



TRACERSTUDY 2023



**STUDY PROGRAM
PANCASILA AND CIVIC EDUCATION
FACULTY OF TEACHING AND EDUCATION
UNIVERSITY LAMBUNG MANGKURAT**

INTRODUCTION

Tracer study is a tracking study of graduates/alumni conducted to alumni 2 years after graduation. *Tracer study* aims to determine the *outcome of* education in the form of transition from the world of higher education to the world of work. Educational output is a self-assessment of mastery and acquisition of competencies, the educational process is an evaluation of the learning process and the contribution of higher education to the acquisition of abilities, and educational input is further exploration of graduate information.

The tracer study, in this case organized by the CDC of Lambung Mangkurat University and assisted by the *tracer study* team of the Pancasila and Citizenship Education Study Program (KDPn Study Program), is to distribute questionnaires to graduates in a certain year where there are 2 questionnaires distributed via *google form*, namely *tracer study* questionnaires for graduates and graduate users. *Tracer studies* are conducted annually to explore alumni data related to matters needed in preparation for accreditation such as waiting periods for work and the relevance of scientific fields to employment.

The distribution of questionnaires by utilizing alumni social media such as WA groups, Instagram, Facebook, and others. Even to increase the number of tracked alumni, the *tracer study* team contacted alumni by phone directly. The end of the *tracer study* report is a recommendation related to the problems obtained from the *tracer study* analysis results.

Hopefully this *tracer study* report will be useful for the progress of the Civics Study Program in the future and apologize for any shortcomings.

Banjarmasin, September 2024

PPKN *Tracer Study* Team FKIP
Lambung Mangkurat University

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CHAPTER I

INTRODUCTION

1. Background

The Pancasila and Citizenship Education study program (PPKn Study Program) of Lambung Mangkurat University as part of higher education institutions is expected to be able to form graduates who are not only superior in mastery of science, but also adaptive to changing times and can compete at local, national and global levels. This is in line with the mandate of Law Number 12 of 2012 concerning Higher Education, which emphasizes that the implementation of higher education must be able to develop the potential of students to become people who are faithful, pious, knowledgeable, capable, creative, independent, skilled, and professional.

As part of the academic responsibility and evaluation process, the *tracer study* is an important instrument to assess the traceability of graduates, the relevance of learning outcomes, and the success of the FKIP ULM Civics study program in ensuring quality. Permendikbud Ristek Number 53 of 2023 concerning Higher Education Quality Assurance emphasizes that each study program is required to carry out continuous evaluation, including through alumni tracing, to ensure suitability between the learning process and the needs of the community and the world of work.

FKIP ULM's PPKN Study Program as an institution producing prospective educators and professionals has a vision "To become a superior study program in developing Civics that produces professional, *technopreneur*, religious graduates, and empowering local wisdom of wetlands with a global outlook." In order to produce outstanding graduates, Civics Education must prioritize quality in the implementation of the tridharma of higher education. In order to ensure the quality in Civics Education, decision making needs to consider various aspects and input from various parties. One of them comes from alumni tracking (*tracer study*).

Tracer studies are carried out by universities to obtain feedback regarding the relationship and suitability of scientific competencies obtained by alumni while in college with the needs of the business and industrial world (DUDI) that employs them. As an educational institution, universities are very interested in ensuring that the curriculum and teaching and learning processes they develop can answer the demands of the world of work. Through feedback obtained from alumni and users regarding competencies relevant to DUDI, universities can obtain information to improve their curriculum and learning system so that the gap between the competencies possessed by alumni during college and the demands of the world of work can be minimized.

