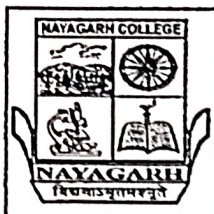


Criteria 1.4.2

APPENDIX-I

Action Taken Report 2019-20



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Date: -

Feedback Action Taken Report
(Consolidated of All Departments)
Academic Year 2019-20

Sr. No.	Stakeholder	Suggestion Given/ Issue	Action Taken
1.	Student	Opportunities must be provided for field visits.	Field visit/ Educational Tour opportunities are being provided to all Arts, Commerce, Science Students.
2.	Student	Sanitary Napkin Vending Machine should be installed in Ladies/ Girls Common Room / Washroom	Discussion was brought to the notice of Women Development Cell and instructed to take steps in this regards.
3.	Student	Purchase of more books to make it sufficient for the new course MA(Odia).	Request to purchase books has been initiated.
4.	Student/ Faculty	Please provide remote access to e-resources of Library.	Remote Access to e-resources has been provided on Institute website.
5.	Student/ Faculty	ICT enabled teaching learning should be encouraged for improvising Teaching, Learning.	Faculty are already using Smart Class Rooms in all subjects. All Faculty Members were instructed to conduct 3-4 lectures on ICT for better Teaching Learning Process.
6.	Student	More focus should be given on placement assistance.	Efforts for students' placements are going on as a result of this good number of candidates got placed in private organizations as well as Government Organizations.
7.	Student	To arrange expert Guest Lecture by Academic experts.	Expert Guest Lectures were organized and documents are maintained accordingly for 2019-20.
8.	Librarian	Barcoding System for issue return of books should be purchased for automation in Library.	Planning of taking Barcode Scanner with existing compatible software, for issue return of books is being planned and raised to management. It has been decided to take Barcode Scanner for this session 2019-20.
9.	Faculty	Subscription of Shodhganga should be taken.	Planning of taking Shodhganga subscription is made and it was decided to take subscription after initiation of NAAC work.
10.	Faculty	Books of revised syllabus should be purchased.	Faculty members were instructed to analyze changes in syllabus in 2019-20 and instructed to submit book requirement to librarian.
11.	Faculty	NAAC Accreditation work should be initiated for imbining quality culture in the institute.	NAAC Manuals were provided for study and it was decided to initiate NAAC work from AY 2020-21 under the leadership of Dr. Laxmidhar Sahoo (IQAC Coordinator)

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Feedback Action Taken Report
(Consolidated of All Departments)
Academic Year 2019-20

Sr. No.	Stakeholder	Suggestion Given/ Issue	Action Taken
12.	Parent	Facility to pay fees in installments is required.	Facility is already in existence and students are taking benefit of the same.
13.	Parent	Need extra classes for difficult subjects.	Extra classes are being conducted for difficult subjects under slow learner mechanism.
14.	Alumni	Competitive exam guidance must be provided	Arranged guidance program for Competitive exams like OSSC, Railways, LIC, SSC, Bank PO etc.
15.	Alumni	Aptitude and communication skills of students must be taken care of.	By arranging VAP by English Teacher aptitude and communication skills are sharpened.
16.	Alumni	More Post Graduate Program should be started	Institute has started PG Programs in MSW under Social Works Department in 2012, M.Com in 2018 and MA(Odia) from this year onwards. College is going to start couple of other PG Programs under Arts, Commerce & Science departments.
17.	Alumni/ Parent	More placement interviews should be arranged.	Efforts in this regard are going on and Management is planning to have separate infrastructure for placement office and dedicated placement officer.

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To

The Registrar
Utkal University, Vani Vihar
Bhubaneswar

Sub: Appraisal of students' feedback on Curriculum.

Sir,

With due respect, this is to bring to your kind notice that, as a part of our routine, we do take the feedback of different stakeholders including students and employers at our level. The feedback that we got regarding the syllabi are as follows:

1. That the current syllabi may be revamped so as to inculcate the habit of life long learning among the students.
2. The syllabi should improve the understanding of socio-cultural, economic and environmental concerns of the students.
3. The syllabi should be more skill oriented thereby increasing the employability.

