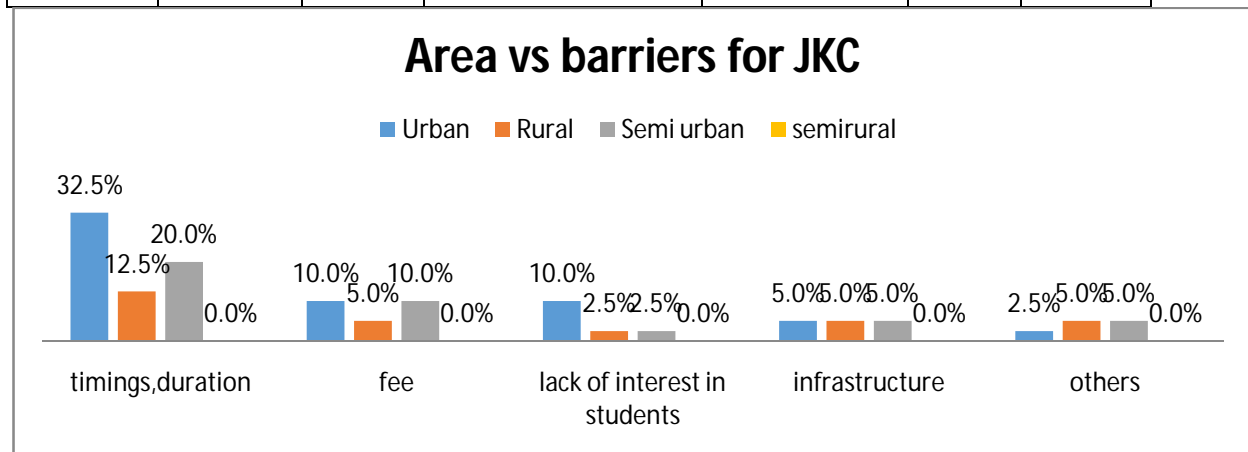**Relationship analysis respect to area and most useful modules in JKC Program**

	communication skills	general awareness	analytical skills	soft skills	technical skills	Total
Urban	45.2%	38.1%	42.9%	38.1%	35.7%	50.0%
Rural	19.0%	11.9%	11.9%	11.9%	14.3%	21.4%
Semi urban	26.2%	16.7%	26.2%	23.8%	19.0%	28.6%
semirural	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	90.5%	66.7%	81.0%	73.8%	69.0%	100.0%

Remark: From the above one can observe that, majority of principal's of all areas feel that communication skills is useful to students followed by analytical skills

**Relationship analysis with respect to area and barriers for JKC program**

	timings, duration	fee	lack of interest in students	infrastructure	others	Total
Urban	32.5%	10.0%	10.0%	5.0%	2.5%	47.5%
Rural	12.5%	5.0%	2.5%	5.0%	5.0%	22.5%
Semi urban	20.0%	10.0%	2.5%	5.0%	5.0%	30.0%
semirural	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	65.0%	25.0%	15.0%	15.0%	12.5%	100.0%

Remark: From above one can say that, majority of principles of all areas feel timing and duration is the major barrier of JKC

Relationship analysis with respect to area and training objectives

|	To a large extent	To a reasonable extent	Some what	Total
Urban	23.8%	66.7%	9.5%	100.0%
Rural	10.0%	90.0%	0.0%	100.0%
Semi urban	33.3%	58.3%	8.3%	100.0%
Rural	0.0%	0.0%	0.0%	0.0%
Total	23.3%	69.8%	7.0%	100.0%

Area vs training Objectives
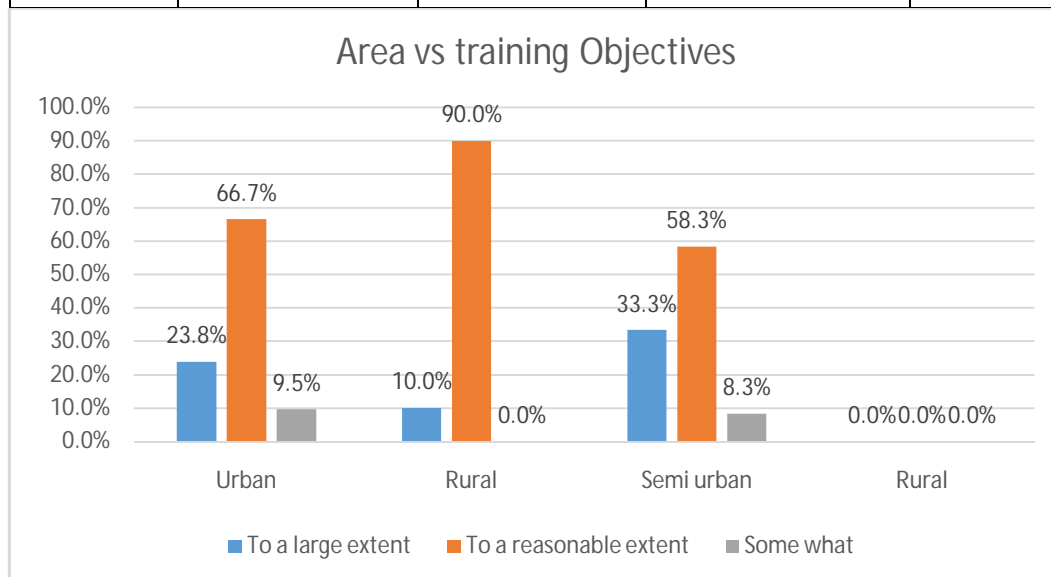
Remark: From above one can state that, principles of all areas are stating that JKC is reaching its objectives to a reasonable extent

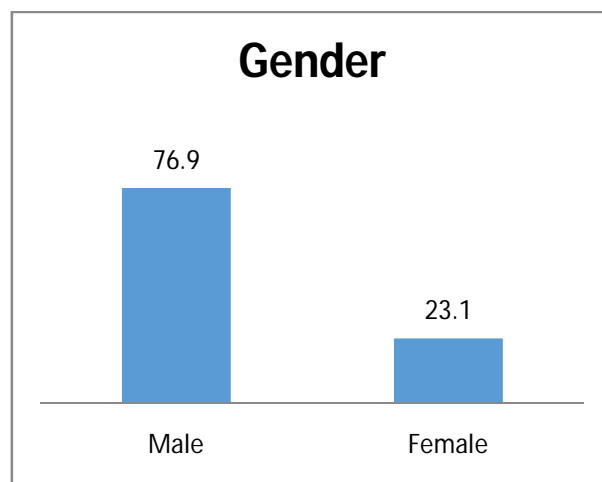# Annexure 15 – Question wise answers by Employers