Tracer study is also considered important because it is a tool for evaluating the performance of universities and has now been used as one of the requirements for accreditation by the National Accreditation Board for Higher Education (BAN-PT), as a completeness in the Self Evaluation document required in submitting proposals through the Ministry of Education and Culture. In addition, the results of the *tracer study*, especially the item that measures the

percentage of graduates who get a job within 6 months, is one component of the outcome variable used by the Directorate General of Higher Education - Ministry of Education and Culture to compile a clustering of national universities that maps the quality of the implementation of Tridharma by universities. Meanwhile, the existence and performance of CDC ULM as a technical implementation unit, especially in coordinating the implementation of tracer studies at the university level and other activities related to the career management of students and / or graduates, is also one of the parts assessed through the Institutional aspect of the Career Center Development item.

The results of the tracer study will assist universities in knowing the position of graduates who have been absorbed in the world of work and prepare graduates in accordance with the competencies needed in the world of work. The results of the *tracer study* which are then reported to the Directorate General of Higher Education will help the Government program in order to map the needs of the world of work with educational development in Indonesia. In this regard, the Directorate General of Higher Education - Ministry of Education and Culture provides limitations and guidelines for the implementation of *tracer* studies through SE Director General of Belmawa Ministry of Research, Technology and Higher Education No. 313 / B / SE / 2016 dated July 26, 2016 which aims to standardize the design, methodology, and questionnaires used so as to enable compilation and comparison of data between faculties / study programs / departments in these universities at the national level.

Thus, *tracer study* is not just an administrative activity, but an essential element in the internal quality *assurance* cycle as mandated in the National Higher Education Standards. The results are expected to be a concrete reference in realizing the FKIP ULM Civics Study Program as a center of excellence in national character education and citizenship at the regional and national levels.

2. Objectives

In general, the Tracer Study aims to find out:

- (1) educational outcomes in the form of transitions from the world of PT to the world of work (including the waiting period for work and the first job search process), the latest work situation, and the application of competencies in the world of work;
- (2) educational outputs, namely self-assessment of mastery and acquisition of competencies;
- (3) educational process in the form of evaluation of the learning process and the contribution of HEIs to the acquisition of competencies.

More specifically, the objectives of TS above can be described as follows, namely:

- (1) obtaining important information in the form of alumni feedback as an improvement, system development and management of higher education, both facilities, teaching and learning patterns, processes, and services;
- (2) as an evaluation material to determine the relevance of higher education to employment (hard skills, soft skills, internal/external factors, competencies, contributions, etc.);

- (3) as feedback for quality assurance of higher education or in determining national education policy;
- (4) assisting universities in the accreditation process, both nationally and internationally;
- (5) provide input and important data for the Human Resource (HRD) of the company regarding the characteristics of alumni / graduates of the college itself;
- (6) provide empirical evidence about alumni related to employment, career start, relevance of alumni work with higher education, etc.;
- (7) as information for students, parents, lecturers, education administration and education actors regarding college alumni/graduates.

3. Benefits

The benefits of *Tracer Study* are not limited to the internal scope of the university, but furthermore can provide important information about the relationship (link) between the world of higher education and the world of business and industry. The results of TS can provide in-depth and detailed information about job suitability both horizontally (between various fields of knowledge) and vertically (between various levels / levels of education). Thus, TS can help overcome the problem of employment gap and efforts to improve it. For universities, information on competencies relevant to business and industry can help improve the curriculum and learning system. On the other hand, business and industry can look into universities through TS, so that they can prepare themselves by providing more relevant training for fresh graduates or new job seekers.

For ULM PPKN *Study Program*, the *tracer study* was conducted to get the following benefits:

- (1) As an alumni database that is recorded based on the Study Program (Prodi) and generation (year of entry);
- (2) As important input / information for the development of higher education;
- (3) As an evaluation tool to see the relevance between universities and business and industry;
- (4) As an input for improving the performance of lecturers and teaching staff;
- (5) As an input for curriculum improvement;
- (6) As an evaluation material for participating in international accreditation;
- (7) As a material for building alumni networks.