This is just forwarding the concern of the stakeholders, if taken care, may benefit the academics of the state and students in general.

Thanking you.

Yours faithfully,

Upal
Principal 21.11.19

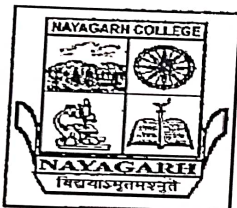
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Department of Arts



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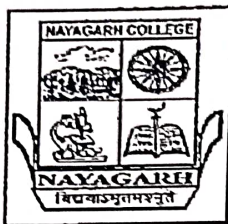
STUDENT FEEDBACK ANALYSIS REPORT 2019-20

Department of Arts

Sr. No.	Questions	Number of response	Number of Positive Response	% of Response
1.	Level of “ Teaching Learning Process” in the Institute	766	689	90
2.	Students –Teacher Communication in the Institute	766	651	85
3.	Activities leading to Placement/Entrepreneurship/ Lifelong Learning/ Field Projects and Internships	766	536	70
4.	Motivation and exposure to Co-Curricular Activities in the Institute	766	612	80
5.	Assessment of examination at Institute level	766	689	90
6.	Infrastructural Facilities Like Internet & Wi-Fi, Security , Cleanliness and Medical.	766	728	95
7.	Overall facilities like Text Books and Reference Books availability in library and Digital Section.	766	460	60
8.	Rate whether the syllabus has good balance between theory and application.	766	536	70
9.	Rate whether the syllabus is further useful to meet the job requirements and professional development.	766	460	60
10.	Does the program improve your understanding of concepts, principles in the field of arts and motivate you to think and learn?	766	612	80

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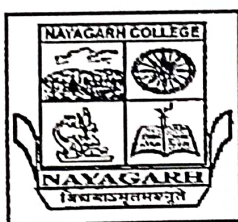
PARENT FEEDBACK ANALYSIS REPORT 2019-20

Department of Arts

Sr. No.	Questions	Number of response	Number of Positive Response	% of Response
1.	Are you happy with the progress of your ward in academics?	20	14	70
2.	How do you rate the infrastructural facilities provided by the institute?	20	18	90
3.	Are you happy with the curricular (Add-on Courses / Seminar / Guest lecture etc.) & extra-curricular (Sports/Cultural/NSS) Activities organized by the institute?	20	15	75
4.	Are you satisfied with the Administration of Institute?	20	16	80
5.	Are you satisfied with the students' discipline of the Institute?	20	16	80
6.	Does your ward/ Institute regularly inform you about her/his performance?	20	18	90
7.	Do you feel that Syllabus Contents are adequate to make your ward capable of analyzing/solving the real life problems?	20	13	65
8.	Do you feel the course has inculcated social and ethical values in your ward?	20	14	70
9.	Rate the quality of education your ward has gained from Institute?	20	12	60
10.	How do you rate the overall development of your ward?	20	14	70

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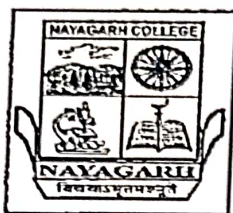
FACULTY FEEDBACK ANALYSIS REPORT 2019-20

Department of Arts

Sr. No.	Questions	Number of response	Number of Positive Response	% of Response
1	The books/journals etc. prescribed / listed as reference materials are relevant, updated and cover the entire syllabus	42	34	80
2	The courses / syllabi of the subjects taught by me increased my interest, knowledge and perspective in the subject area	42	36	85
3	The curriculum has given me full freedom to adopt new techniques / strategies of teaching such as group discussions, seminar presentations and learners' participation	42	38	90
4	I have the freedom to adopt new techniques / strategies of testing and assessment of students	42	34	80
5	ICT facilities in the college are adequate and satisfactory	42	38	90
6	The classrooms and labs are clean and well maintained	42	38	90
7	Faculty Room is adequate and available in the Institute	42	34	80
8	Toilets / Washrooms are clean and properly maintained	42	34	80
9	Are you satisfied with welfare measures offered by Institute.	42	31	75
10	The administration is teacher friendly.	42	38	90

