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# A General Survey at XITE College, Jamshedpur

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## **Executive Summary**

A general survey was conducted at XITE, Jamshedpur, to grass root the basic feelings of mentees while they spend one of the most significant and crucial set of years of their lives in the institute. The participants in the survey were students from B. Com and BBA - I, II and III, apart from the faculties and non-teaching staffs.

While the survey had its motive in comparing the thrill and excitement and the hope for a better future with which any student joins the academy and if or not it stays, increases or diminishes as they leave. Based on the facts the survey was also intended to provide a derivative for how can XITE attract more students and with its present capacity train them towards the best so that the products of the academy are assets to the economy further.

As the survey traversed through various departments and faculties, it was found that new joinees are definitely attracted towards the promised disciplined culture and the Xavier brand. However, several issues and challenges were highlighted during the survey, among them, a few needs to be addressed immediately. Apart from it; delays in exam schedules by Kolhan university, courses to develop interpersonal skills and communication and a college life beyond plain academics were also words in mouth in general. When asked about the challenges the new mentees face in their day to day activities; it didn't quite tally with the hopes with which they became part of the institute.

The problems that they already observe was less/no industrial visits that is crucial for any candidate in the beginning of their training for them to have an overview of where the future is. While no college teams for any sports appeared a factor of de-motivation; no auditorium, tight schedule, lack of books in library, less faculties and no time for extra-curricular activities added multifold to it. Apart from the expectation of industrial visits, students definitely seek internship experiences and they have been absent or not up to the mark in spite of the collaboration with XLRI which does really well in this aspect. Long duration of classes with bulks of course material and no industrial exposure brings them to all the hard work for no real application situation already in the beginning which is a matter of deep concern.

Faculties as being highly aware of severely understaffed situation seek extensive support from XLRI. There is a definite need for faculty development programmes and assistance in their research work.

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### **Objective of the Study**

- i. To conduct a survey including students and staffs and find out their present concerns and challenges at XITE, Jamshedpur.
- ii. To provide a derivative for how can XITE attract more students and with its present capacity and train them towards the best of its capability.

### **Methodology**

Survey was conducted with students and staffs separately. A heterogeneous group of eight students from each section (BBA & B. COM I, II, III year) were selected, consisting of male/female students staying at hostel/non-hostel/personal accommodation. List of similar questions were posed to each group followed by a detailed discussion. Similar questions were also asked to group of all teaching and non-teaching staffs independently to get their viewpoints.

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## Findings of the Survey

### 1. Aspects and challenges communed by the Students of XITE (BBA & B. Com)

#### I. Reasons for joining XITE, Jamshedpur

- Xavier brand name
- Prospectus mentioned XITE has collaboration with XLRI
- College is accredited for its infrastructure and ambience
- Academic reputation and discipline culture are widespread
- Focus on co-curricular activities apart from academics
- CAT and English coaching classes

*To note: Most of the students joined college through their references from relatives/ex-students/siblings as they weren't aware about the college. There was a general perception that the college was not well-marketed or well-pitched as compared to other peer colleges in town.*

#### II. Commended initiatives taken by college administration

- Sexual Harassment Cell, Safety Cell, Anti-Ragging Cell, Grievance Cell
- Special English Coaching classes
- CAT coaching
- Regular Academic, Social, Cultural and Sports competitions
- All activities are rewarded with certificates, trophies, etc.