CHAPTER II METHODOLOGY

The research methodology in the *tracer* study aims to provide an explanation of the flow of the stages of implementing tracer study activities at the Bali Tourism Polytechnic starting from the development of concepts and instruments, collecting alumni data, processing, and analyzing data until conclusions are obtained and reported in the *tracer study report*. This *tracer study* activity was carried out by Lambung Mangkurat University in 2023 under the coordination of the Vice Rector III for Student Affairs and Alumni, who then delegated the task to a technical implementation unit called the Career Development Center (CDC). The following is the process of implementing the 2023 *tracer study*, especially for the Pancasila and Citizenship Education Study Program of FKIP ULM.

1. Target Population

The choice of restrictions on alumni who graduated one and two years ago, the target population of the 2023 ULM *Tracer Study* activity is ULM alumni - in the context of this report, alumni of the FKIP ULM PPKN Study Program - the alumni *cohort* is 2022 graduates. The limitation provision that the target population is alumni who graduated two years ago is confirmed by the Circular Letter of the Director General of Learning and Student Affairs (Belmawa) of the Ministry of Research, Technology and Higher Education No. 313/B/SE/2016 dated July 26, 2016, and the need to fill in the University's Main Performance Indicators (IKU). If the study is conducted on alumni immediately after graduation (starting graduation or graduation until a few months after graduation) then such a study is called an *exit study* or *exit survey*. *Exit studies* cannot optimally capture the entire job transition process because in too short a period after graduation, it is likely that the employment situation is not yet stable or there may even be graduates who have not yet found a job. However, if the study is conducted longer than two years after graduation, the tracer study has several disadvantages, namely:

- (a) Information bias due to a retrospective period that is too far away so that it can burden the research subject/respondent. The information obtained becomes less relevant especially if the information relates to learning evaluation, competency acquisition and transition to the first work situation;
- (b) If the study is conducted longer than 3 years after graduation, then it is a relatively long period of time so it is possible that the contextual changes that cause the input information obtained may not necessarily be applicable to the current context because it no longer fits the concept of the expected alignment.

Therefore, the choice of the cohort limit of alumni who graduated two years ago has indeed been based on rational considerations as mentioned above. However, for the purposes and interests of the faculty or study program, the expansion of the graduate *cohort* can be done. The Faculty Surveyor/Admin is authorized to facilitate by adding a list of alumni who are given access to the online system for filling out the *tracer study* questionnaire. The option of limiting the graduate *cohort* instead of the entering *cohort*. Of course, a *tracer* study is a study of

graduates so the target population is alumni who graduated in the same year cohort that is in the period of two years ago.

The definition of cohort according to the Merriam-Webster online dictionary is a group of individuals who have statistical factors such as age or *class membership* of the same community. According to Schomburg (2014) in Kemenristek Dikti (2016: 41), the definition of cohort in a *tracer study* is a homogeneous group of students who complete their studies at the same point in time (= "generation" or "cohort of graduates") which is determined as the time of graduation. The time of graduation is the beginning of the transition to the world of work and the time of graduation is defined as the "time gap" from graduation to the time of the survey. This concept is very important in the *tracer study* as it is the contextual basis for the analysis and interpretation of many essential indicators in the tracer study such as job waiting period, income, and alignment situation. Variations in "time distance" can affect subjective variables in *tracer studies* such as perceptions and evaluations and introduce information bias.

The entering *cohort* differs in some key respects from the graduating *cohort* in that the composition varies depending on the length of study and hence the graduation moment of an entering *cohort* is heterogeneous. This leads to *multiple cohorts of graduates*, which contradicts the principle of the next tracer study, namely: only tracking one *cohort of graduates* per tracer study. Again, according to Schomburg (2014), the main reason for choosing only one cohort is the fact that the conditions of transition to the world of work and learning experiences can be very different for *cohorts*. Therefore, if the *entry cohort* is used, it is very likely that the transition period is in a different time-related context; some have graduated a year, graduated two years, or graduated three years when the study was conducted. Interpretation of this will be difficult. If only those who graduated in two years are selected, there will be *selection bias* because only those who are on time are surveyed. So the data tends to be selected only the good ones.

