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360 DEGREE FEEDBACK TRACKING SYSTEM

Naveen G[1], Jayapragash R[2], Heram R[3], SaravanaKumar M[4]

[1]*Student, Dept of Artificial Intelligence and Data Science, Bannari Amman Institute of Technology*
[2]*Student, Dept of Artificial Intelligence and Data Science, Bannari Amman Institute of Technology*
[3]*Student, Dept of Artificial Intelligence and Data Science, Bannari Amman Institute of Technology*
[4]*Student, Dept of Artificial Intelligence and Data Science, Bannari Amman Institute of Technology*

Abstract - The 360 degree feedback tracking system is an innovative solution designed to enhance the evaluation process in educational institutions by collecting comprehensive feedback from multiple stakeholders, including students, faculty, parents, and peers. This system ensures a well-rounded assessment of students' academic performance, skills, and overall development by incorporating diverse perspectives and fostering a culture of continuous improvement. For students, the system evaluates not only their academic achievements but also their skill development, teamwork, and leadership abilities. Feedback from peers provides valuable insights into collaborative efforts, while self-assessments encourage introspection and self-awareness. Faculty members can provide critical evaluations of students' learning progress and skill application, while parents contribute insights on behavioral growth and personal development outside the classroom. Faculty members also benefit from this system as it evaluates their teaching methods, subject expertise, and engagement strategies.Feedback from students and parents helps faculty refine their approaches to better meet learning objectives. Similarly, insights from peers and administrators support faculty in achieving professional growth. The inclusion of parents in the feedback process bridges the gap between the institution and the home, ensuring a comprehensive understanding of students' progress. Parents' perspectives on their children's academic journey andextracurricular involvement provide a broader context for evaluation. The system incorporates advanced analytics and visualization tools to present feedback in an actionable format, making it easier to identify strengths, weaknesses, and areas for improvement. Its user-friendly design ensures seamless participation by all stakeholders, while anonymous submissions encourage honest and constructive feedback. By integrating the perspectives of students, parents, and faculty, the 360 degree feedback tracking system creates a holistic framework for assessing and improving academic performance, skill development, and Personal growth. This inclusive and dynamic approach fosters collaboration, accountability, and continuous learning, transforming the educational experience for all stakeholders.

Keywords— 360 degree feedback, Analytics and visualization, Faculty evaluation.

1.INTRODUCTION

Technology plays a vital role in modern feedback systems by enabling real-time feedback collection, secure data management, and interactive analytics. Leveraging technologies like the MERN stack (MongoDB, Express.js, React.js, Node.js), this system ensures scalability, security, and user-friendly interactions. Additional features include: NLP for sentiment analysis helps analyze text data to determine emotions and trends for improved decision-making RBAC ensures secure data handling by restricting access based on user roles, enhancing security and compliance.Data visualization tools transform raw data into interactive insights that aid in decision-making and performance monitoring. The system incorporates multiple perspectives for a fair evaluation process: Self-assessment allows users to evaluate their own performance, promoting self- reflection and personal growth. Positive feedback from coworkers is provided by peer feedback, fostering collaboration and improvement. Faculty and administrators are involved in supervisor reviews. evaluating performance in order to guarantee accountability and professional growth. Stakeholder insights, such as feedback from students or external evaluators, provide a broader perspective on efficiency and influence. Existing feedback systems often suffer from several limitations: Manual surveys often result in inefficiency and bias, making data collection time- consuming and less trustworthy. Sincere criticism is discouraged by the lack of anonymity, which results in incomplete or misleading responses. Additionally, it is difficult to monitor progress over time. long-term performance evaluation and improvement. Data-driven innovation is further restricted by inadequate analytics. decision-making, reducing the effectiveness of feedback mechanisms. The 360 Degree Feedback Tracking System improves fairness by addressing these issues. accuracy, and usability.

1.1 Methodology :-

Data quality is crucial in developing an accurate and reliable feedback system. The project will focus on collecting structured and unstructured feedback from multiple sources, such as:

- Self-assessments
- Peer reviews
- Supervisor evaluations
- Stakeholder insights

To ensure that the data is safe, impartial, and useful for performance tracking, preprocessing methods will include sentiment analysis, text classification, and role-based access control. The system will be designed using advanced data analytics to generate meaningful insights. Highlights include: Natural Language Processing (NLP)-based sentiment analysis enables a more in-depth understanding feedback by recognizing trends and emotions. Data visualization dashboards provide a clear and interactive way to track progress over time. Access control based on roles (RBAC) gives permissions based on user roles to protect data. Furthermore, safe and Mechanisms for anonymous feedback encourage transparent communication and trust. The system will be evaluated based on the accuracy of sentiment classification to ensure reliable analysis of feedback. Usability and effectiveness in tracking feedback will be assessed to determine its impact on performance monitoring. Additionally, the security and anonymity of responses will be examined to maintain confidentiality and encourage honest participation. Performance evaluation for students and faculty enables a structured assessment of strengths and areas for improvement. Personalized professional development plans support continuous growth by addressing individual needs. Institutional decision-making based on data-driven insights ensures strategic improvements and effective policy implementation.