Q2. Age

	Frequency	Percent
25-30	11	42.3
30-35	7	26.9
35-40	4	15.4
40 and above	4	15.4
Total	26	100.0
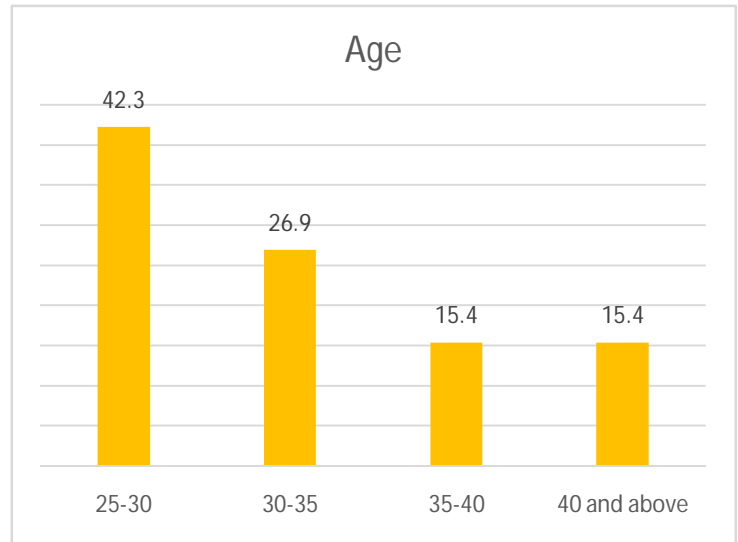
Remark: Among the respondents of the survey, majority of the representatives of the employers are of age group 25-30
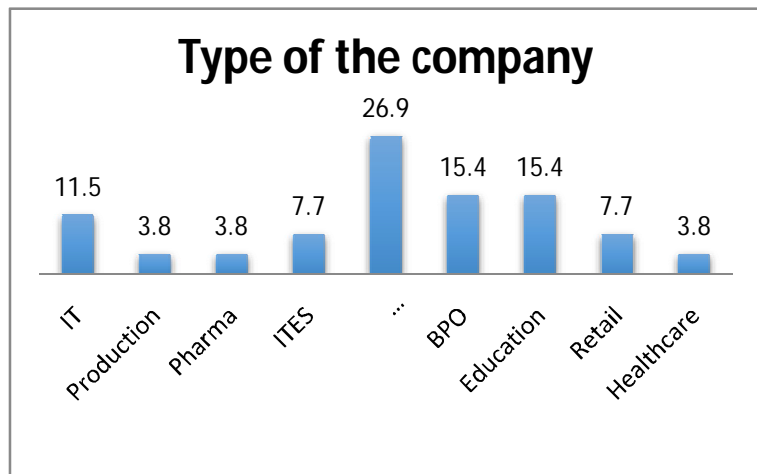

Q3. Gender

	Frequency	Percent
Male	20	76.9
Female	6	23.1
Total	26	100.0

Remark: One can notice from the above that the majority of the employers are males

Q5. The Industry for which your company belongs to?

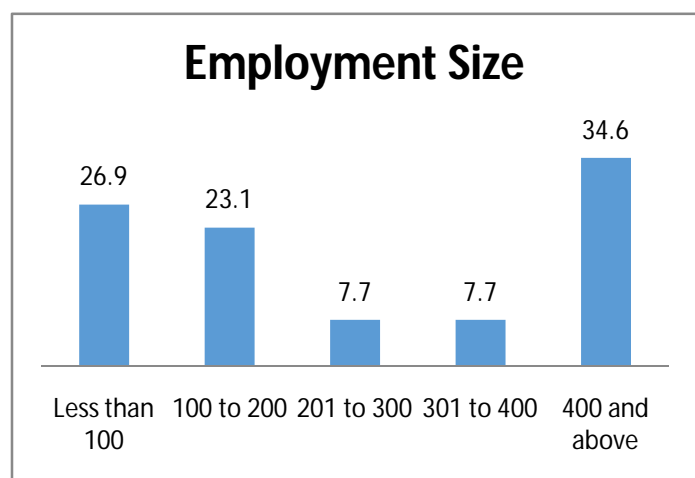|	Frequency	Percent
IT	3	11.5
Production	1	3.8
Pharma	1	3.8
ITES	2	7.7
Real Estate	7	26.9
BPO	4	15.4
Education	4	15.4
Retail	2	7.7
Healthcare	1	3.8
Total	26	100.0

Remark: Among the respondents most of the employers belongs to Real estate industry, f0llowed by
        BPO and Education

Q6. Please mention your employee

|	Frequency	Percent
Less than 100	7	26.9
100 to 200	6	23.1
201 to 300	2	7.7
301 to 400	2	7.7
400 and above	9	34.6
Total	26	100.0

size

Remark: The above indicates, that the most of the employers are looking for the employee size about 400 and above

**Q7. Does your company undertake Corporate Social Responsibility (CSR) activities**

	Frequency	Percent
Yes	25	96.2
No	1	3.8
Total	26	100.0

Does the company undertake CSR

■ Yes ■ No

4%

96%
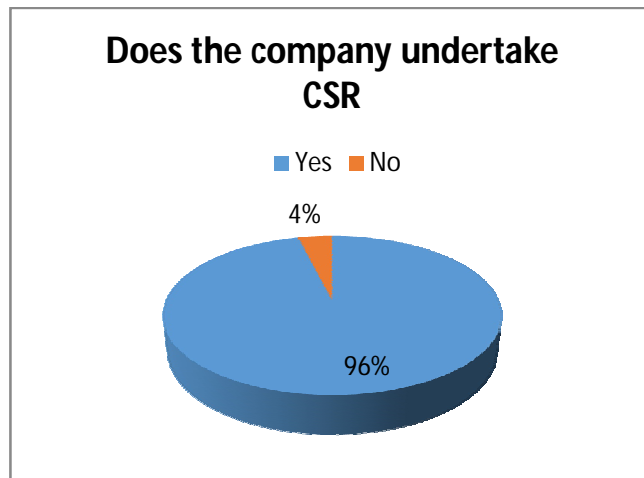
 Remark: One can notice that the most of the companiesundertake Corporate Social Responsibility (CSR) activities

**Q8. To recruit candidates your company will follow**

company follow recritment

43.2%

27.3%

20.5%

9.1%

Advertisements   Reference   CampusDrives   Others

	Percent
Advertisements	20.5%
Reference	27.3%
Campus Drives	43.2%
Others	9.1%
Total	100.0%
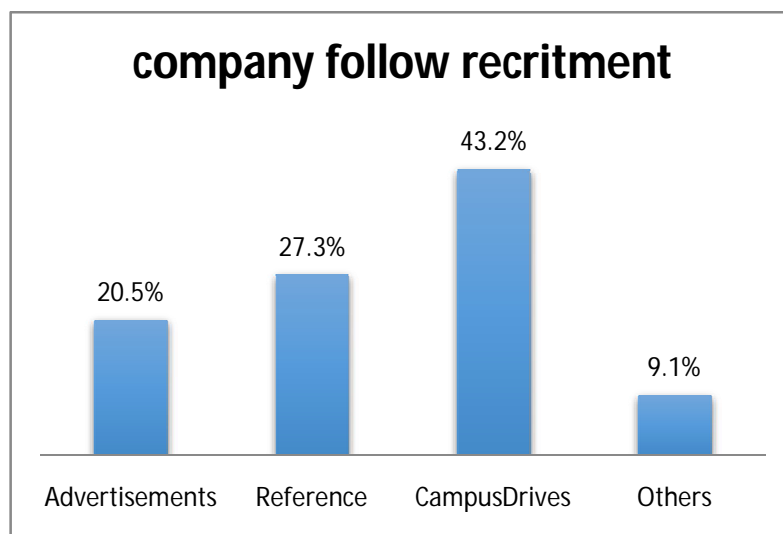
Remark: Majority of the companies' fallow campus drives to recruit candidates to their company

