Unikama Tracer Study: An Effort To Get Graduates`Feedback Towards Superior Universitiy

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ABSTRAK

Unikama needs to know the quality of graduates produced through tracer study to its graduates. Tracer Study is useful for evaluating and can be used to improve the quality. This study conducted was a descriptive quantitative design and only uses one cohort which uses the same graduation (exit cohort) who graduate in 2017, it was 1545 graduates. The questionnaire adopted the Ristekdikti Tracer Study Questionnaire. Data Were Analyzed By Descriptive Method. During the 3 months of the implementation, Team obtained 50% Gross Response Rate and 90% Net Response Rate. Results Showed that 63% graduated on time, 9% graduated faster and 29% of graduated more slowly. Unikama Graduates mostly have worked with the duration of getting the first job is 3 months before and after graduation. How to find work, namely through relations and the internet. Unikama graduates work at jobs with an education level and the same study program that has been taken. Graduates competencies and the contribution of University are internet skills, computer skills, working in teams / collaborating with others, tolerance, adaptability, loyalty, ability to hold responsibility, initiative, and the ability to continue lifelong learning. While the low is time management.

Keyword - Tracer Study, Graduates, Superior University

1. INTRODUCTION

IKIP PGRI Malang which became the forerunner of Kanjuruhan University (Unikama) was established in 1975. After 42 years of establishment, based on the SWOT analysis, Unikama's vision was established "to become a superior university 2025". What is meant by "superior" here is the ICT-based learning process, innovative learning models, forming a high-level mindset of students, adequate and quality human resources and learning facilities, superior research and service results, and superior graduates.

To realize this vision, then its mission 1) Organizing science and technology-based education and learning, 2) Conducting research to develop science and technology, 3) Organizing social responsibility for the welfare of the people, and 4) Organizing quality organizational governance and climate. Referring to the vision as a superior tertiary institution 2025, Unikama must be able to produce high quality and competitive graduates. There are a number of things needed to produce qualified and highly competitive graduates, among others: the curriculum of the study program must be relevant to the needs of the community, quality learning systems and processes both curricular and non-curricular which emphasize not only mastering hard skills but also soft skills (Carpenter & Pease, 2013; Darling-Hammond, 2015; Gutman & Schoon, 2013) learning facilities and infrastructure are adequate according to the advancement of information technology, and input from qualified students (Altbach, 2013).

Based on the above considerations, Unikama needs to know the quality of graduates produced through tracer study to its graduates. Tracer Study or what is often referred to as an graduate survey or "follow up" is a study of graduates of institutions of higher education (Smith, Densmore, & Lener, 2016). This study is able to provide a variety of information that is useful

for the interests of evaluating higher education and can then be used to improve and guarantee the quality of the higher education institution concerned (Nardi, 2018). Tracer Study is also useful in conveying important information about the relationship between higher education, information for stakeholders (stakeholders), and completeness of requirements for accreditation of higher education (Paradeise & Thoenig, 2013).

Unikama needs to implement a Tracer Study because it requires feedback from alumni and their efforts to improve the system and management of education (Gupta, Goul, & Dinter, 2015). This Tracer study aims to obtain feedback from graduates regarding the system of education implementation that has been implemented by Unikama so that it can improve and develop itself according to the needs and demands of the workforce (Martin, Lang-ay, & Guidangen, 2015). In addition, tracer studies can also be used to track the whereabouts and activities of graduates after leaving university, especially related to the transition period into the world of work, as well as reviewing the absorption of graduates in the world of work (Mohamedbhai, 2014) so that Unikama can guarantee graduates get jobs in accordance with their competencies.

Tracer Study aims to find out the results of education in the transition from the world of higher education to business and industry (Caminade, Flores, & Sagarino, 2018). Tracer Study for UNIKAMA itself has several important objectives in its implementation. These objectives include (i) to obtain important information in the form of alumni feedback as improvement, development of systems and management of tertiary education, facilities, teaching and learning patterns, processes, and services, (Hazaymeh & Dela Peña, 2017) (ii) as evaluation material to determine the relevance of education high with work (skills, soft skills, internal / external factors, competence, contributions, etc.), (iii) as feedback for quality assurance of higher education or in determining national education policy, (v) providing important input and data for Human Resaurce (HRD) company regarding the characteristics of alumni / Unikama graduates, (vi) providing empirical evidence regarding alumni related to work, career start, relevance of alumni work with higher education, etc., (vii) as information for students, parents of lecturers, education administration and education players about alumni / college graduates (Dotong et al., 2016).

