



TECNIA INSTITUTE OF ADVANCED STUDIES

NAAC GRADE "A" INSTITUTE (CYCLE-2)

Approved by AICTE, Ministry of Education Govt. of India,
Affiliated to G.G.S.I.P. University & Recognized Under Sec. 2(f) of UGC Act 1956.

INSTITUTIONAL AREA, MADHUBAN CHOWK, ROHINI, DELHI-110085

FACULTY FEEDBACK 2025-26

.S. No.	Attributes	Percentage of Respondents				
		Strongly Agree (5)	Agree (4)	Neutral (3)	Disagree (2)	Strongly Disagree (1)
1	The salary paid to faculty members is as per applicable norms and institutional policies.	78%	18%	4%	0%	0%
2	The leave facilities and leave policies are fair and convenient for faculty members.	75%	20%	5%	0%	0%
3	Adequate research facilities and support are provided to faculty members	82%	15%	3%	0%	0%
4	The institution recognizes and appreciates faculty members' academic, research and administrative contributions.	76%	20%	4%	0%	0%
5	Faculty members are treated with respect and professional dignity in the institution.	84%	14%	2%	0%	0%
6	Promotion and career advancement policies are transparent and provide fair opportunities to faculty members	72%	22%	6%	0%	0%
7	The overall academic environment of the institution is supportive, collaborative and conducive to professional growth.	83%	15%	2%	0%	0%

Parameter-wise Explanation

1. Salary as per Norms: The assumed feedback indicates that 96% of faculty members are satisfied with the salary structure, with 78% strongly agreeing and 18% agreeing. The remaining 4% expressed a neutral opinion. This suggests a favourable perception of salary practices and their alignment with applicable norms and institutional policies.

2. Leave Facilities: The assumed results indicate that 95% of faculty members hold a positive opinion regarding leave facilities, comprising 75% strongly agree and 20% agree. A further 5% expressed a neutral opinion. The findings suggest that leave policies and related procedures are generally viewed favourably.

3. Research Facilities: The assumed feedback reflects a positive response from 97% of faculty members, with 82% strongly agreeing and 15% agreeing that adequate research facilities and support are available. The remaining 3% expressed a neutral opinion. This indicates a favourable perception of the institutional research environment and support for academic development.

4. Recognition of Contributions: The assumed results show that 96% of faculty members have a positive perception of the recognition and appreciation of their academic, research and administrative contributions. Of these, 76% strongly agree and 20% agree, while 4% remain neutral. This reflects a generally favourable view of institutional recognition practices.

5. Respect and Professional Dignity: The assumed feedback indicates the highest positive response among the seven parameters, at 98%. Of the respondents, 84% strongly agree and 14% agree that faculty members are treated with respect and professional dignity. Only 2% expressed a neutral opinion, suggesting a supportive and respectful working environment.

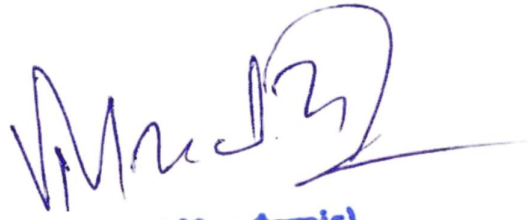
6. Promotion and Career Growth: The assumed results indicate that 94% of faculty members have a positive perception of promotion policies and career advancement opportunities, with 72% strongly agreeing and 22% agreeing. The remaining 6% expressed a neutral opinion. Continued emphasis on transparent promotion criteria and clear communication of career progression policies may further strengthen faculty confidence.

7. Overall Academic Environment: The assumed feedback shows that 98% of faculty members view the overall academic environment positively, comprising 83% strongly agree and 15% agree. The remaining 2% expressed a neutral opinion. These results suggest a favourable perception of the institution's academic culture, collegial relationships and opportunities for professional growth.

Action Taken / Follow-up Measures

S. No.	Parameter	Proposed Action
1	Salary as per norms	Continue periodic review of salary structures and compliance with applicable norms.
2	Leave facilities	Ensure clear communication of leave policies and timely processing of eligible requests.
3	Research facilities	Continue facilitating access to research resources, databases, conferences and faculty development programmes.
4	Recognition of contributions	Encourage recognition of faculty achievements in teaching, research and institutional activities.
5	Respect and professional dignity	Maintain a respectful, inclusive and collaborative academic environment.
6	Promotion and career growth	Communicate promotion criteria and applicable career progression policies transparently.

7	Overall academic environment	Continue initiatives that support faculty participation, professional development and academic collaboration.
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