

Automation System to Measure the Performance of Employee

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Abstract: - This paper provides an overview of online student feedback system in educational institutions. Subsequently, this paper describes how data from Student Feedback system is used to observe the quality of teaching of lecturer. The online Student Feedback system with data access restrictions can be used by the eligible students after logging into the portal. The authenticated students can provide feedback and the evaluation is based on students' response in Student Feedback Online system that measured the lecturers' ability based on the lecturer's professionalism and teaching methods. Lecturers can see the feedback given for the courses handled by them, HOD can view the feedback handled by him and the feedback of all other lecturers of the department and the Administrator can view the feedback for any lecturers. Consolidated feedback details should be accessible in easily recognizable visual forms like graphs or plots. **Keywords:** Feedback, system, forms.

I. INTRODUCTION

The Online Student Feedback System is an automatic feedback generation system that provides the proper feedback to the lecturers. In the existing system students can give feedback about the lecturers by doing manually. By this process student can give feedback in online system without wasting his time in writing. After giving feedback by every student papers are collected by the faculty and calculated the overall percentage for each subject and each lecturer. After that those all percentage results is viewed by the HOD which is given for the faculty also. Hence estimating the performance of lecturers and giving feedback to college staff. So, the existing system carries more time to do a piece of work for this reason the online system feedback is implemented. This is the main disadvantage of the existing system for giving feedback about the lecturers and viewing report of lecturers manually. Student feedback on courses is an essential element in quality assurance. The aim of this is to save time for staff in academic departments.

II. RELATED WORK

A. Purpose of the document

This paper is to design and develop the College Student Feedback System.

B. Scope of the project

Students must register and provide feedback to their faculty members according to their teaching style, knowledge, interaction and regularity. Lecturers HOD and Admin can view the feedback result in the form of graph.

III. LITERATURE SURVEY

Student feedback systems is a tool that enables institution Of higher learning (IHL) to obtain data related to teaching and Course content. The use of the large array of data about Students and courses collected by the institutions is termed Academic analytics and it is currently getting notable Attention, because it assists educational institutions in Improving teaching performance, student achievement and Success, increasing student retention, and reduce the load of Liability and accountability (Usamah Mat 2013) Various types of student feedback systems have been Implemented in universities worldwide. In his review paper, (Richardson 2005) found that feedback systems can be used as a useful instrument to enable evaluation of teaching quality. These feedback systems range from simple paper based Questionnaire given to student to complex computer-based Online feedback system that not only provides questionnaires But also includes analysis of the data collected. Both paper based and online evaluations systems have advantage and disadvantage such as response rate and data processing **Capability.**

Although many education institutions have spent Significant resources to design such instruments to obtain Feedback on quality of teaching so as to improve quality of Education, it is important to emphasize that student feedback is only one possible source of information on teaching Effectiveness and impression on the subjects and the course Itself. For the feedback to be effective, the collection of data Must be followed by analysis and interpretation. Many Institutions used the feedback to

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enhance teaching and Learning process, course revision and also used to provide Summative evidence for staff promotion and awards (Emery 2003). We have also done the physical survey in our campus on the existing system where we came across many problems faced by department and students the major problems on which we have focused is to overcome is that from the department side providing the user-friendly interface to department ,where the department HOD can map their department faculty to their respective classes and from the view of student we have provided student authentication so that only the eligible student can give his/her feedback.

IV. REQUIREMENTS AND SPECIFICATIONS

A. Functional Requirements

- The system should be giving minimal and relevant data only to the users.
- Digital storage of data should be secure, always available and persistent.
- Admin manages the overall feedback system.
- Students can register and provides feedback.
- Faculty can access the feedback given by the students.
- HOD can access the feedback of own and the department faculty members.

B. Non-Functional Requirement

- Cost of storage and maintenance should be affordable.
- Ease of use should be high.
- Portability: It is portable because it can be used both in Linux and Windows Operating System.
- Reliability: Accurate feedback is provided.
- Availability: The portal should be available for any number of systems.

Security: Authenticated students can fill the feedback

C. Minimum Hardware Requirements

- Processor: Pentium II and above
- Hard Disk: 250 GB
- RAM: 1GB
- Keyboard
- Mouse

D. Software Requirements

- Server Operating System: Linux /windows server
- Web server: Apache 2.0
- Server Scripting:PHP
- Database Server: MySQL
- Client Operating System: Linux Desktop/Windows Desktop OS

- Client Browser Requirement: IE7, Firefox 23, Chrome etc.