2. Instrument Development

There are two survey instruments in the ULM Tracer Study (1) Tracer Study Questionnaire aimed at the alumni population; and (2) User Survey Questionnaire aimed at measuring user assessment of alumni performance in their work environment. Details of the items of the Tracer Study and User Survey questionnaire instruments can be seen in Appendix 1. The references used in compiling the two questionnaires are:

- (1) Standard questionnaire formulated by Dit. Learning and Student Affairs (Belmawa) Directorate General of Higher Education - Ministry of Education and Culture (based on Circular Letter of Director General of Belmawa Ministry of Research, Technology and Higher Education No. 313/B/SE/2016 dated July 26, 2016). The standard questionnaire of the Directorate General of Higher Education is available at <http://pkts.belmawa.kemdikbud.go.id>
- (2) Data needs for instrument items in the BAN PT Accreditation 4.0 document: Self Evaluation Report (LED), Key Performance Indicators (KPI), Conversion Supplement

Instrument (ISK), and Study Program Performance Report (LKPS). That the required uniformity of the tracer study questionnaire instrument items by Higher Education by referring to the standard questionnaire Dit. Belmawa is for the purpose of compiling and comparing data between faculties/study programs/departments in universities at the national level.

Therefore, the tracer study questionnaire in Higher Education is not allowed to reduce or change the core questions from Dit. Belmawa-but it is allowed to upgrade the questionnaire by adding questions according to the interests of the College.

3. Data Collection and Progress Reporting

Data collection is done with a *self-administrated* approach through filling out an online questionnaire available on the CDC ULM tracer study web. During the questionnaire filling period, the role of the Surveyor/Admin is very important in mobilizing alumni to be involved as participants in the ULM *Tracer Study* and reminding alumni to complete filling out the questionnaire. The Surveyor/Admin will report the progress of the *tracer study* to the ULM CDC through *Google Classroom* and Email facilitated by the year *tracer study* team.

Each reporting period has targets that must be met by surveyors in each faculty Surveyor / Admin provides reminders to alumni through message broadcasts to fill out questionnaires and complete filling out questionnaires for those who are still ongoing. Progress statistics reported by Surveyor/Admin include: (1) target subjects, namely the number of alumni who can be contacted; (2) number of participants, namely the number of alumni who fill out the questionnaire; (3) net response rate, $NRR =$; and (4) the number of questionnaire entries by users in the user survey. Every reporting, it is expected that the NRR achievements in each faculty and study program can meet the target.

The statistics reported by the Surveyor/Admin are recapitulated into overall ULM Tracer Study 2021 progress statistics per university unit and become input for monitoring and evaluating the implementation of the ULM Tracer Study and formulating and implementing follow-up plans to accelerate the ULM Tracer Study to meet targeted performance. The recapitulation is submitted to the ULM Vice Chancellor for Student Affairs and Alumni as the person in charge of activities at the university level and the Vice Dean for Student Affairs and Alumni as the person in charge of activities at the faculty level, Surveyor/Admin, and Study Program Coordinator.

4. Data Analysis

Data were analyzed quantitatively and qualitatively. Quantitative calculations are intended to determine the percentage of each description of the data collected so as to obtain the distribution and amount of data on each component of the question items on the instrument. While qualitative data is more about analyzing the results of quantitative calculations.

