



**SCHOOL OF MANAGEMENT STUDIES
INDIRA GANDHI NATIONAL OPEN UNIVERSITY
MAIDAN GARHI, NEW DELHI – 110068.**

**FEEDBACK ANALYSIS REPORT OF TEACHERS ON THE DESIGN OF THE
CURRICULUM**

1. Preamble

Education is the social institution that imparts significant knowledge to its members that include basic facts, hard and soft skills to get and give jobs, socio-cultural values and norms. In a nutshell, it improves personal lives and helps the society to run smoothly.

When the term 'education' comes to mind the image of two obvious pillars, the teachers and the learners pops up. The role of the teachers is to provide the efficient citizen to the society by imparting knowledge and setting up conducive environment and situation for their effective learning. Needless to mention, that the most important tool for teachers is the curriculum, besides their own knowledge, skills and passion, as it gives a direction to the process of teaching and learning.

A curriculum is designed with the objective to create successful learners who can achieve excellence; confident individuals who are able to live safe, healthy and fulfilling lives. The executor of this outline is the teachers. Teachers are also researchers. They are the ones who keep on studying and researching the developments that are taking place in the society. Unless their feedback is taken it would not be a complete document. Teachers are the ones who understand the need of the learners and society and ways and means to impart it. In this context their feedback is of utmost importance.

2. About the School

The School of Management Studies has been established to provide developmental avenue for working personnel and professionals for acquiring management qualifications to upgrade and refine their managerial skills, capabilities, and orientation. The School aims to impart lifelong learning opportunities to the learners in the specific domains like leadership, entrepreneurial skills, and professional competence. The Programmes offered by the School are useful and geared to fulfill identified gaps in the corporate and business world.

The School of Management Studies began its academic operations in 1987 with the launch of Diploma in Management as a pilot programme of the University. This programme is one of the two programmes offered by the university at the beginning of the university's academic journey. The School today offers 9 programmes in Management and 13 programmes in Commerce. Commerce and Management Programmes of IGNOU impart quality flexible education at the doorstep of the learners and are highly popular.

The School follows multimedia approach in programme delivery. It comprises of self-learning printed course material packages supporting audio-video programmes, face to face interaction with academic counselors at study centres, assignment for assessment and feedback, telecast of video programmes on Doordarshan, broadcast of audio / video programmes through Gyan Vani (interactive radio counseling) and teleconferencing through Gyan Darshan and DTH. The School adopts many other learner friendly features available on IGNOU platform.

The programmes offered by the School are designed in modular format offering maximum flexibility to the learners including multiple exit points. In recent years the school has collaborated with various apex institutions to develop programmes catering to the needs of specific target groups. School has plans to develop programmes in various emerging areas to address the country's need of trained and qualified workforce.

The school is empowered by twenty two faculty members (8 in commerce discipline and 13 in management discipline). All the faculty members make great efforts in designing and development of the courses of various programmes offered by the school.

3. Methodology

Item statements on 10 parameters were framed and given by CIQA to get feedback from the teachers. A close ended questionnaire was sent to the teachers and their responses were received. On the basis of the responses of the teachers, the percentage of their positive and negative responses was calculated. Besides, an attempt has been made to present the inter-category comparisons so as to understand which parameter is given more importance in design and development of the course and the probable reasons and interpretation. On the basis of that suggestions have been made.