2. METHOD

The study conducted was a descriptive quantitative design (Creswell & Creswell, 2017). In general, the implementation of the Tracer Study was carried out through several stages, namely: 1) Planning Phase, including coordination and dissemination of activities with related units in Unikama (Rector / Faculty / Study Program / graduate), preparation of design activities, and selection of surveyors. 2) Preparation Phase, including collecting alumni databases at academic administration bureau and Study Program, compiling questionnaires, and testing questionnaires, 3) Implementation Phase, including conducting surveys, updating alumni data base on the system, and updating the status of questionnaire filling. 4) Data Closure and Analysis Phase, includes the closing notification of tracer study, data processing, data analysis, and discussion of the results of the tracer study. 5) Report Phase, including preparing reports, and disseminating the results of the tracer study (Ramirez, Cruz, & Alcantara, 2014).

Tracer study in 2019 only uses one cohort which uses the same graduation data (exit cohort). This tracer study is used two years after graduation because based on previous studies it was found that the most appropriate period to measure the indicators of transition to the world of work and the relevance of obtaining competencies is two years after graduation. Therefore, Unikama tracer study is aimed at all Unikama alumni

who graduate in 2017, both graduates of odd semester and even semester. Its was 1545 graduate. Unikama's Tracer study in 2019 was held for 3 months. During the 3 months of the implementation Team obtained 50% of Gross Response Rate (770 graduate who filled out questionnaires from the total population target of 1545) with 90% of Net Response Rate (770 graduate who filled out questionnaires from the total number of target subjects 858).

Unikama tracer study uses a questionnaire instrument to obtain data. The questionnaire used adopted the Ristekdikti Tracer Study Questionnaire and additional questions were adjusted to the needs of the Unikama itself. The process of distributing questionnaires is done with the help of IT systems that have been designed to provide convenience in the work process. The work process that gets IT support is a database system and online questionnaire. The distribution of questionnaires with this method has the advantage that it does not require large costs and is easier to do with the support of current IT progress. The address of the Unikama Tracer Study questionnaire can be accessed https://cdc.unikama.ac.id/tracert/. Data Were Analyzed By Descriptive Method.

3. RESULT AND DISCUSSION

a. Graduation time
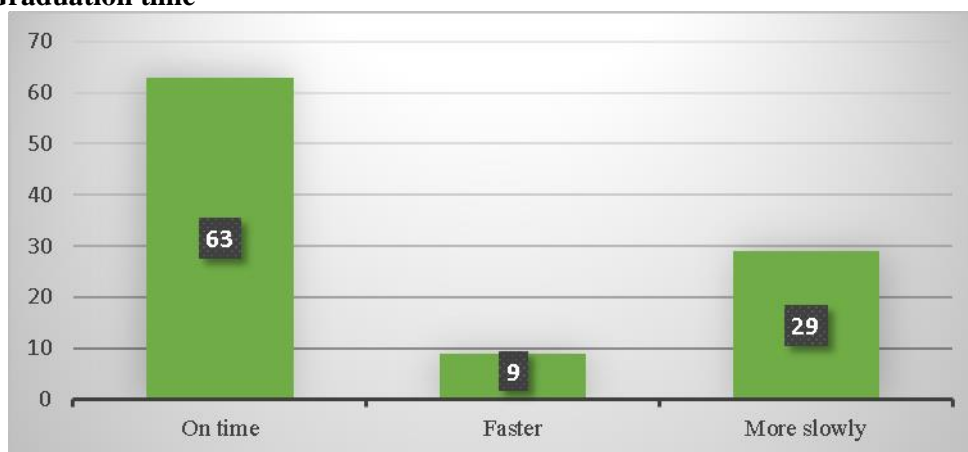
Graph 1. Graduation time