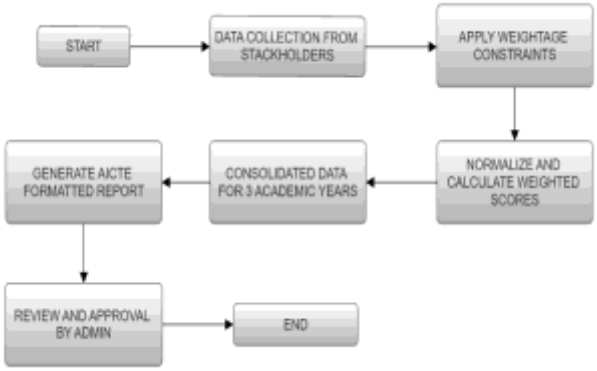
1.2 Proposed Work

The proposed methodology aims to implement an accurate, scalable, and user-friendly feedback tracking system. The approach is designed to collect multi-source feedback, preprocess it, and analyze performance trends using sentiment analysis and machine learning techniques. Self-assessments allow individuals to reflect on their performance and identify areas for growth. Peer reviews provide constructive feedback from colleagues, fostering collaboration and improvement. Supervisor evaluations ensure accountability and professional development through structured assessments. Stakeholder insights, including feedback from external evaluators, offer a broader perspective on performance and effectiveness.

Preprocessing steps include:

- Handling missing or biased responses
- Applying NLP for sentiment classification
- Categorizing feedback (positive, neutral, negative)

The final system will be integrated as a web-based platform, featuring: Scalable storage ensures the system can handle growing volumes of feedback efficiently. Mobile accessibility enhances ease of use, allowing users to provide and review feedback anytime, anywhere. Role-based dashboards ensure secure data access by granting permissions based on user roles, maintaining privacy and confidentiality. The system's accuracy will be tested through: Sentiment analysis performance evaluation ensures accurate classification of feedback, enhancing data reliability. User feedback validation helps identify usability improvements, making the system more user-friendly and efficient. Anonymity and security testing safeguard data privacy, ensuring users can provide honest and unbiased feedback with confidence. This module will provide data-driven performance reports using: Graphs and charts visually represent feedback trends, making it easier to identify patterns and insights. Comparative performance analysis over time enables users to track progress, measure improvements, and make data-driven decisions for continuous growth.

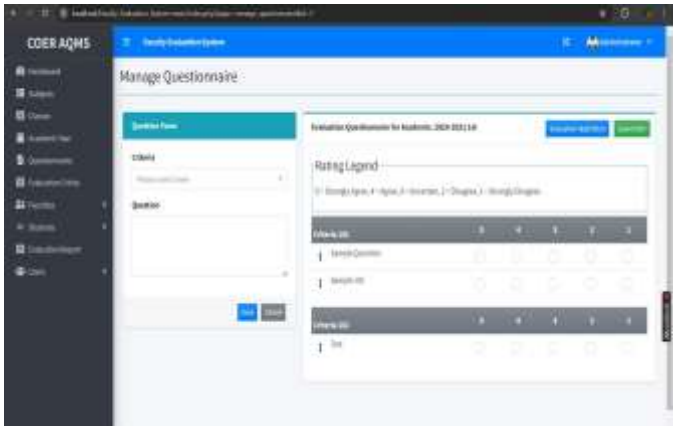


2. RESULT

- The system generates: Feedback reports are categorized by sentiment—positive, neutral, and negative— providing a clear understanding of user opinions. Performance trends over time help track progress and identify areas for improvement. Role-based analytics ensure that students, faculty, and administrators receive relevant insights tailored to their specific needs, enhancing decision-making and performance evaluation.

- The system successfully processed feedback by: Filtering biased or incomplete responses ensures the reliability and fairness of feedback analysis. Applying sentiment classification with high accuracy enhances the understanding of user opinions, allowing for more precise and data-driven decision-making.

- Sentiment analysis helped identify: Recurring feedback trends highlight strengths and weaknesses, providing valuable insights for continuous improvement. Constructive suggestions foster both personal and institutional growth, enabling data-driven strategies for enhanced performance and development.
- The RBAC system ensured: Confidentiality of responses ensures that feedback remains private and secure, encouraging honest and unbiased input. Limited access to sensitive data based on user roles maintains data security, allowing only authorized individuals to view relevant information while protecting user privacy.
- Compared to manual feedback collection, the proposed system: Anonymizing responses reduces bias, ensuring fair and objective feedback collection. Real-time feedback insights provide instant analysis, allowing for timely improvements. Data-driven decision-making enables institutions to make informed choices based on accurate and actionable insights.
- The proposed system enhances educational performance tracking by providing: Data-driven decision-making ensures strategic improvements based on accurate insights. Continuous improvement is facilitated by analyzing feedback trends to identify strengths and areas for growth. Anonymity in feedback collection encourages honest and constructive input, fostering transparency and trust.



3. CONCLUSIONS

This study developed a 360 Degree Feedback Tracking System that integrates: Multi-source feedback collection ensures a comprehensive evaluation by gathering insights from various stakeholders. AI-driven sentiment analysis enhances accuracy by identifying emotions and trends in textual feedback. Role-based data visualization provides tailored insights for students, faculty, and administrators, enabling effective decision-making.

Future implementations could enhance security by incorporating multi-factor authentication (MFA) for secure access. Additionally, end-to-end encryption for stored feedback would ensure data privacy and protection, safeguarding sensitive information from unauthorized access. Integrating real-time alerts for feedback responses can provide instant insights for faculty and administrators, allowing them to address concerns promptly. It also helps improve response rates for surveys by encouraging timely participation and engagement. Developing a mobile-friendly version can enhance accessibility for students and faculty, allowing them to engage with the system conveniently. It also enables on-the-go feedback submission and analysis, ensuring a seamless and efficient evaluation process anytime, anywhere Enhancing sentiment analysis by integrating contextual understanding ensures more accurate interpretation of feedback. Utilizing deep learning improves the prediction of feedback trends, allowing for more precise insights and data-driven decision- making. Expanding the system to corporate and professional training settings can enhance employee feedback tracking, providing valuable insights into performance and engagement. It also improves career development insights by identifying strengths, areas for growth, and personalized learning opportunities.

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