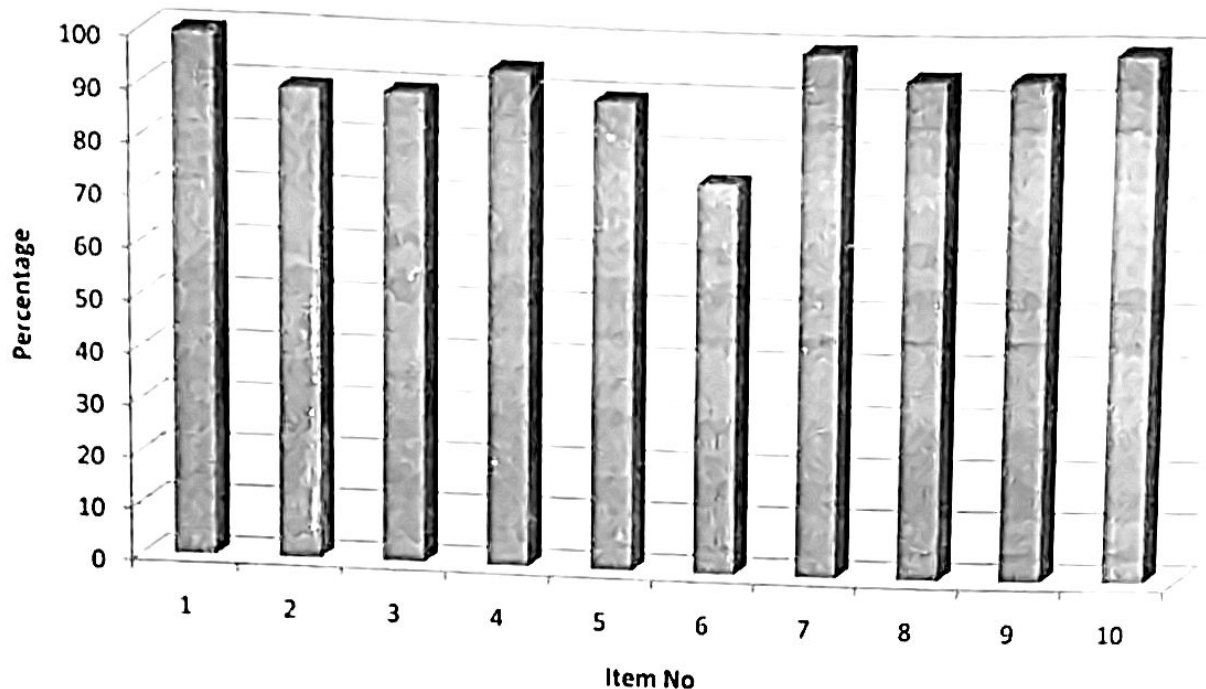
4. Feedback of Teachers

Responses received from the teachers were tabulated and a bar diagram is made to present the responses. OX axis (running horizontally) represents items 1 to 10 and OY axis (running vertically) represents percentage(%) of positive responses on the items (parameters) 1 to 10. For items no. 1 which is "Need analysis has been done before finalizing the curriculum" all the faculty members invariably felt that Need analysis was done. Same is the case with, Item no. 7 "Curriculum matches with the level of the programme" and 10 "Integration of Technology in teaching learning will enhance the learning process and benefit the Learner". As represented in bar diagram. For item No. 6 "Curriculum of your subject is up to date" around 25 percent faculty feels that it is not up to date. Which means revision is required. For all the other item the positive responses are nearly 90 percent or more. Which says that we are following the norms which are deemed fit for design and development of the courses/programmes.

Table: Responses of the respondents (faculty members)

Item No.	Item	% of positive (yes) response
1.	Need analysis has been done before finalizing the curriculum	100
2.	Curriculum is periodically modified and new concepts/topics are incorporated	90
3.	Instructional Activities align with the Learning Outcomes	90
4.	Curriculum is developed to enhance critical thinking	95
5.	Curriculum caters to the needs of all types of learners	90
6.	Curriculum of your subject is up to date	75
7.	Curriculum matches with the level of the programme	100
8.	Assessments are developed based on the Learning Outcomes	95
9.	Learning Outcomes are framed to enhance the Employability Skills	95
10.	Integration of Technology in teaching learning will enhance the learning process and benefit the Learner	100

Fig. 1 Analysis of Teacher's Feedback of SOMS



5. Analysis of the Feedback received

After observing the responses of the faculty, which are depicted in the table and the bar diagram above, it is evident that before finalising the curriculum need analysis is done and the curriculum of the various courses of their respective programmes also matches with the level of program. All the faculty members unanimously felt that Integration of Technology in teaching learning will enhance the learning process and benefit the Learners. High percentage (as high as 90 % and 95%) response is received for the item no. 2 to item no. 9 (except for item no.6 & 7), which indicates that Instructional Activities are highly aligned with the Learning Outcomes. While designing the curriculum, the focus is on meeting the needs of the learners and the society and enhancing their critical thinking which is very important in performing their roles as managers. Learners are assessed on the bases of the learning outcome which is pre-decided. The curriculum also focuses on involving inputs that enhances the employability skills of learners.