Based on the results of analysis of tracer studies conducted, 63% graduated on time, 9% graduated faster and 29% of graduated more slowly. Although the percentage of Unikama graduates who graduated on time was more than the others, but it should also be noted that the percentage of Unikama graduates who graduated slower was also relatively large, namely 29%.

b. Employment status
Information on employment status of Unikama graduates can be seen in Graph 2. This graph shows that the number of Unikama graduates who work more than those who do not work (73%). This shows that the majority of Unikama graduates chose to work after graduating from college. While 27% of alumni who chose did not work.
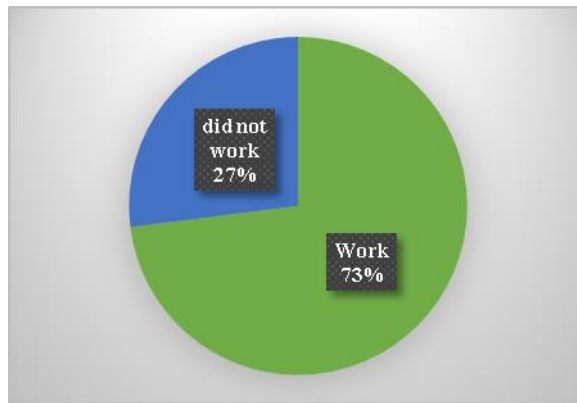
Graph 2. Employment status

Although the percentage of graduates who work more is 73% but some graduates choose to do other activities after college. Graph 3 shows 11% of are still studying/continuing professional or postgraduate studies, 14% Unikama graduates are Married and 10% are Busy with family and children, 17 % of Unikama graduates are currently looking for other jobs even though they are already employed in an agency.
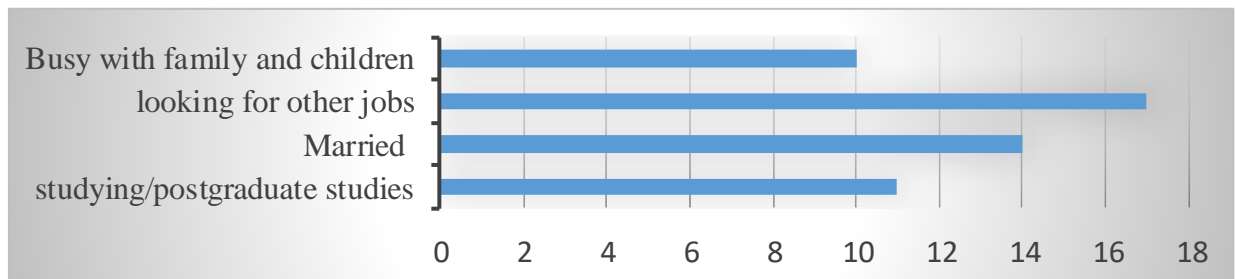
Graph 3. An overview of the current graduates situation

Regardless of what graduates do after graduation, the transition to the workforce is very important for college graduates. Because this is the first experience and one of their goals after taking the education process. 51% of graduates began to look for work before graduation and 49% chose to look for work after graduation. While the median time to start looking for work done by graduates was obtained a median value of 1 month before graduation and 3 months after graduation. In addition 55% of graduates seek employment less than 1 month before graduation and 45% of graduates seek employment more than 1 month before graduation. While the percentage of graduates who are looking for work after graduation is 76% of graduates looking for work less than 3 months after graduation and 24% of Unikama graduates who are looking for work more than 3 months after graduation.

Variation in finding a job is an important indicator that reflects flexibility in choosing a job. More choices that are better at finding a job will be able to arovide a successful results. how to find work through the internet / online advertising / mailing list and apply directly to the company without knowing the job information has a percentage that is widely chosen by Unikama graduates in finding a job that is 39%. This is because using the internet in various aspects of life has become commonplace among today's young people. Technological sophistication has been widely used by job vacancy information providers to disseminate information on job vacancies quickly which can be accessed anytime and anywhere. Of course this greatly helps graduates to get jobs. How to find a job through the existence of relations (lecturers, parents, siblings, friends and others) becomes the next method chosen by Unikama graduates in finding their first job. The least taken way to find a job is to build a network since

he was in college, contact the Ministry of Manpower and Transmigration, and the student / graduates office.