10. Which is the most preferred qualification by your company

Prefered qualification of your company

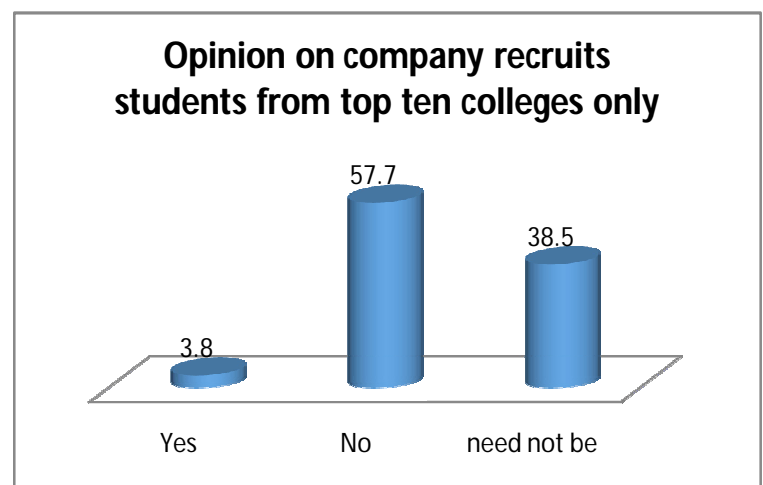|	Percent
Diploma	17.5%
Degree	52.5%
Engineering	22.5%
Others	7.5%
Total	100.0%
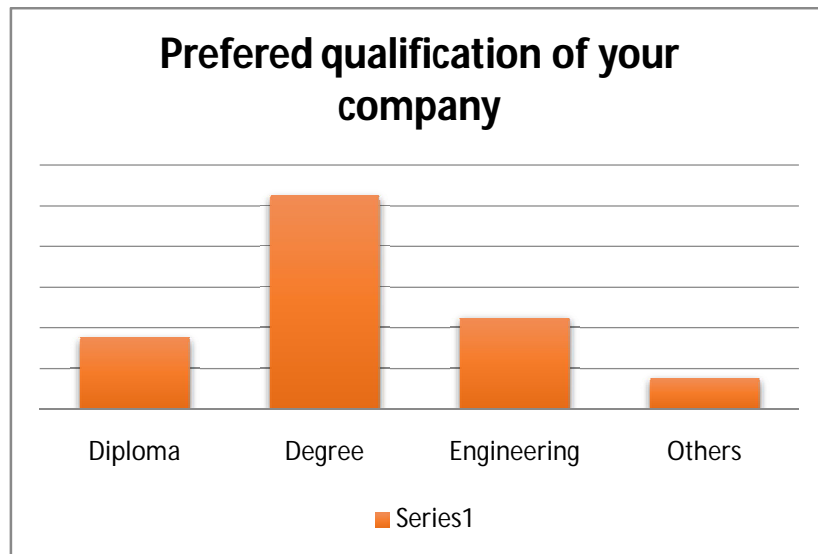
Remark: The above indicate that Degree is the is the most preferred qualification by majority of the companies

11. Does your company recruit students from top ten colleges only

	Frequency	Percent
Yes	1	3.8
No	15	57.7
need not be	10	38.5
Total	26	100.0

Remark: One can observe that majority of the employers are of the opinion that companies does not recruit students from top ten colleges only

Opinion on company recruits students from top ten colleges only

12. Please mention on what basis students are recruited in your company

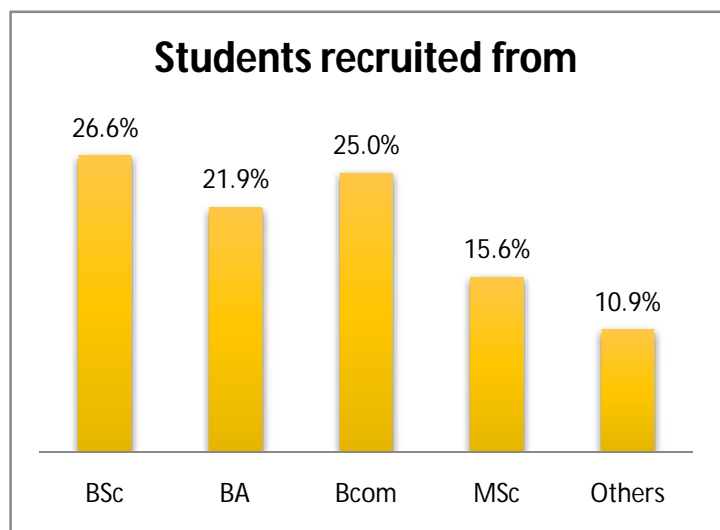|	Percent
Based on academics	20.0%
Good Presentation Skills	34.0%
Based on extracurricular activities	16.0%
Based on test conducted by company	26.0%
Others	4.0%
Total	100.0%

Students selected on basis of

Remark: Most of the employers are under the impression that students are recruited in to their company on basis of good presentations skills, f0llowed by based on the test conducted by the company
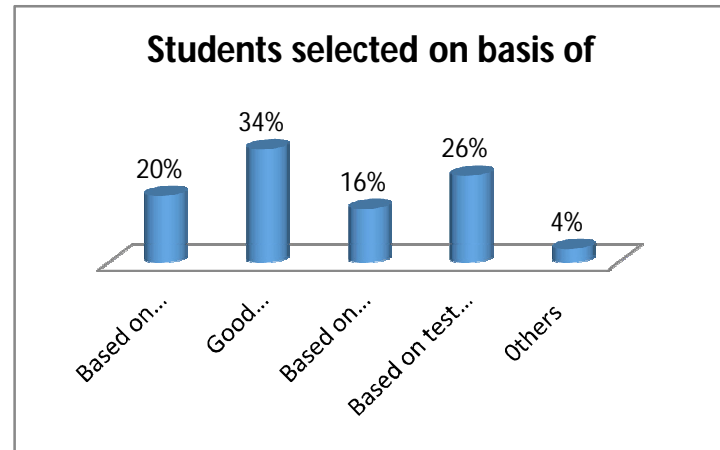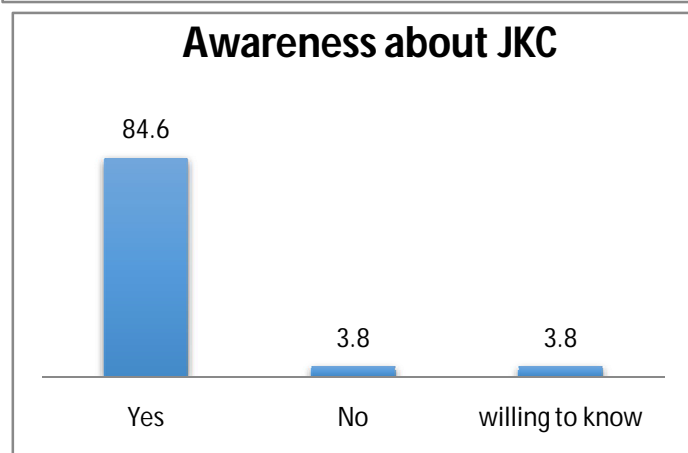
13. Do you recruit students from