#### III. Problems/challenges

##### i. Infrastructure

- No auditorium
- Library is small with insufficient number of books
- No mobile network in the entire campus including hostels
- Non-hygienic ambience at canteen
- Conference hall is too small to accommodate all students and staffs

##### ii. Academics

- Delays in exam scheduling by Kolhan University

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- Number of faculties are less
  - Very few industrial visits
  - No internships for B. Com
  - Tight schedule (Five classes of 55 minutes each)
  - Not enough breaks
  - Minimal time for personal/extracurricular activities/go to library
  - Additional courses to develop interpersonal skills and communication must be part of curriculum
  - Need more support for career aspirations (support in GD/PI, English)
  - No college teams for sports
  - Instructors for sports and cultural activities required

***To note:***

- a. Students felt that constant comparison with Arka Jain University students is often belittling.*
- b. Students appreciated the teaching mode of faculties but a few of them signaled as rigorous and could be more interactive other than confined to ppts and classroom lectures.*
- c. Case study method and role-play was found desirable by students.*
- d. Some motivational sessions from various visiting faculties and industry experts were suggested.*
- e. Non-hostelites students felt they do not get enough exposure and also get very less time for recreational activities unlike those staying at hostels, while hostelites felt the institute follow very strict regime for them. They do not have space for personal activities.*

**IV. Support of XLRI expected by students**

- Hands-on skill development workshops
- Faculty support: Regular seminar or sessions on communication, GD, PIs, etc.
- Some specialized courses in Finance, Marketing, HR for B. Com students as BBA has it in their curriculum.

**V. How can XITE attract more students?**

- More advertisements
- Moving away from Kolhan University
- Organize college fests

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- Reduce college hours. They are too restrictive.
  - More specialized courses
  - Internship / Industrial Exposure
  - Project work based in industry

## **2. Aspects and challenges as communed by the Faculties of XITE**

### **I. Reason to join XITE**

- Xavier brand name
- Good teaching opportunity
- Better than other private colleges

### **II. Problems/Challenges**

- Delays in exam scheduling by Kolhan University
- Huge workload
- No balance between teaching and research
- Due to tight schedule, no time for research
- Severely understaffed
- No support for publications
- No support for participation in conferences or outstation seminars; neither financial nor procedural; no grant or leaves
- Outdated machinery: 10-year old computers in the lab that cannot run latest software
- Insufficient number of books in the library and no e-access.
- Low salaries
- Only qualitative credit given by college, extra efforts are not getting recognized
- No perks & recognition.
- College lacks in proper vision and mission (as no five-year plan)

### **III. Support required from XLRI**

- Faculty Development programs on research methods, new data analysis softwares, tools and techniques like R, academic writing and how to publish.
- Get real benefit vis-à-vis intellectual benefit

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- Access to the library and e-library

*To note: Few of the faculties felt that they must be given chance to teach at XLRI students to get a hands-on experience.*

#### **IV. How can XITE attract more students?**

- More advertising and marketing of XITE
- Design a proper vision and mission
- Create a more nurturing environment
- Adopt a Gandhian educational approach

### **3. Aspects and challenges as communed by the Non-teaching staffs of XITE**

#### **I. Reason to join XITE**

- Good environment and culture

#### **II. Problems/Challenges**

- Acute shortage of staff
- Very low admission in the recent years
- Excessive workload

#### **III. Positive points about XITE**

- NAAC 'B' Grade
- Disciplined culture

### **Conclusion**

On a general summation of the combined notion; students at XITE wants the academy to reach out to the recent trends and requirements for the upcoming days starting from getting rid of old and outdates equipment like computers and outdated machineries and bring in the latest.

For XITE to attract more students which has been in a depreciating trend over the years students want their academy to step forward and move away from Kolhan University and come up with more advertisements publishing the real achievements attained by the academy in gaining internships and jobs for their students.

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They expect more real time and projects and hands-on approach for the tutorials to keep up with the fast paced and changing scenarios of the modern job markets. To overcome the defects in scheduling in exams and to bring them to effect as it should be; regular, disciplined and on time should not be even a concern for the students but they are at present. Insufficient books and e-access and understaffed team of faculties are areas of deep concern. Faculty Development programs and assistance in research work by XLRI is highly expected from the institute by the faculties.

The survey hopes to reach the right areas with great expectations that immediate effects are brought into act for what is in concern is the future of the nation.