The duration of obtaining Unikama graduates jobs is 3months before and after graduation with the median details before graduation is 2 months, median after graduating 1.5 months. The longest time to get a job is 24 months after graduation while the fastest time is 48 months before graduating. Based on this information, it can be concluded that Unikama graduates are relatively fast in getting a job, which is 3 months before and after graduation. There are even alumni who have worked 3 years before graduating. This can be understood because most study programs in Unikama are education study programs so that the field needs for teaching staff are very large, especially in private schools. In addition, the availability of employee classes at Unikama which makes it relatively easy for Unikama graduates to manage their time in college and work.

In general Unikama graduates applied for 6 companies / agencies / institutions. Of the 5 scattered applications, 3 companies / agencies / institutions respond to applications and 3 companies / agencies / institutions that invite job interviews. This number can be categorized quite as a transition to the world of work. Currently 21% of Unikama graduates work in private companies, 32% in government agencies, 18% choose to work in other institutions that do not match the available options. Other institutions chosen such as private schools, course institutions, social foundations, boarding school and others. Graduates salary every month Rp. 2.400.000 from his main job (Median) and Rp. 844,000 from overtime and tips and Rp. 1.664,000 from additional income or other work / entrepreneurship. In detail, the Graduates income from the smallest to the largest can be seen in the following table.

|	**Min**	**Mean**	**Median**	**Max**	**Std Dev**
Salary every month	Rp100.000	Rp2.410.892	Rp1.500.000	Rp95.000.000	Rp5.193.179

c. Horizontally Alignment (Alignment of between Study Program with Jobs)

Almost all Unikama graduates have a close harmony between the study program and work now. This is evidenced by the magnitude of the percentage of the Very Closest category between the field of study and current employment of 40%, the percentage of the Closest category between the study program and the current occupation of 12% and the close alignment between the study program and the current work of 36%. The rest have jobs that are less tight and not at all related to the study program with a percentage of 4% and 8%
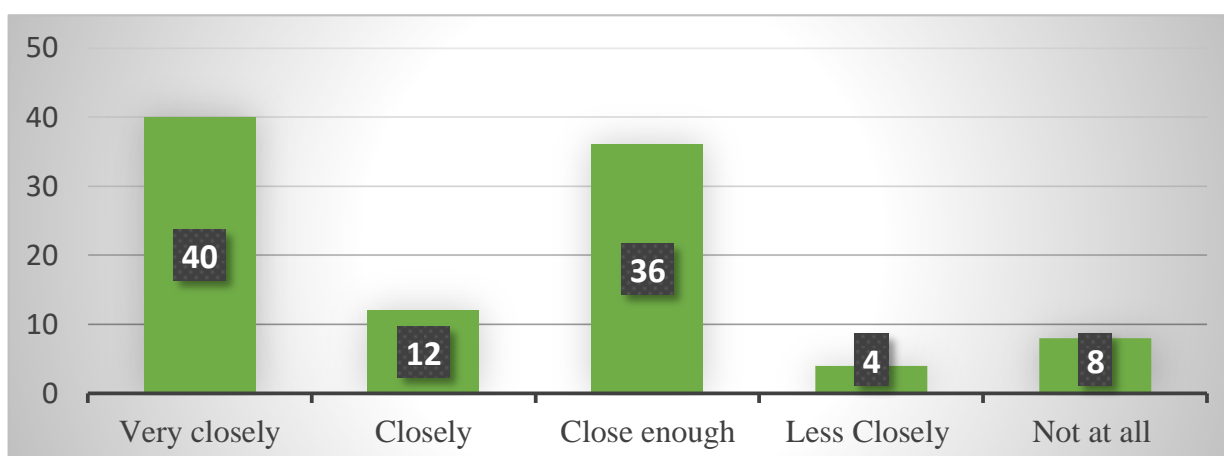
Graph 4. Alignment between Study Program with Jobs