	Percent
BSc	26.6%
BA	21.9%
Bcom	25.0%
MSc	15.6%
Others	10.9%
Total	100.0%

Students recruited from

Remark: Among the respondents from survey, majority of the employers recruit students from BSc, followed by B.com and BA

14. Are you aware of JKC programme

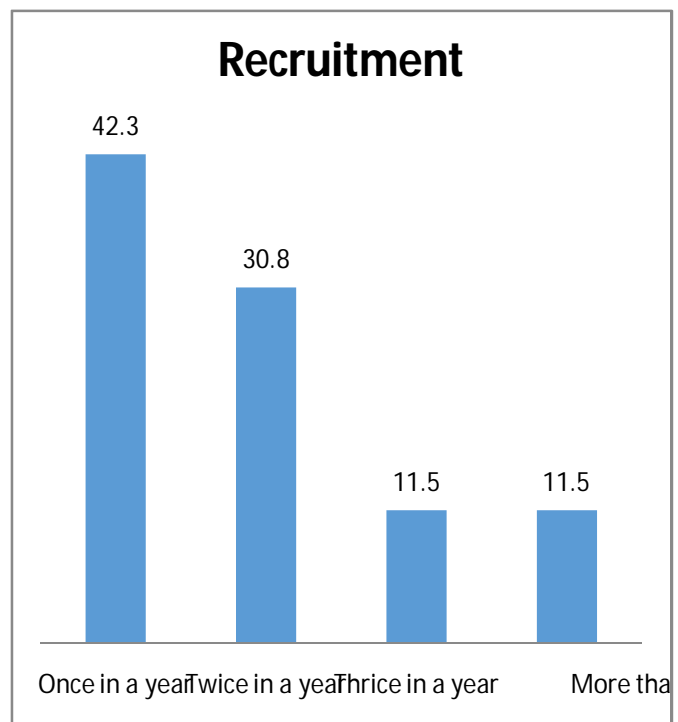|	Frequency	Percent
Yes	22	84.6
No	1	3.8
willing to know	1	3.8
Total	26	100.0

Awareness about JKC

Remark: Most of the employers are aware about JKC

16. How often you recruit
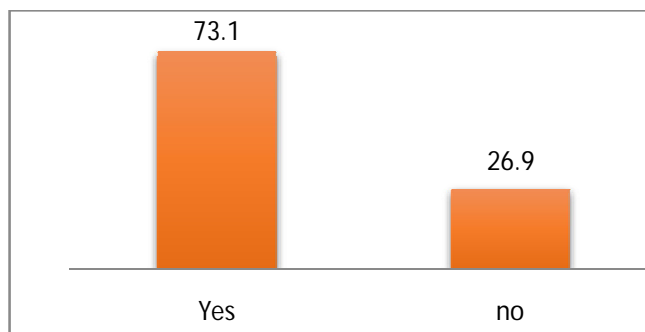
	Frequency	Percent
Once in a year	11	42.3
Twice in a year	8	30.8
Thrice in a year	3	11.5
More than thrice	3	11.5
Total	25	96.2

Remark: Majority of the employers gave response that they recruit JKC students once in a year followed by twice in a year

**Recruitment**

17.Did you recruit JKC trained students earlier?

	Frequency	Percent
Yes	19	73.1
no	7	26.9
Total	26	100.0

Remark: Most of the employers recruited JKC trained students earlier

18. How well do you think the program has strengthened the links between institution and Industry
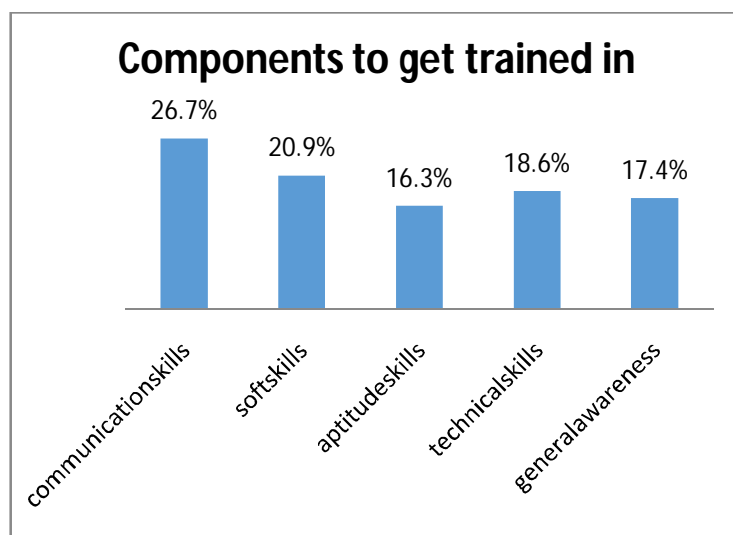
	Frequency	Percent
Extremely satisfactory	4	15.4
Satisfactory	20	76.9
Somewhat satisfactory	1	3.8
Total	26	100.0

Opinion on strengthed link between institution and industry

```
                    76.9


   15.4


                                      3.8

Extremely        Satisfactory      Somewhat
satisfactory                       satisfactory
```
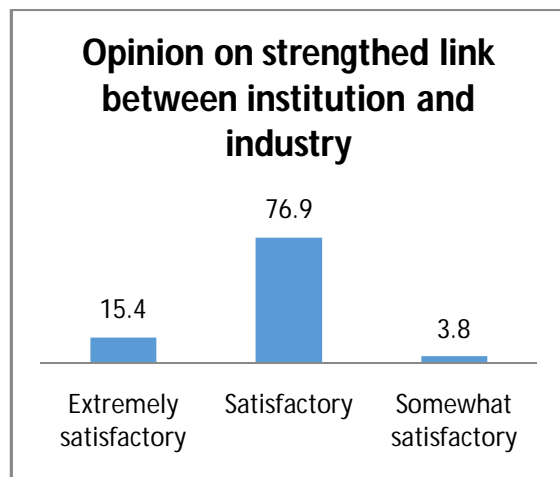
Remark: One can notice from the above, most of the employers are satisfied that the program has strengthened the links between institution and industry

**19. What components would you like the students to get trained in?**

	Percent
Communication skills	26.7%
Soft skills	20.9%
Aptitude skills	16.3%
Technical skills	18.6%
General awareness	17.4%
Total	100.0%

Components to get trained in

```
26.7%
          20.9%
                             18.6%
                    16.3%            17.4%




communicationskills  softskills  aptitudeskills  technicalskills  generalawareness
```

Remark: Among the respondents majority of the employers willing to get students trained in communication skills, followed by soft skills and technical skills