CHAPTER III DISCUSSION

1. Alumni Participation Statistics

The performance of the Lambung Mangkurat University Pancasila and Citizenship Education Study Program (Prodi PPKn) 2023 is represented through participation statistics consisting of the following components:

- (1) **Target Population**, which is the number of alumni of the PPKN Study Program of FKIP ULM graduating in 2022 as many as 53 alumni.
- (2) **Target Subject**, which is the number of alumni who are contacted - expressed in the quantity of people and the percentage of the target population. Several efforts were made to establish contact and track the mobilization of 2022 alumni graduates to participate in the *Tracer Study of the KDPN Study Program* at FKIP ULM in 2023. Efforts made include disseminating information through *broadcast* e-mail, WhatsApp, and social media using the address or contact number registered in the University system base. The alumni tracking process carried out by surveyors at the Study Program level is successful, indicated by the amount of target subjects reaching 100%.
- (3) **Participants**, namely the number of contacted alumni who filled out the questionnaire. Participants are divided into finished participants and ongoing participants.
- (4) **On Going Participants**, participants who are still in the process of filling out the questionnaire and have not declared finished (finished) filling out the questionnaire until the end of the questionnaire filling period. Ongoing questionnaires generally still have a lot of empty or unfilled fields. During the questionnaire filling period, surveyors monitored and reminded alumni who were still in the on-going stage. In the analysis and further discussion, *on-going* participants were not included in the data analysis because they were considered not meeting the criteria (failed). Therefore, the on going questionnaire is also not included in the calculation of the Net Response Rate (NRR). Based on the results of the 2023 *Tracer Study* for 2022 graduates, there is 1 on-going participant in the data that has been analyzed.
- (5) **Finished participants**, namely participants who stated that they *were finished (finished)* for filling out the questionnaire they did. Based on the data generated from the 2023 *Tracer Study* process for alumni who graduated in 2022, there are 52 *finished* questionnaires. It can be concluded that the 2023 *Tracer Study* was successful because the *finished* data reached 98% of the target population. Thus, the surveyor validated that there were 52 questionnaires that could be processed.
- (6) **Net Response Rate (NRR)**, which is the degree of performance of the success of the 2023 *KDP Tracer Study* for alumni who graduated in 2022. The NRR provides a more accurate picture of the quality of the data collected. By eliminating invalid responses, surveyors get a clearer picture of the true views of the population taking the survey. The successful output of alumni participation is the output of in the form of questionnaires that are fully and

correctly filled in and declared finished by the respondents. Some questionnaires are "blank" in some fields but declared finished by the respondents can be declared as a successful output. Blank entries may be intentional by alumni as respondents because they did not find the right answer choice, but it could also be due to online network disruptions that cause the online filling process and recording by the system to not run optimally. Surveyors must pay attention to this and can contact alumni again to correct their questionnaire entries if needed. Overall, the performance of the 2023 Civics Study Tracer Study Program is good, as stated by $NRR = 98.11\%$ (2022 alumni). The tracer study response rate can be seen in table 1.1 below:

Table 3.1 Tracer Study Response Rate Calculation

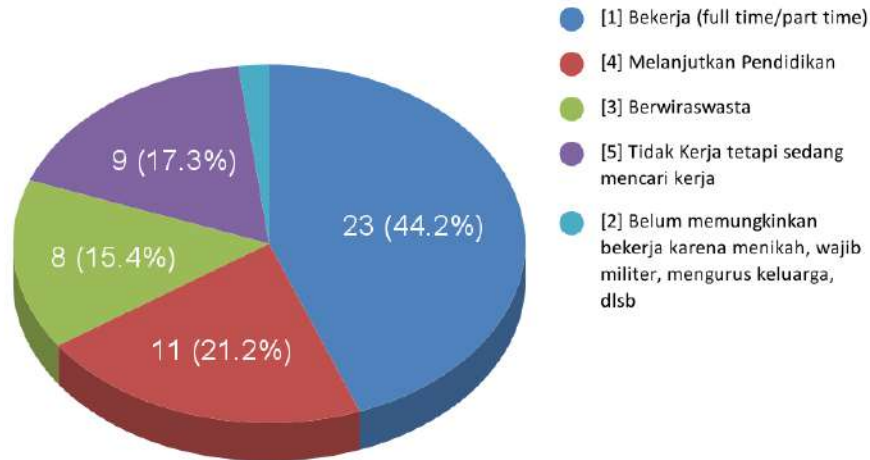
Criteria	Results
Target Population	53
Target Subject	53
On Going Participants	1
Participant Finished	52
Questionnaire Validate	52
Gross Response Rate ($e = (d/a) * 100\%$)	100%
Net Response Rate ($f = (d/c) * 100\%$)	98.11%