**d.   Vertical Alignment (Alignment of Educational Levels with Jobs)**
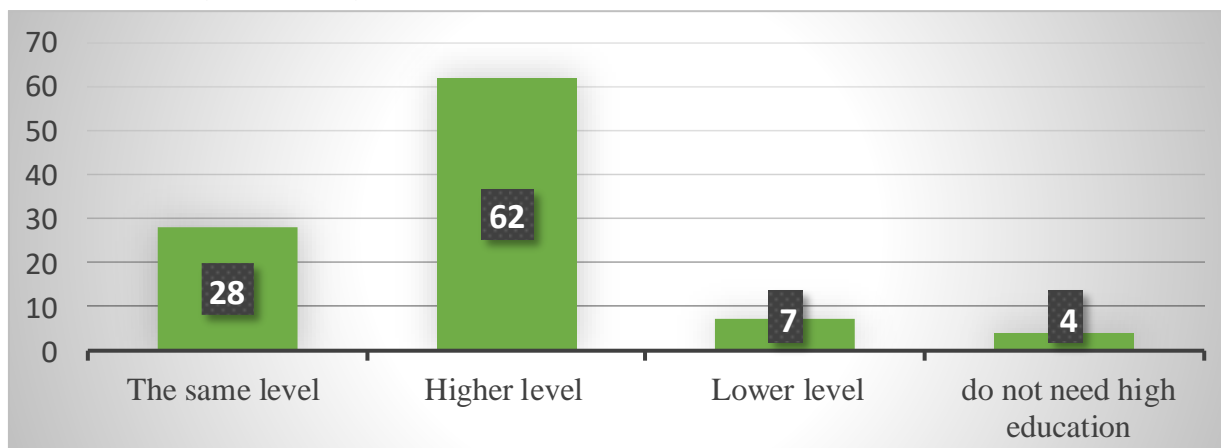
Graph. 5 Alignment of Educational Levels with Jobs

Unikama graduates work on jobs with the same level of education that has been taken is 28%, the rest has a higher level of work (62%). However, there are some Unikama graduates who work at a lower level of 7% and some even feel that they do not need education that is high in their work, which is 4% of the total respondents.

e.   Competencies and College Contributions

Competencies or graduates abilities in the world of work are formed based on individual basic competencies and the contribution of universities. In addition to lectures that provide graduates with knowledge from their respective study programs, Unikama graduates also obtain abilities that are more towards hardskill and soft skills. This ability is generally formed from activities undertaken by Unikama graduates both on and off campus.