20. Rate the performance of JKC trained students

	Frequency	Percent
Extremely satisfactory	4	15.4
Satisfactory	18	69.2
Somewhat satisfactory	0	0.0
Poor	0	0.0
Total	26	100.0
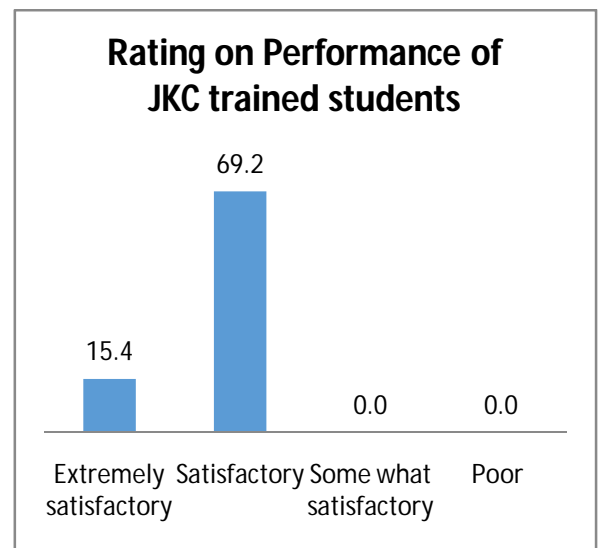
**Rating on Performance of
JKC trained students**

Remark: From the above table/graph one can observe that majority of the employers are satisfied with the performance of JKC trained students

Annexure 16 – Relationship analysis of answers by Employers

Relationship analysis with respect to Industry and company follow for recruitment

	Advertisements	Reference	Campus Drives	Others
IT	22%	9%	16%	25%
BPO	0%	0%	21%	0%
Education	33%	9%	11%	25%
Retail	22%	18%	0%	0%
Healthcare	0%	0%	0%	25%
Production	0%	9%	5%	0%
Pharma	0%	9%	5%	0%
Real Estate	22%	45%	43%	25%
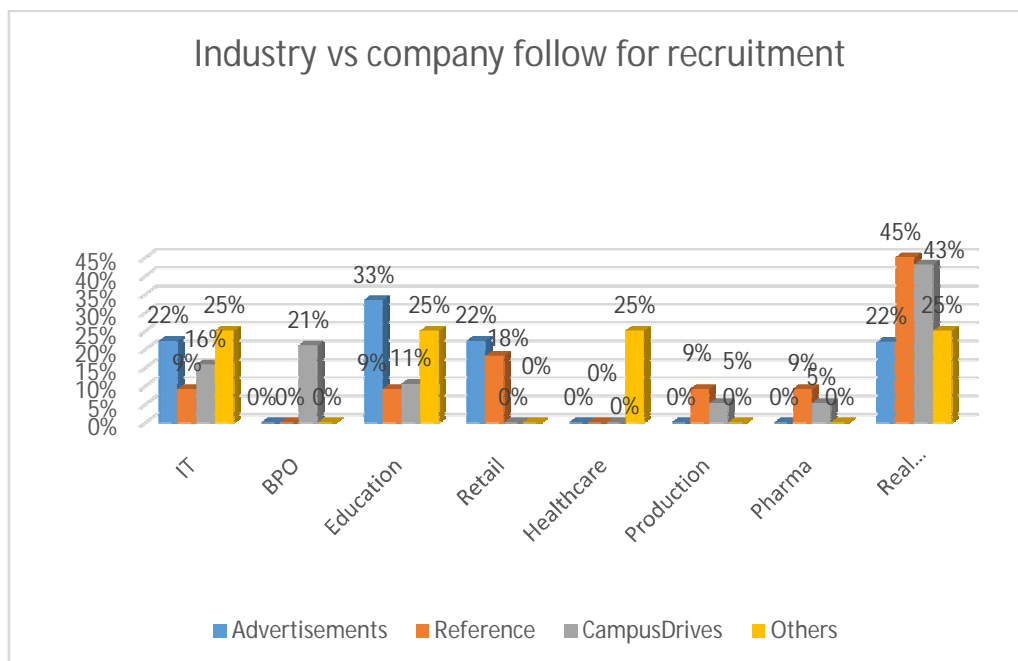
Remark: The above indicate, most of the companies choose advertisements and other source to recruit the candidates for their company

Relationship analysis with respect to company and preference of students for recruitment

	Government	private	Institutional training centre	Others
IT	15%	13%	25%	0%
BPO	20%	7%	13%	0%
Education	15%	27%	25%	0%
Retail	0%	0%	13%	0%
Healthcare	5%	7%	0%	0%
Production	5%	7%	0%	0%
Pharma	5%	0%	0%	0%
Real Estate	35%	40%	25%	100%

Company vs Preference of students from
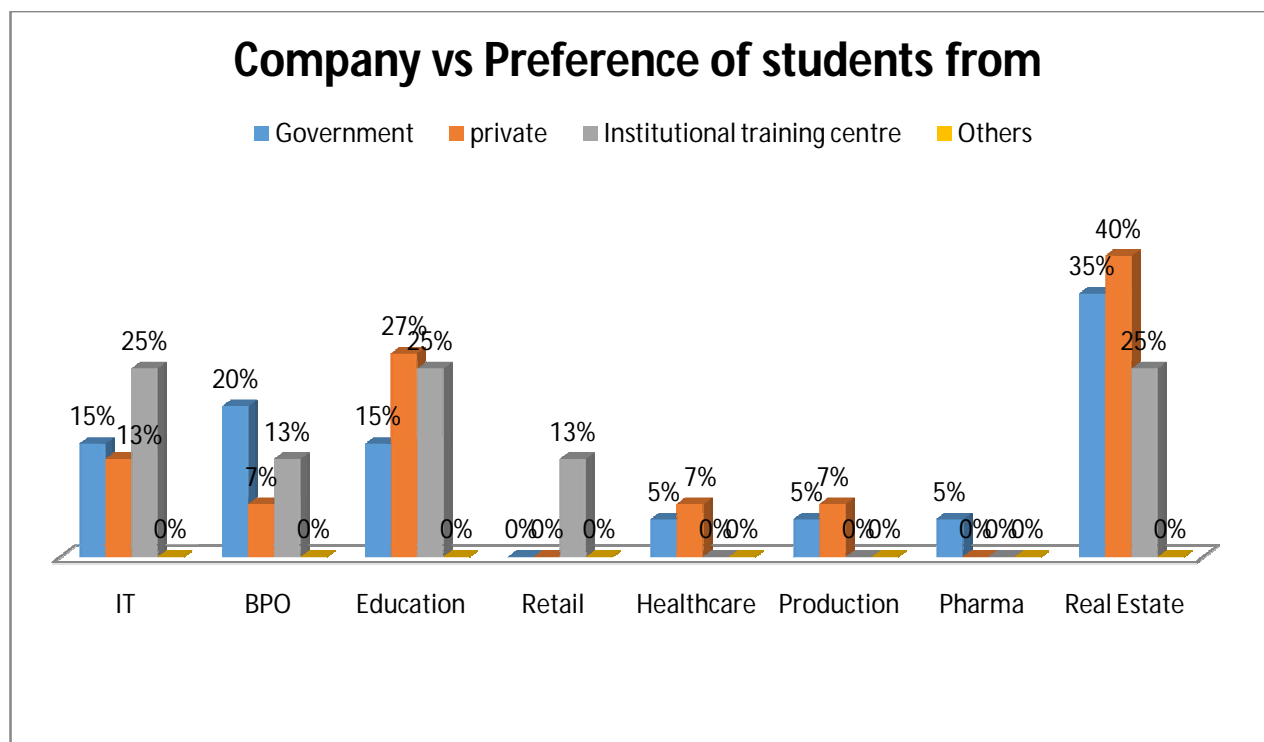
Remark: The above indicate that, majority of the IT and Retail companies prefer students from Institutional / Training centers, BPO from government colleges, Education, Healthcare and production from private colleges, Pharma from government and real estate from private colleges