Source: Bali Tourism Polytechnic Tracer Study Research 2019
(Data processed using Microsoft Excel)

2. Alumni Working Status

The transition period that alumni undergo after graduating from college to efforts to compete to meet the needs of the labor market with the competencies obtained from college has led most alumni to get a job. In the 2022 Graduate Year alumni with a total of 52 validated questionnaires, the results show that there are 23 (44.2%) alumni who have worked either full time or part time. The rest, there are 11 (21.2%) alumni continuing their education at a higher level. A total of 8 (15.4%) alumni are self-employed. There are 9 (17.3%) alumni who are not working but are in the process of looking for work and 1 (1.9%) who have not been able to work due to marriage, military service, taking care of family, and so on. The percentage of alumni working status can be seen in Figure 3.1.

Figure 3.1. Working Status of Alumni in Graduate Year 2022 of FKIP ULM Civics Study Program



When viewed based on this data, it can be said that the performance of the 2022 graduates is good as evidenced by 23 alumni who can compete in the job market, 8 alumni are able to open new jobs, and 11 alumni continue their education at a higher level. While there are 9 alumni who are trying to find a job with the competencies they have had while in college and the remaining 1 alumni who have not allowed to work.

3. Scope and Type of Unit or Institution Where Employed

The scope of the unit or institution where alumni work is divided into local, national, and multinational categories. Local scope means that the scope of the workplace institution is based in the region, national means that the scope of the workplace institution is in the territory of Indonesia, and multinational means that the scope of the workplace institution is in the country and has branches in various other countries. From the questionnaire data, the information obtained is shown in Table 3.2 below.

Table 3.2 Scope or Scope of Workplace

Status	Number of Alumni	Percentage
Local / Unincorporated Entrepreneurship	13	25%
National/Legal Entrepreneurship	15	28.8%
Multinational/International	3	5.8%
No Answer	21	40.4%
Total	52	100%

Based on table 3.2. obtained information that there are 13 (25%) alumni of Graduate Year 2022 whose scope of work is local or unincorporated entrepreneurship. Furthermore,

there are 15 (28.8%) alumni who work in national units or agencies or incorporated entrepreneurs. A total of 3 (5.8%) alumni work in multinational/international units or agencies. While a total of 21 (40.4%) alumni did not answer among the three. Although not more than 50% did not fill in, this result is of full concern to the PPKN Study Program at FKIP ULM to re-analyze the reasons for alumni. Based on the review, some alumni feel that the scope of the workplace is not adequately represented by the three choices in the questionnaire.

Furthermore, the types of units or agencies where they work are distinguished by government agencies, BUMN / BUMD, multilateral institutions / organizations, non-profit organizations / non-governmental organizations, private companies, self-employed / own companies, and others that can be written by the respondents themselves. From the questionnaire data on the type of work unit or institution, the information shown in table 3.3. as follows.