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ALUMNI FEEDBACK REPORT 2019-20

Department of Arts

Sr. No.	Questions	Number of response	Number of Positive Response	% of Response
1	How do you find overall infrastructure at the Institute?	30	24	80
2	How do you rate Program/Syllabus in preparing you for a Job/Higher Studies.?	30	21	70
3	Did you get sufficient Exposure and field visit opportunities during your course of study?	30	22	75
4	Rate the development of leadership traits through various curricular, co-curricular and extra-curricular activities, during your course of study, in the Institute/ Department.	30	27	90
5	Rate the usefulness of facilities such as journals and e-journals and preparation for seminar and project work, during your course of study in the institute, for tuning towards lifelong learning.	30	28	95
6	How do you rate Institutes' contribution towards creating awareness about social responsibilities, human values and ethics.	30	21	70
7	Do you feel the existing curriculum/ syllabus fulfill the industrial requirement?	30	19	65
8	Do you have Willingness of following?	30	21	70
9	Rate the exposure to social environment through the mechanisms such as visits, vocational/ field training/ industry-institute interaction and guest lectures by experts.	30	25	85
10	Rate the exposure to contemporary issues during your course of study in the institute.	30	21	80

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EMPLOYER FEEDBACK REPORT 2019-20

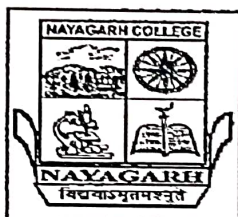
Department of Arts

Sr. No.	Questions	Number of response	Number of Positive Response	% of Response
1	Ability of the employee to apply the concepts of graduation?	7	3	50
2	Ability of the employee to identify, formulate, interpret, analyze and solve problems?	7	5	70
3	Ability of the employee to understand and take in to considerations economic, environmental, social, political, ethical and health and safety constraints in the work?	7	5	65
4	Ability of the employee to communicate?	7	6	80
5	Ability to take initiative and demonstrate leadership	7	6	90
6	Ability to work in a team?	7	6	85
7	Ability of the employee to get inclined towards lifelong learning	7	5	65
8	Ability of the employee to understand professional and ethical responsibilities?	7	5	70
9	Syllabus is suitable for Employability and is need based and as per current trends in market?	7	6	80
10	Syllabus takes care of knowledge and skills of the students and has good balance between theory and application	7	6	90

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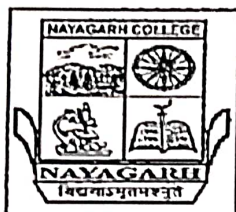
STUDENT FEEDBACK ANALYSIS REPORT 2019-20

Department of Social Work

Sr. No.	Questions	Number of response	Number of Positive Response	% of Response
1.	Level of “ Teaching Learning Process” in the Institute	50	40	80
2.	Students –Teacher Communication in the Institute	50	42	85
3.	Activities leading to Placement/Entrepreneurship/ Lifelong Learning/ Field Projects and Internships	50	35	70
4.	Motivation and exposure to Co-Curricular Activities in the Institute	50	45	90
5.	Assessment of examination at Institute level	50	45	90
6.	Infrastructural Facilities Like Internet & Wi-Fi, Security , Cleanliness and Medical.	50	40	80
7.	Overall facilities like Text Books and Reference Books availability in library and Digital Section.	50	35	70
8.	Rate whether the syllabus has good balance between theory and application.	50	40	80
9.	Rate whether the syllabus is further useful to meet the job requirements and professional development.	50	30	60
10.	Does the program improve your understanding of concepts, principles in the field of arts and motivate you to think and learn?	50	45	90