Based on Graph 6, it seems that the ability mastered by graduates is considered quite a lot given by Unikama. Whereas Unikama graduates competencies are better than college contributions, namely the ability to write reports, memos and documents, work with people of different cultures, problem solving skills, work independently, time management, and learning abilities.
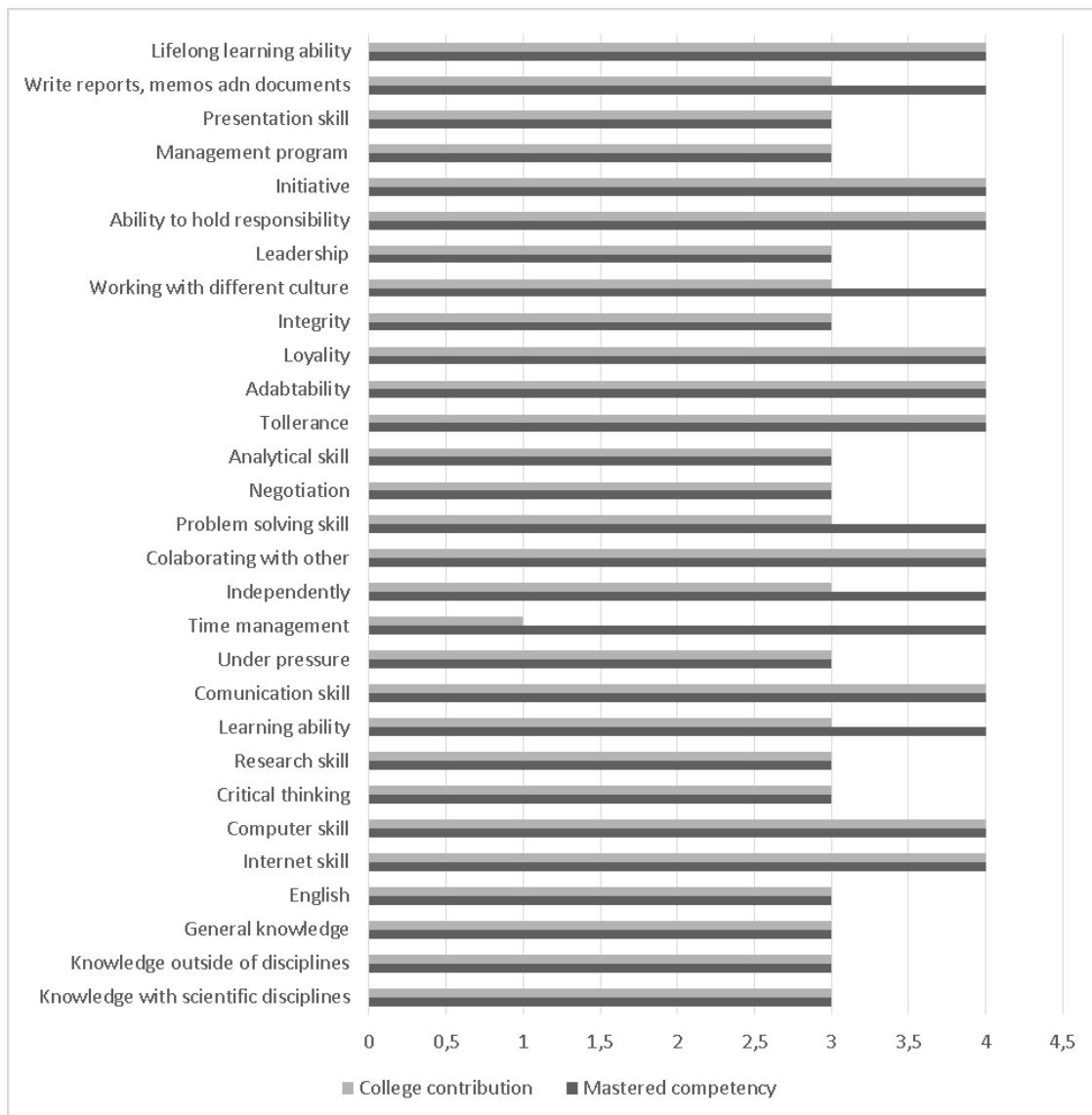
Graph 6. Competencies and College Contributions

4. CONCLUSION AND RECOMMENDATION

a. Conclusion

1. Unikama tracer study is aimed at all Unikama alumni who graduate in 2017, both graduates of odd semester and even semester. Graduated in 2017 was 1545 graduate. Unikama's Tracer study in 2019 was held for 3 months. During the 3 months of the implementation of the Unikama Tracer Study Team obtained a Gross Response Rate achievement of 50% (770 graduate who filled out questionnaires from the total population target of 1545) with Net Response Rate of 90% (770 graduate who filled out questionnaires from the total number of target subjects 858).

2. 63% graduated on time, 9% graduated faster and 29% of graduated more slowly..

3. Unikama Graduates mostly have worked with the duration of getting the first job is 3 months before and after graduation. How to find work, namely through relations and the internet.

4. Unikama graduates work at jobs with an education level and the same study program that has been taken

5. Graduates competencies and the highest contribution of University are internet skills, computer skills, working in teams / collaborating with others, tolerance, adaptability, loyalty, ability to hold responsibility, initiative, and the ability to continue lifelong learning. While the low is time management.

b.　Reccomendation

1. To produce a greater Gross Response Rate, it is expected that the graduates data base will continue to be updated and there is a need for socialization every year to prospective graduates about tracer study activities.
2. Strategies and special attention are needed so that the percentage of students who graduate more slowly decreases the percentage.
3. In order for the duration to get the first job less than 3 months before and after graduation, the graduates waiting time to obtain a diploma is accelerated.
4. There needs to be activities that can improve students' skills and soft skills, especially time management, considering these competencies based on the lowest tracer study of the contribution of University.
5. The results of this tracer study can be used as a basis for improving the quality of education and learning systems in Unikama in designing curricula relevant to the demands of graduate expertise in the world of work and society.

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