6. Conclusion and recommendations

We are designing and developing the courses after thoroughly doing the need analysis and its contents are updated from time to time. The courses are such that imparts both knowledge and skills to the learners which is required by the industry, thus, enhancing the employability of the students. However, there is still a need to integrate information technology to the process of teaching and learning so that better services can be provided to the teachers. Although

curriculum of the courses of the programmes are modified from time to time, there is a need to update the curriculum more frequently so that it suits the ever changing needs of industry.

Besides, there is a need felt to increase the industry interface in the process of teaching and learning. The concept of blended learning is to be emphasised where face to face interaction with learners can be done at some intervals. Taking regular feedback from the employers will help in enriching the curriculum from time to time as per the demand of the industry.

7. Annexure (Enclose Questionnaire format)

FEEDBACK FORM FOR TEACHERS
(On Design and Development of Curriculum)

Name _____

Male _____

Female: _____

Subject/Discipline: _____

Whether Programme/ Course Coordinator: _____

Yes

No

If yes, Title of the Course: _____

Number of Years in University: _____

Feedback is very important for University to grow and to improve the system, kindly respond to the following statements:

S. No	Statement	YES	NO
1	Need analysis has been done before finalizing the curriculum		
2	Curriculum is periodically modified and new concepts/topics are incorporated		
3	Instructional Activities align with the Learning Outcomes		
4	Curriculum is developed to enhance critical thinking		
5	Curriculum caters to the needs of all types of learners		
6	Curriculum of your subject is up to date		
7	Curriculum matches with the level of the programme		
8	Assessments are developed based on the Learning Outcomes		
9	Learning Outcomes are framed to enhance the Employability Skills		
10	Integration of Technology in teaching learning will enhance the learning process and benefit the Learner		

List the areas that need attention to bring desired improvement in the system



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Approval of the School Board through Circulation

In view of the urgency of the matters and the situation arising out of the Covid-19, the following two items were circulated to the Members of School Board of School of Management Studies, IGNOU for consideration and approval.

Item No.1: To consider the feedback Analysis Reports of Teachers and Subject Expert on the curriculum.

Item No.2: To consider the issue relating to the cut-off percentage for admission into the BBA (Services Management) Programme

At the end of each of the above item, a resolution was proposed for consideration and approval of the members of the School Board.

The above two items were sent by email on 19.08.2020 to all the 26 members (including chairman) of the School Board with a request to consider and approve the items. Responses from 24 members have been received within the stipulated period and all of them have approved both the items.

Following are the resolutions considered and approved by the Members by circulation:

Resolution of Item No. 1 --

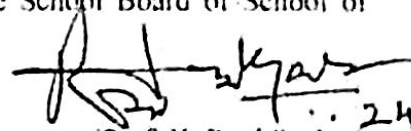
"The School Board considered and approved the Feedback Analysis Report of the Teachers on the design of the curriculum and the Feedback Analysis Report of Subject Experts on the design and development of curriculum".

Resolution of Item No. 2 --

"The School Board considered the issue and resolved that, as a policy, a minimum of 40% for General category and 35% for the Reserved category (as per the policy of the University) may be fixed as a cut-off for calling the candidates for industry internship interviews. Further it was resolved that a higher cut-off can also be considered by the University depending on the number of applicants for entrance test and the availability of the Internship positions.

The Board also resolved that each time when the entrance test is held the Faculty of Management may consider the result data and recommend to the Vice Chancellor the cut-off for that admission session".

In view of the above, both the resolutions are approved by the School Board of School of Management Studies, IGNOU.


(Prof. K. Ravi Sankar)
Chairman, School Board
24/08/2020



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School of Management Studies

Action Taken Report on Approval of School Board through circulation regarding Feedback Analysis Reports of Teachers/ Subject Experts on the Design and Development of Curriculum.

The following two reports were placed for consideration before the School Board through Circulation and the members of the School Board duly approved these reports:

1. Feedback Analysis Report of Teachers on the Design and Development of Curriculum.
2. Feedback Analysis Report of Subject Experts on the Design and Development of Curriculum.

After approval of School Board the above reports are circulated among the faculty members of the School for further necessary action while designing and developing the Course Curriculum in future.


(K. Ravi Sankar) 11/8/2020
Director
प्रो. के. रवि संकर / Prof. K. Ravi Sankar
निदेशक / Director
प्रबंधन अध्ययन विद्यापीठ
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