V. EXISTING SYSTEM

Currently all feedback is collected through the existing feedback system which does not provide any user authentication and affective results as required.

VI. PROPOSED SYSTEM

We provide the user authentication for the student at the time of feedback process by completely digitizing the system. The system makes the availability of the feedback any time anywhere with ease of use and also provides easy and secure storage with access restrictions.

VII. PROPOSED SYSTEM ARCHITECTURE

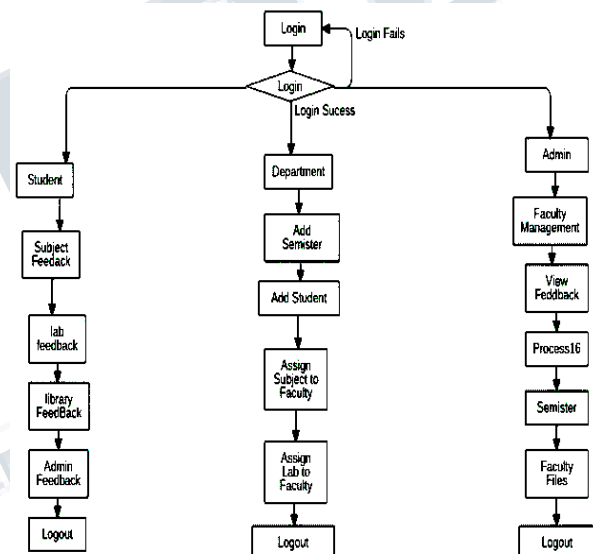


Fig.1. Operations that can be performed by each role

Our system has been implemented using NetBeans IDE. The server side is aPHP, which is embedded in the HTML pages. The client-side code has been implemented with HTML and JavaScript. In particular, it uses role-based security to control access to the website

A. Roles of Participants

1. Administrator: responsible for the creating, modification or deletion of faculties list. The administrator is also responsible for the creation of different evaluation form. The administrator views the report in 3 different standardized format. (i)Section wise: Report of individual section in the organization. (ii)Department wise: Report of each department.

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(iii) Faculty wise: Report of each faculty comparing with their previous report.

2. Head of the Department (HOD): The HOD maps each faculty to his respective subjects according to sections. The HOD also adds all the eligible students' data.

3. Students: They give the feedback to each subjects and labs verifying there lecturer names. They also give feedback to management as a whole.

B. The Evaluation Procedure

Management committee have decided 10 queries on which student should rate each faculty. The rating ranges for 3-10 points, where 3 being the least and 10 being the highest. After each student submit their results. The system dynamically computes results of faculty on those 10 queries decided by the management section wise. Finally, the aggregate of all the results is computed.

VII.SYSTEM DESIGN

A. CLASS DIAGRAM

Class Diagram in Unified Modeling Language (UML) is a type of static structure diagram that describes the structure of a system by showing the system's classes, their attributes, operations (or methods), and the relationship among objects.

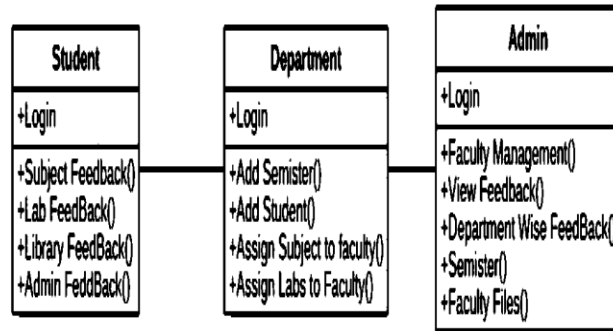


Fig 2: Class diagram for college student feedback

B. USE CASE DIAGRAM

A use case diagram is a graph of actors, a set of use cases enclosed by a system boundary, communication associations between the actors and users and generalization among use case.