Relationship analysis with respect to company and most preferred qualification

|	Diploma	Degree	Engineering	Others
IT	14%	15%	22%	0%
BPO	14%	20%	11%	0%
Education	29%	15%	22%	67%
Retail	0%	5%	11%	0%
Healthcare	0%	5%	0%	0%
Production	14%	0%	11%	0%
Pharma	0%	0%	0%	33%
Real Estate	28%	40%	22%	0%
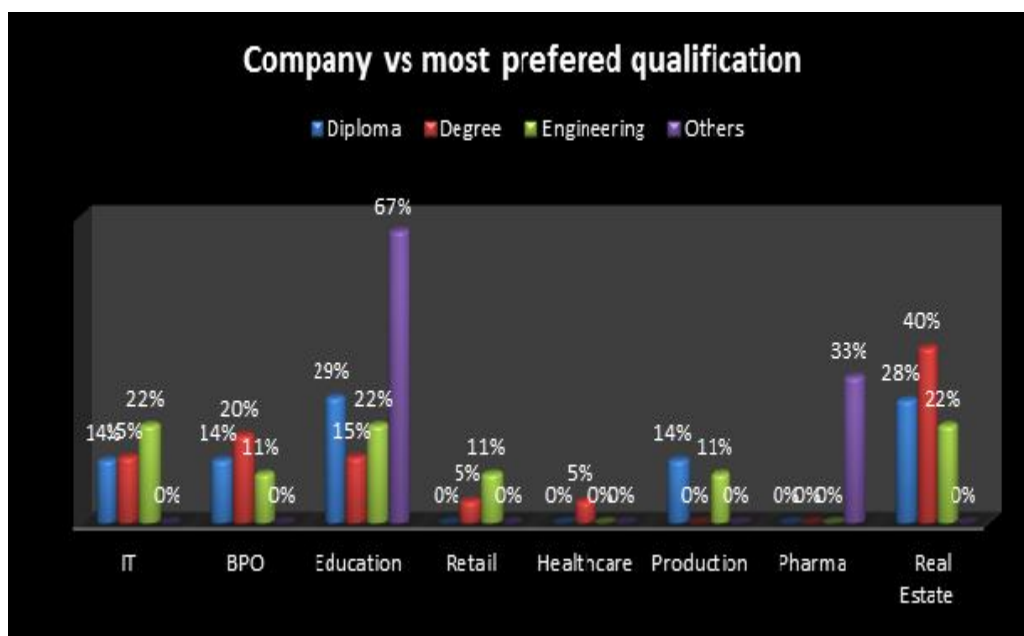
Remark: One can observe from the above that, majority of the companies prefer students of qualification Degree and Engineering

Relationship analysis with respect to company and Basis on which students are recruited

|	Based on academics	Good Presentation Skills	Based on extracurricular activities	Based on test conducted by company	Others
IT	10%	6%	13%	8%	0%
BPO	0%	18%	0%	8%	50%
Education	20%	24%	25%	17%	50%
Retail	0%	6%	13%	0%	0%
Healthcare	10%	6%	13%	0%	0%
Production	10%	0%	0%	8%	0%
Pharma	10%	0%	0%	0%	0%
Real Estate	40%	41%	38%	59%	0%

Industry of company vs Basis on which students are recruited
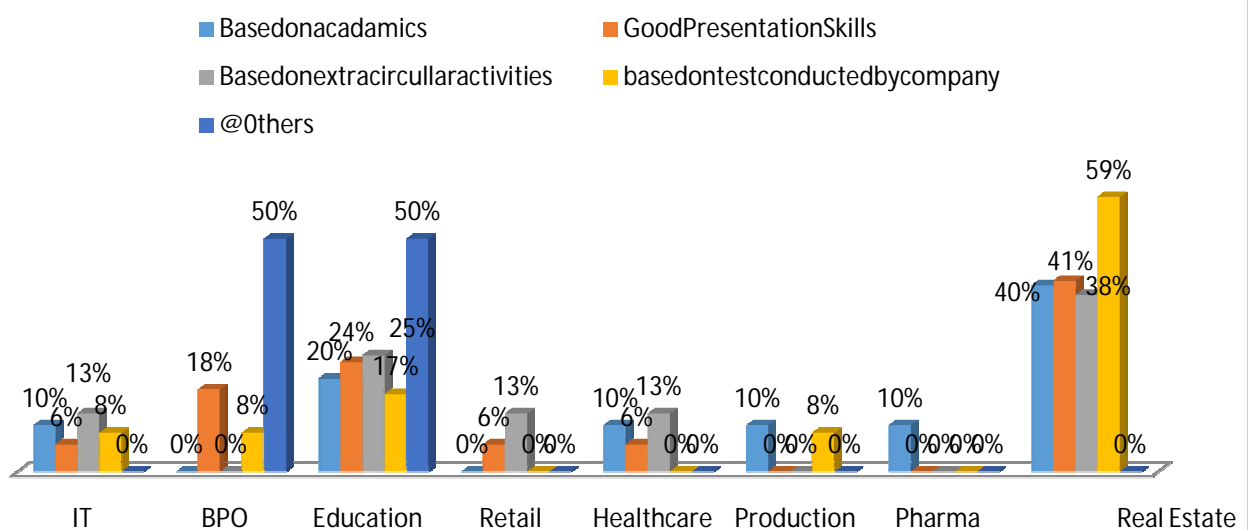
Remark: The above indicate that, most of the companies select students on the basis of extracurricular activities and others

**Relationship analysis with respect to company and recruitment of students from**

	BSc	BA	B.com	MSc	Others
IT	18%	14%	13%	20%	0%
BPO	6%	7%	13%	10%	33%
Education	24%	21%	25%	30%	17%
Retail	6%	14%	6%	10%	0%
Healthcare	6%	0%	6%	0%	0%
Production	0%	0%	0%	0%	17%
Pharma	0%	0%	0%	0%	17%
Real Estate	41%	43%	37%	30%	17%
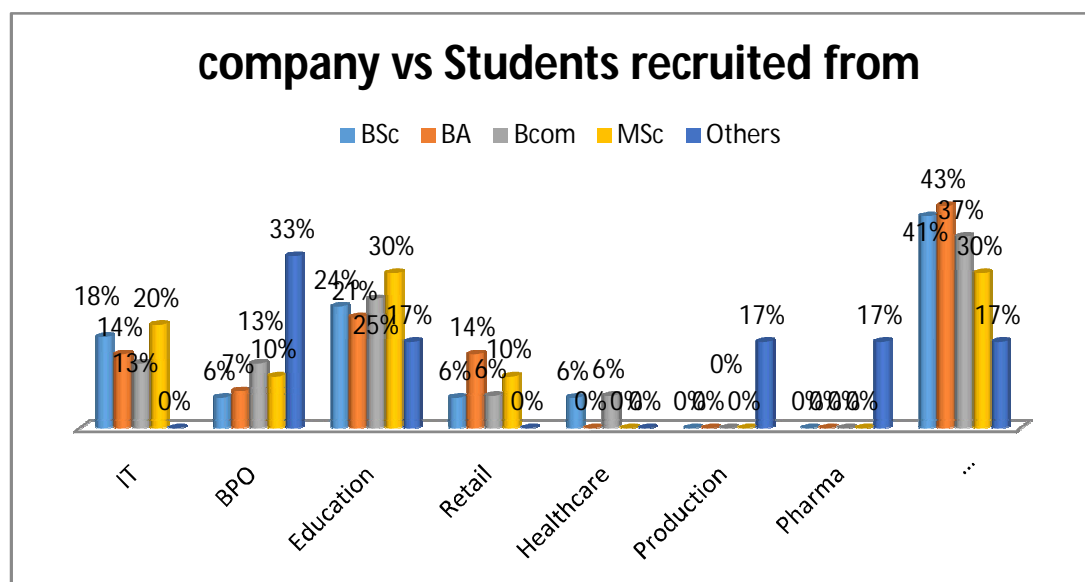
Remark: Majority of the BPO, Production and Pharma companies recruit students from others qualification, whereas Health care, education, IT from MSc, Retail and Real estate from BA