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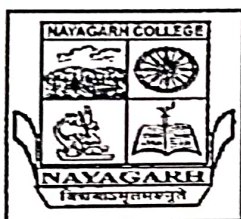
PARENT FEEDBACK ANALYSIS REPORT 2019-20

Department of Social Work

Sr. No.	Questions	Number of response	Number of Positive Response	% of Response
1.	Are you happy with the progress of your ward in academics?	7	6	80
2.	How do you rate the infrastructural facilities provided by the institute?	7	5	70
3.	Are you happy with the curricular (Add-on Courses / Seminar / Guest lecture etc.) & extra-curricular (Sports/Cultural/NSS) Activities organized by the institute?	7	5	70
4.	Are you satisfied with the Administration of Institute?	7	6	80
5.	Are you satisfied with the students' discipline of the Institute?	7	6	80
6.	Does your ward/ Institute regularly inform you about her/his performance?	7	4	60
7.	Do you feel that Syllabus Contents are adequate to make your ward capable of analyzing/solving the real life problems?	7	5	70
8.	Do you feel the course has inculcated social and ethical values in your ward?	7	6	80
9.	Rate the quality of education your ward has gained from Institute?	7	6	90
10.	How do you rate the overall development of your ward?	7	5	70

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FACULTY FEEDBACK ANALYSIS REPORT 2019-20

Department of Social Work

Sr. No.	Questions	Number of response	Number of Positive Response	% of Response
1	The books/journals etc. prescribed / listed as reference materials are relevant, updated and cover the entire syllabus	2	2	80
2	The courses / syllabi of the subjects taught by me increased my interest, knowledge and perspective in the subject area	2	2	90
3	The curriculum has given me full freedom to adopt new techniques / strategies of teaching such as group discussions, seminar presentations and learners' participation	2	1	70
4	I have the freedom to adopt new techniques / strategies of testing and assessment of students	2	1	60
5	ICT facilities in the college are adequate and satisfactory	2	2	90
6	The classrooms and labs are clean and well maintained	2	2	80
7	Faculty Room is adequate and available in the Institute	2	1	70
8	Toilets / Washrooms are clean and properly maintained	2	2	80
9	Are you satisfied with welfare measures offered by Institute.	2	2	80
10	The administration is teacher friendly.	2	2	90

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ALUMNI FEEDBACK REPORT 2019-20

Department of Social Work

Sr. No.	Questions	Number of response	Number of Positive Response	% of Response
1	How do you find overall infrastructure at the Institute?	15	13	90
2	How do you rate Program/Syllabus in preparing you for a Job/Higher Studies.?	15	12	80
3	Did you get sufficient Exposure and field visit opportunities during your course of study?	15	12	80
4	Rate the development of leadership traits through various curricular, co-curricular and extra-curricular activities, during your course of study, in the Institute/ Department.	15	9	60
5	Rate the usefulness of facilities such as journals and e-journals and preparation for seminar and project work, during your course of study in the institute, for tuning towards lifelong learning.	15	10	70
6	How do you rate Institutes' contribution towards creating awareness about social responsibilities, human values and ethics.	15	12	80
7	Do you feel the existing curriculum/ syllabus fulfill the industrial requirement?	15	10	70
8	Do you have Willingness of following?	15	9	60
9	Rate the exposure to social environment through the mechanisms such as visits, vocational field training/ industry-institute interaction and guest lectures by experts.	15	12	80
10	Rate the exposure to contemporary issues during your course of study in the institute.	15	12	80

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EMPLOYER FEEDBACK REPORT 2019-20