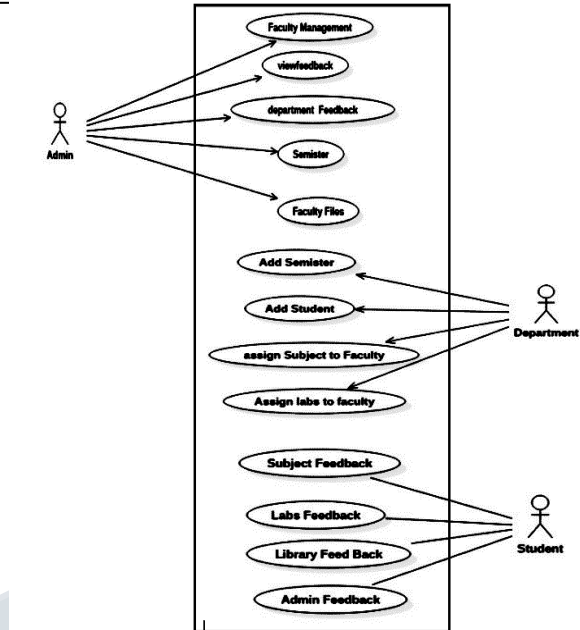


Fig 2: Use Case diagram for college student feedback

VIII.WORKING PROCEDURE

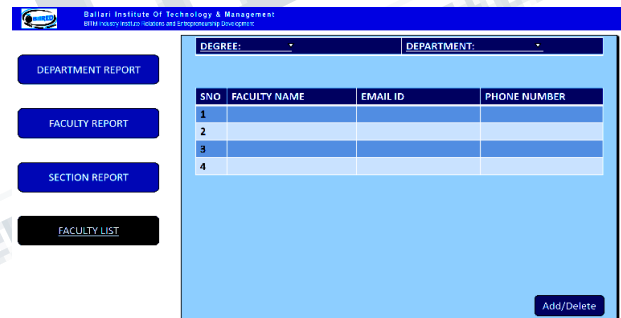


Fig:8.1

Step1: Administrator initially adds faculties of their institution.

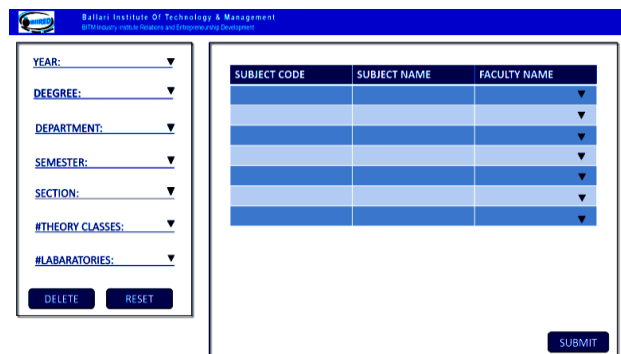


Fig:8.2

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Step2: HOD of the department maps the faculties entered by administrator to their subjects and respective classes.

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STUDENT FEED BACK FORM

Department: _____ Semester: _____ Section: _____ Date: _____

GRADING		INSTRUCTIONS	
Grade: Excellent	Very Good	Satisfactory	Average
Below Average	Give your feed back in the form of marks (Integer value) only (3 to 10)		
Marks: 9-10	8-9	7-8	5-7
The total and average marks for each component are calculated automatically.			

TEACHING

SlNo	Questions	Name of the Subject					
		sub1	sub2	sub3	sub4	sub5	sub6
1	Regularity in handling classes	*	*	*	*	*	*
2	Interaction with students	*	*	*	*	*	*
3	Presentation of the subject	*	*	*	*	*	*
4	Availability & Clarity of speech	*	*	*	*	*	*
5	Subject knowledge	*	*	*	*	*	*
6	Creating Interest in the subject	*	*	*	*	*	*
7	Black Board Presentation / PPT	*	*	*	*	*	*
8	Fulfillment of Course Objectives & Outcomes	*	*	*	*	*	*
9	Co-ordination of staff with students	*	*	*	*	*	*
10	Utilization of IA books	*	*	*	*	*	*
Total Marks							
Average Marks = Total Marks / 10							
Syllabus Coverage (in % only)		*	*	*	*	*	*

NEXT

Fig:8.3

Step3: feedback form for teaching faculty (theory) where students provide feedback in the form of ratings.

Balleri Institute Of Technology & Management
BITM Industry Relation And Entrepreneurship Development

STUDENT FEED BACK FORM

Department: _____ Semester: _____ Section: _____ Date: _____

GRADING		INSTRUCTIONS	
Grade: Excellent	Very Good	Satisfactory	Average
Below Average	Give your feed back in the form of marks (Integer value) only (3 to 10)		
Marks: 9-10	8-9	7-8	5-7
The total and average marks for each component are calculated automatically.			