Relationship analysis with respect to company and Performance of JKC trained students
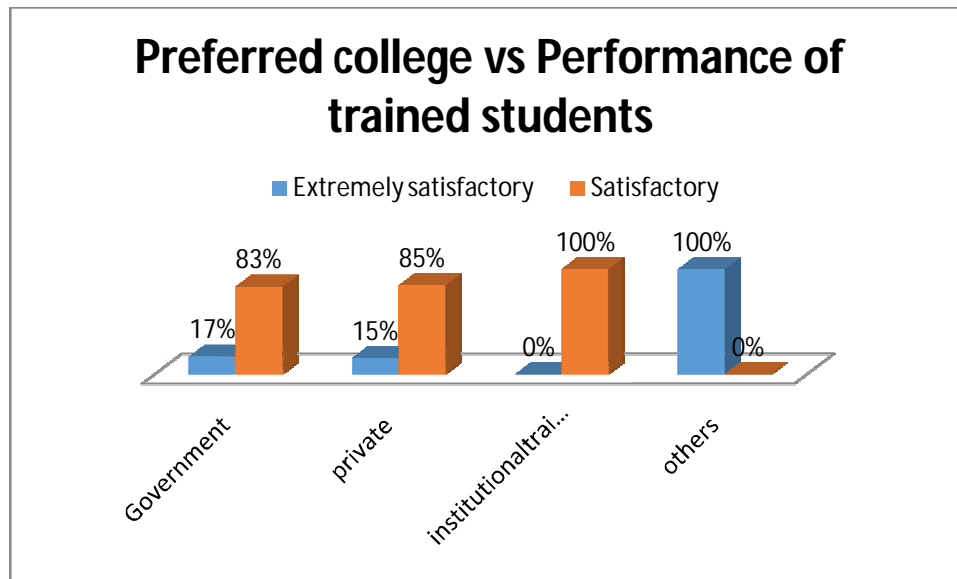
Industry of company	Performance of JKC trained students		
	Extremely satisfactory	**Satisfactory**	**Grand Total**
BPO	0%	100%	100%
Education	0%	100%	100%
Healthcare	0%	100%	100%
IT	0%	100%	100%
Pharma	0%	100%	100%
Real Estate	44%	56%	100%
Retail	0%	100%	100%
Grand Total	**20%**	**80%**	**100%**

Company vs performance of JKC trained students
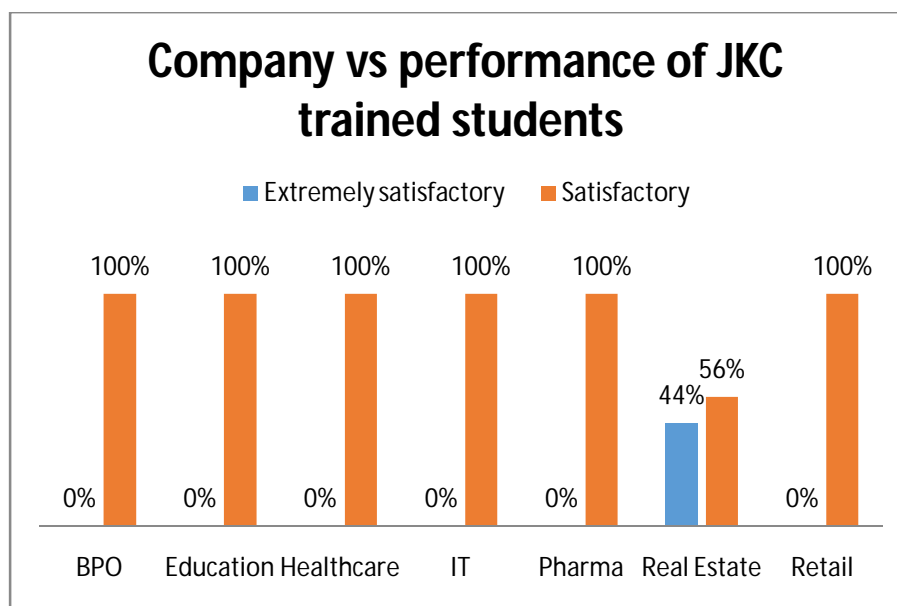
Remark: The above one can observe that the majority of the employers from different industries are

satisfied with the JKC trained students

Relationship analysis with preferred college students and performance of trained students

	Government	private	Institutionaltrainingcentre	others
Extremely satisfactory	17%	15%	0%	100%
Satisfactory	83%	85%	100%	0%

Preferred college vs Performance of trained students

■ Extremely satisfactory   ■ Satisfactory

83%   85%   100%   100%

17%   15%   0%   0%

Government   private   institutionaltrai...   others

Remark: Among the respondents of the survey, majority of the employers are satisfied with the students from various colleges

Relationship analysis with respect to JKC students' recruitment and components that students should get trained

	Communicationski lls	Softskill s	Aptitudeskil ls	Technical skills	Generalawarene ss
Yes	74%	67%	86%	69%	67%
no	26%	33%	14%	31%	33%