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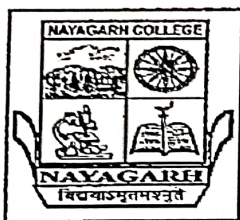
Sr. No.	Questions	Number of response	Number of Positive Response	% of Response
1	Ability of the employees to apply the concepts of graduation?	5	4	80
2	Ability of the employees to identify, formulate, interpret, analyze and solve problems?	5	3	60
3	Ability of the employees to understand and take in to considerations economic, environmental, social, political, ethical and health and safety constraints in the work?	5	4	90
4	Ability of the employees to communicate?	5	4	90
5	Ability to take initiative and demonstrate leadership	5	4	80
6	Ability to work in a team?	5	3	60
7	Ability of the employees to get inclined towards lifelong learning	5	3	60
8	Ability of the employees to understand professional and ethical responsibilities?	5	4	80
9	Syllabus is suitable for Employability and is need based and as per current trends in market?	5	3	60
10	Syllabus takes care of knowledge and skills of the students and has good balance between theory and application	5	3	70

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Department of Science



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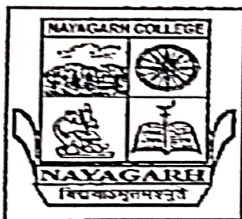
STUDENT FEEDBACK ANALYSIS REPORT 2019-20

Department of Science

Sr. No.	Questions	Number of response	Number of Positive Response	% of Response
1.	Level of “ Teaching Learning Process” in the Institute	1001	801	80
2.	Students –Teacher Communication in the Institute	1001	851	85
3.	Activities leading to Placement/Entrepreneurship/ Lifelong Learning/ Field Projects and Internships	1001	701	70
4.	Motivation and exposure to Co-Curricular Activities in the Institute	1001	901	90
5.	Assessment of examination at Institute level	1001	851	85
6.	Infrastructural Facilities Like Internet & Wi-Fi, Security , Cleanliness and Medical.	1001	701	70
7.	Overall facilities like Text Books and Reference Books availability in library and Digital Section.	1001	751	75
8.	Rate whether the syllabus has good balance between theory and application.	1001	701	70
9.	Rate whether the syllabus is further useful to meet the job requirements and professional development.	1001	801	80
10.	Does the program improve your understanding of concepts, principles in the field of arts and motivate you to think and learn?	1001	851	85

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PARENT FEEDBACK ANALYSIS REPORT 2019-20

Department of Science

Sr. No.	Questions	Number of response	Number of Positive Response	% of Response
1.	Are you happy with the progress of your ward in academics?	35	28	80
2.	How do you rate the infrastructural facilities provided by the institute?	35	24	70
3.	Are you happy with the curricular (Add-on Courses / Seminar / Guest lecture etc.) & extra-curricular (Sports/Cultural/NSS) Activities organized by the institute?	35	24	70
4.	Are you satisfied with the Administration of Institute?	35	31	90
5.	Are you satisfied with the students' discipline of the Institute?	35	28	80
6.	Does your ward/ Institute regularly inform you about her/his performance?	35	33	95
7.	Do you feel that Syllabus Contents are adequate to make your ward capable of analyzing/solving the real life problems?	35	28	80
8.	Do you feel the course has inculcated social and ethical values in your ward?	35	26	75
9.	Rate the quality of education your ward has gained from Institute?	35	21	60
10.	How do you rate the overall development of your ward?	35	26	75

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FACULTY FEEDBACK ANALYSIS REPORT 2019-20

Department of Science

Sr. No.	Questions	Number of response	Number of Positive Response	% of Response
1	The books/journals etc. prescribed / listed as reference materials are relevant, updated and cover the entire syllabus	39	27	70
2	The courses / syllabi of the subjects taught by me increased my interest, knowledge and perspective in the subject area	39	31	80
3	The curriculum has given me full freedom to adopt new techniques / strategies of teaching such as group discussions, seminar presentations and learners' participation	39	31	80
4	I have the freedom to adopt new techniques / strategies of testing and assessment of students	39	27	70
5	ICT facilities in the college are adequate and satisfactory	39	29	75
6	The classrooms and labs are clean and well maintained	39	35	90
7	Faculty Room is adequate and available in the Institute	39	33	85
8	Toilets / Washrooms are clean and properly maintained	39	31	80
9	Are you satisfied with welfare measures offered by Institute.	39	27	70
10	The administration is teacher friendly.	39	29	75