LAB

SlNo	Questions	Labs	
		Lab1	Lab2
1	Regularity in handling Lab	*	*
2	Availability of Staff during Lab	*	*
3	Explanation of Experiments / Progress	*	*
4	Subject knowledge	*	*
5	Equipment Conditions	*	*
6	Co-ordination of Instructors	*	*
7	Fulfillment of Lab Outcomes	*	*
8	Co-ordination of Teaching staff with students	*	*
9	Weekly corrections of journals	*	*
10	Seminar/Project(only final year)	*	*
Total Marks			
Average Marks = Total Marks / 10			
Syllabus Coverage (in % only)		*	*

PREVIOUS

NEXT

Fig:8.4

Step4: Students provide feedback in the form of ratings for their respective laboratory faculty.

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YEAR: _____ DEGREE: _____ DEPARTMENT: _____

DEPARTMENT REPORT

FACULTY REPORT

SECTION REPORT

FACULTY LIST

RATING	NUMBER OF FACULTIES
9-10	*
8-9	*
7-8	*
<7	*

Fig:8.5 Departmental report

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DEGREE: _____ DEPARTMENT: _____ NAME: _____

DEPARTMENT REPORT

FACULTY REPORT

SECTION REPORT

FACULTY LIST

BATCH	SEMESTER	SECTION	RATING

Fig: 8.6 Faculty Report

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Doc. No. SUPP/002 Title: Evaluation of Feedback

DEPARTMENT: _____ Branch: _____ Semester: _____ Section: _____ Date: _____

Evaluation of Feedback

TEACHING EVALUATION

SlNo	Subject with Code	Faculty Name	1	2	3	4	5	6	7	8	9	10	% of syllabus covered	Grade Point Average	Remarks
01															
02															
03															
04															
05															
06															
07															
08															

LIBRARY EVALUATION

SlNo	Name of the Section	1	2	3	4	5	6	Grade Point Average	Remarks
01	Library Department								

OFFICE EVALUATION

SlNo	Name of the Section	1	2	3	4	Grade Point Average	Remarks
01	Administration						
02	Examination						
03	Accounts						
04	Event/Work						

GENERAL EVALUATION

SlNo	GENERAL	SlNo	GENERAL	SlNo	GENERAL	SlNo	GENERAL
01	Interaction with the Principal	04	Joint Chartered Activities	07	Student Learning - College campus	10	Participating in Society
02	Interaction with HODs	05	Discipline in Campus	08	Involving Student Faculty	11	Sports Activity
03	Response of the Reception	06	Interest Faculty	09	Sports Activity		

Fig:8.7 Section report

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Step5: After all the students give rating. The result can be viewed by Administrator on all 3 format shown above.

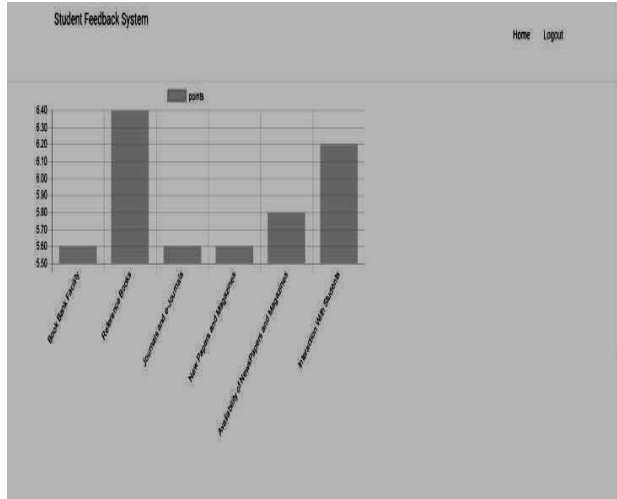


Fig.8.8 Feedback result in the form of graph

VIII. CONCLUSION

The project “college student Feedback System” is designed in order to reduce the burden of maintaining the bulk of records of all the students’ feedback details. Inserting, retrieving and updating the feedback details of a student are easy when it is compared to the manual feedback. In college student feedback system it is very easy process to save each and every record of individual student by the use of database.

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