Opinion on JKC students recruitment vs Components students have to get trained
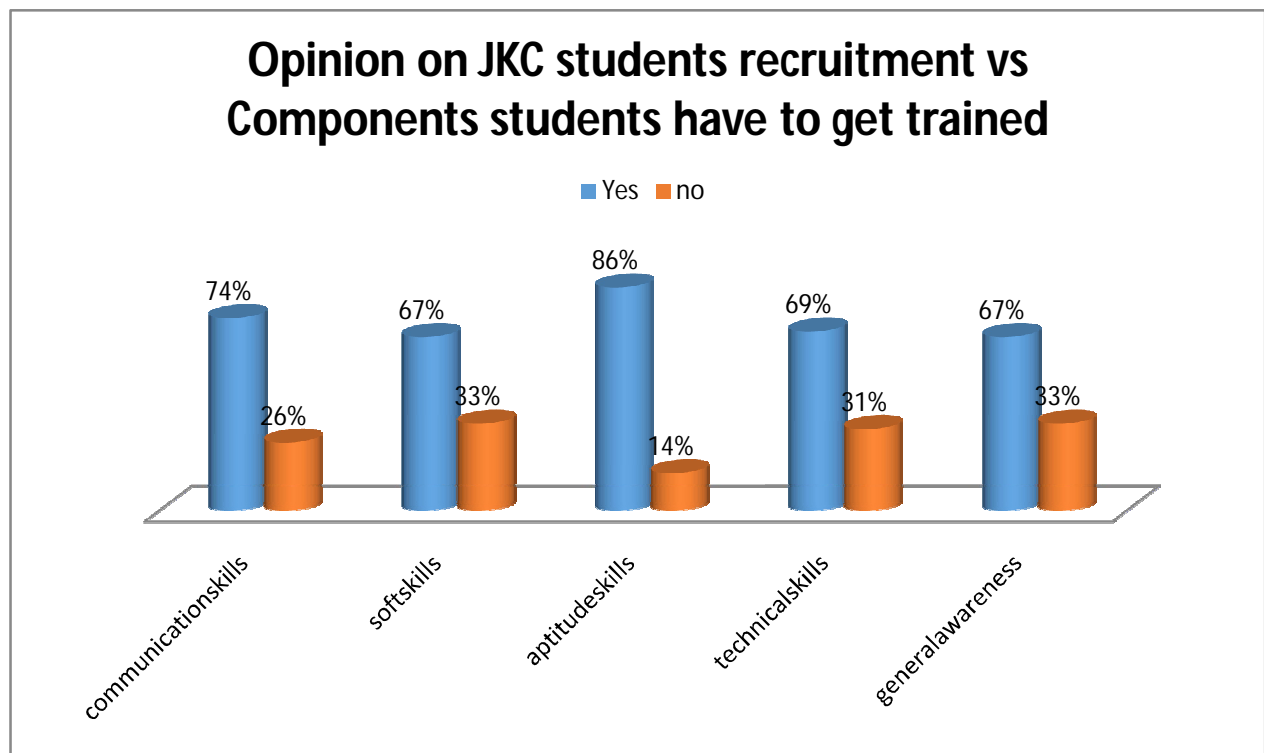
Remark: According to the employers who recruit JKC students earlier, majority are of the opinion that students should get trained in Aptitude skills and Communication skills and others should be rained in Soft skills

Annexure 17 – Details of mentors and Coordinators involved in Field Survey

Sl. No.	College	Coordinator Name	Mentor Name
1	GDC Begumpet (Completed)		
2	GDC Khairatabad (Completed)		
3	GDC Women's IP, Nampally (Completed)		
4	City College GDC, Hyderabad	Dr. M Naveen	V. D. Narsimlu
5	VS Krishna GDC, Visakhapatnam	M. Sudhakar	P. Srinivasa Rao
6	Vanitha Maha Vidhyalaya	Dr. P. Ayodhya Reddy	Uday Arun
7	VASAVI College, Kurnool	P. Murali Manohar	N Y Sabatain
8	Giriraj GDC, Nizamabad	R. Sridhar	K. Laxman
9	SRR GDC, Karimnagar	P. V. Narasimham	B. Srinivas
10	Loyola College, Vijayawada	P. Narasimha Rao	S. Lakshmana Rao
11	GDC (M) Srikakulam	H. Y. Dora	R. Prashanth
12	GDC (W) Srikakulam	Kola Srimannarayana	K. Hemanth Rao
13	GDC Tekkali	Dr. B Krishna Chandra Keerthi	P. Srinivasa Rao
14	GDC (W), Vishakapatnam	M Sudhadhar	Yalla Malleswar Rao
15	GDC Yelamanchili	Gandi Appala Narasimham	M. Suresh
16	GDC Salur	Srinivasa Patrao	P. Srinivasa Rao
17	GDC (A) Rajahmumdry	R. Ankarao	K. Chandra Sekhar
18	GDC (W), Kakinada	BH. S. V. V. N. Satya Murthy	R. John Watson
19	GDC, SRR & CVRm Vijayawada	P. Narasimha Rao	K. Rajasekhar
20	GDC, Movva	Madhav Bandaru	K. Premchand
21	SVD GDC (W) Nidadvole	Sri CH. S. Haranath	V. Suresh
22	C S T S GDC Jangareddigudem	Dr. BP Narsareddy	M. Mahendra
23	GDC (W) Guntur	Vempati Yesu Padam	G. Devendra Rao
24	D. K. GDC (W) Nellore	Dr. K P P R Mohan Reddy	SV Subba Reddy
25	GDC Sulllurpet	Dr. Maqsood Ahmed	B. Nagaraju
26	GDC (W) Ongole	P. D. D. Kumar	V. Ramesh

Sl. No.	College	Coordinator Name	Mentor Name
27	GDC Kandukur	A. V. Ramana Rao	S. Lakshmana Rao
28	GDC (M), Anantapur	Ch. Dusayanntha Raju	CV Ravindra Reddy
29	GDC, Kadiri	M. Ramesh	G Mohammed Rizwan
30	PVKN GDC, Chittoor	G. Ramesh	P Vara Prasad
31	S.V.A. GDC (M) Srikalahasti	T. Venkata Ramana	N.V.S. Narayana Rao
32	GDC (W), Chittoor	V. Babu Rao	B Rajesh Khanna
33	GDC (M), Kadapa	Shaik Shamiulla	P. Anil Kumar
34	GDC (W), Kadapa	D. Raju	S Irshad
35	KVR GDC, Kurnool	Dr. CH Appiya Chinnamma	G. Brahmaiah
36	SJ GDC, Kurnool	S Ehthe Sham Ahmad	T. Sreenivasulu
37	GDC (M), Adilabad	S. Rajesh Kumar	D. Rajasekhar
38	GDC, Mancherial	Dr. I. Gangadhar	N. Srikanth
39	SKNR, GDC (M) Jagtial	Dr. A. Srinath	B. Srinivas
40	GDC (W), Jagtial	S. Odelu Kumar	K. Lakshman
41	GDC (M) Khammam	Dr. A. Sreenivasulu	Mohammed Rafi
42	GDC (W) Khammam	G. Jeevan Kumar	B. Vijaya Kumar
43	K.D.C. Hanamkonda	R. Satyanarayan Rao	D. Chaitanya Krishna
44	GDC Jangaon	G. Bhanumurthy	M. Prudhividhar
45	GDC (M), Mahboobnagar	M. Satish Kumar	Sk. Farooq Basha
46	GDC (M), Gadwal	P. Murali Manohar	V. Nagaraju
47	GDC (W), Mahboobnagar	Dr. Haresh	Uday Arun Kumar
48	Taraa GDC Sangareddy	P. V. Narasimham	P. Ravinder
49	GDC Jogipet	E. Raj Kumar	G. Goutham
50	GDC Siddipet	A. Ramesh Babu	D. Narsimlu
51	Nagarjuna GDC Nalgonda	N. Srinivasa Rao	M. Suresh Kumar
52	GDC Kodad	Dr. G. Paul	J Hari Krishna
53	GDC Kamareddy	M. Prabhaker	B Srinivas