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ALUMNI FEEDBACK REPORT 2019-20

Department of Science

Sr. No.	Questions	Number of response	Number of Positive Response	% of Response
1	How do you find overall infrastructure at the Institute?	40	36	90
2	How do you rate Program/Syllabus in preparing you for a Job/Higher Studies.?	40	32	80
3	Did you get sufficient Exposure and field visit opportunities during your course of study?	40	28	70
4	Rate the development of leadership traits through various curricular, co-curricular and extra-curricular activities, during your course of study, in the Institute/ Department.	40	32	80
5	Rate the usefulness of facilities such as journals and e-journals and preparation for seminar and project work, during your course of study in the institute, for tuning towards lifelong learning.	40	32	80
6	How do you rate Institutes' contribution towards creating awareness about social responsibilities, human values and ethics.	40	28	70
7	Do you feel the existing curriculum/ syllabus fulfill the industrial requirement?	40	26	65
8	Do you have Willingness of following?	40	28	70
9	Rate the exposure to social environment through the mechanisms such as visits, vocational/ field training/ industry-institute interaction and guest lectures by experts.	40	36	90
10	Rate the exposure to contemporary issues during your course of study in the institute.	40	32	80

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EMPLOYER FEEDBACK REPORT 2019-20

Department of Science

Sr. No.	Questions	Number of response	Number of Positive Response	% of Response
1	Ability of the employee to apply the concepts of graduation?	10	8	80
2	Ability of the employee to identify, formulate, interpret, analyze and solve problems?	10	9	90
3	Ability of the employee to understand and take in to considerations economic, environmental, social, political, ethical and health and safety constraints in the work?	10	8	80
4	Ability of the employee to communicate?	10	8	80
5	Ability to take initiative and demonstrate leadership	10	7	75
6	Ability to work in a team?	10	8	80
7	Ability of the employee to get inclined towards lifelong learning	10	6	65
8	Ability of the employee to understand professional and ethical responsibilities?	10	7	70
9	Syllabus is suitable for Employability and is need based and as per current trends in market?	10	8	85
10	Syllabus takes care of knowledge and skills of the students and has good balance between theory and application	10	6	60

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STUDENT FEEDBACK ANALYSIS REPORT 2019-20

Department of Commerce

Sr. No.	Questions	Number of response	Number of Positive Response	% of Response
1.	Level of “ Teaching Learning Process” in the Institute	561	505	90
2.	Students –Teacher Communication in the Institute	561	449	80
3.	Activities leading to Placement/Entrepreneurship/ Lifelong Learning/ Field Projects and Internships	561	393	70
4.	Motivation and exposure to Co-Curricular Activities in the Institute	561	477	85
5.	Assessment of examination at Institute level	561	449	80
6.	Infrastructural Facilities Like Internet & Wi-Fi, Security , Cleanliness and Medical.	561	421	75
7.	Overall facilities like Text Books and Reference Books availability in library and Digital Section.	561	421	75
8.	Rate whether the syllabus has good balance between theory and application.	561	449	80
9.	Rate whether the syllabus is further useful to meet the job requirements and professional development.	561	477	85
10.	Does the program improve your understanding of concepts, principles in the field of arts and motivate you to think and learn?	561	505	90

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PARENT FEEDBACK ANALYSIS REPORT 2019-20

Department of Commerce

Sr. No.	Questions	Number of response	Number of Positive Response	% of Response
1.	Are you happy with the progress of your ward in academics?	15	13	90
2.	How do you rate the infrastructural facilities provided by the institute?	15	11	75
3.	Are you happy with the curricular (Add-on Courses / Seminar / Guest lecture etc.) & extra-curricular (Sports/Cultural/NSS) Activities organized by the institute?	15	10	70
4.	Are you satisfied with the Administration of Institute?	15	12	80
5.	Are you satisfied with the students' discipline of the Institute?	15	13	85
6.	Does your ward/ Institute regularly inform you about her/his performance?	15	10	70
7.	Do you feel that Syllabus Contents are adequate to make your ward capable of analyzing/solving the real life problems?	15	9	60
8.	Do you feel the course has inculcated social and ethical values in your ward?	15	10	70
9.	Rate the quality of education your ward has gained from Institute?	15	10	65
10.	How do you rate the overall development of your ward?	15	11	75

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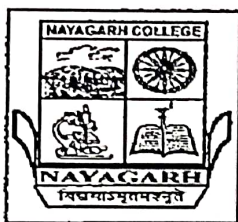
FACULTY FEEDBACK ANALYSIS REPORT 2019-20

Department of Commerce

Sr. No.	Questions	Number of response	Number of Positive Response	% of Response
1	The books/journals etc. prescribed / listed as reference materials are relevant, updated and cover the entire syllabus	9	7	80
2	The courses / syllabi of the subjects taught by me increased my interest, knowledge and perspective in the subject area	9	6	70
3	The curriculum has given me full freedom to adopt new techniques / strategies of teaching such as group discussions, seminar presentations and learners' participation	9	6	70
4	I have the freedom to adopt new techniques / strategies of testing and assessment of students	9	7	80
5	ICT facilities in the college are adequate and satisfactory	9	8	90
6	The classrooms and labs are clean and well maintained	9	8	90
7	Faculty Room is adequate and available in the Institute	9	7	80
8	Toilets / Washrooms are clean and properly maintained	9	7	80
9	Are you satisfied with welfare measures offered by Institute.	9	8	90
10	The administration is teacher friendly.	9	8	80

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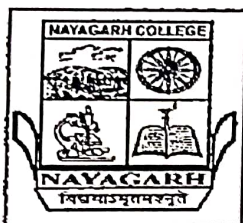
ALUMNI FEEDBACK REPORT 2019-20

Department of Commerce

Sr. No.	Questions	Number of response	Number of Positive Response	% of Response
1	How do you find overall infrastructure at the Institute?	18	14	80
2	How do you rate Program/Syllabus in preparing you for a Job/Higher Studies.?	18	13	70
3	Did you get sufficient Exposure and field visit opportunities during your course of study?	18	11	60
4	Rate the development of leadership traits through various curricular, co-curricular and extra-curricular activities, during your course of study, in the Institute/ Department.	18	12	65
5	Rate the usefulness of facilities such as journals and e-journals and preparation for seminar and project work, during your course of study in the institute, for tuning towards lifelong learning.	18	14	80
6	How do you rate Institutes' contribution towards creating awareness about social responsibilities, human values and ethics.	18	13	75
7	Do you feel the existing curriculum/ syllabus fulfill the industrial requirement?	18	12	65
8	Do you have Willingness of following?	18	11	60
9	Rate the exposure to social environment through the mechanisms such as visits, vocational/ field training/ industry-institute interaction and guest lectures by experts.	18	14	80
10	Rate the exposure to contemporary issues during your course of study in the institute.	18	16	90

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EMPLOYER FEEDBACK REPORT 2019-20

Department of Commerce

Sr. No.	Questions	Number of response	Number of Positive Response	% of Response
1	Ability of the employee to apply the concepts of graduation?	12	8	70
2	Ability of the employee to identify, formulate, interpret, analyze and solve problems?	12	10	80
3	Ability of the employee to understand and take in to considerations economic, environmental, social, political, ethical and health and safety constraints in the work?	12	10	80
4	Ability of the employee to communicate?	12	8	70
5	Ability to take initiative and demonstrate leadership	12	9	75
6	Ability to work in a team?	12	11	90
7	Ability of the employee to get inclined towards lifelong learning	12	8	65
8	Ability of the employee to understand professional and ethical responsibilities?	12	11	90
9	Syllabus is suitable for Employability and is need based and as per current trends in market?	12	8	65
10	Syllabus takes care of knowledge and skills of the students and has good balance between theory and application	12	7	60

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