Table 3.3 Type of Unit or Agency Where Employed

Type of Workplace	Number of Alumni	Percentage
Government Agency	10	19.2%
BUMN/BUMD	1	1.9%
Multilateral institutions/organizations	1	1.9%
Non-profit organizations/nongovernmental organizations	0	0%
Private company	5	9.6%
Self-employed/own company	7	13.5%
Other	7	13.5%
No answer	21	40.4%
Total	52	100%

Based on table 3.3 data on the type of unit or agency where they work, it is obtained that there are 10 (19.2%) alumni who work in government agencies, 1 (1.9%) each work in BUMN / BUMD and multilateral institutions / organizations, 0 alumni who work in non-profit organizations / non-governmental organizations, 5 (9.6%) alumni work in private companies, 7 (13.5%) alumni work as self-employed or their own companies, 7 (13.5%) alumni chose other options in the type of workplace, and 21 (40.4%) alumni did not answer. 7 alumni who filled in other types, in qualitative data, filled in the type of workplace, namely private schools and formal social institutions. It can be understood from the 21 (40.4%) alumni who did not

answer the type of workplace unit or institution, it could be because the choices given did not describe the type of workplace of alumni at this time. However, this number is a concern for the PPKN *Study* Program to conduct follow-up on this *tracer study*.

4. Starting Time and Getting a Job

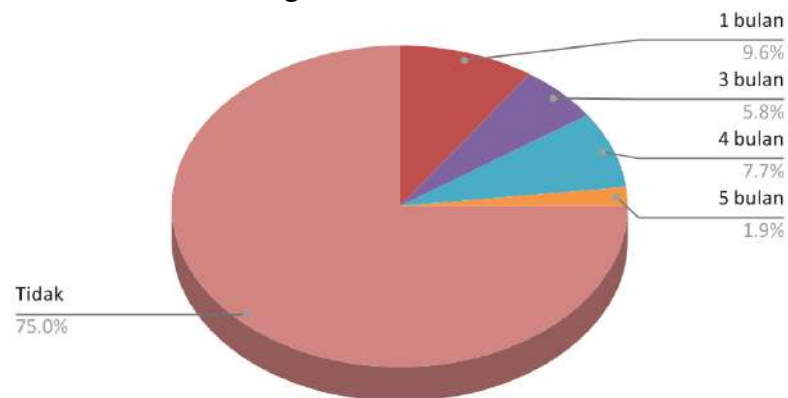
As *job seekers* or job seekers, alumni who have graduated, will generally experience intense competition in the job market and go through recruitment tests that may last for a long time through several stages before finally getting their first job. However, it is not denied that there are alumni who get a job immediately after graduation. From the questionnaire data, the information obtained is shown in table 3.4. as follows.

Table 3.3 Time to Start Looking for Work

Type of Workplace	Number of Alumni	Percentage
Before graduation	15	28.85%
After graduation	15	28.85%
No answer	22	42.3%
Total	52	100%

Based on table 3.3., information was obtained that as many as 15 (28.85%) alumni looked for work before graduating, as many as 15 (28.85%) alumni looked for work after graduation, and 22 (42.3%) did not answer. Furthermore, in the process of looking for work, there is often a waiting period until alumni are hired. The following data presents the waiting time for alumni to get a job through the following table 3.2.

Figure 3.2. Time to Get a Job



Based on the chart shown in figure 3.2. Based on the chart shown in figure 3.2, the data obtained on the time of alumni getting jobs include 5 (9.6%) alumni for 1 month, 3 (5.8%)

alumni for 3 months, 4 (7.7%) alumni for 4 months, 1 (1.9%) alumni for 5 months, and 39 (75.0%) alumni did not answer. When viewed from the large percentage of alumni who did not answer, it can be assumed that the waiting time for alumni to get a job was more than 6 months outside of the questionnaire options given.

5. Suitability of Workplace with the Field of Study Taken

One of the crucial aspects in the *tracer study* is to measure the suitability between the place of work of alumni and the field of study they took during the lecture. This aspect is an important indicator in assessing whether the curriculum, teaching methods, and learning experiences in higher education have optimally prepared graduates to face the world of work. This level of suitability can also be a strategic input in curriculum development, improving learning services, and formulating policies to improve the competitiveness of graduates. Based on the results of the questionnaire, the data obtained are shown in table 3.4. as follows.

Table 3.4 Conformity of Place of Work with Field of Study Taken

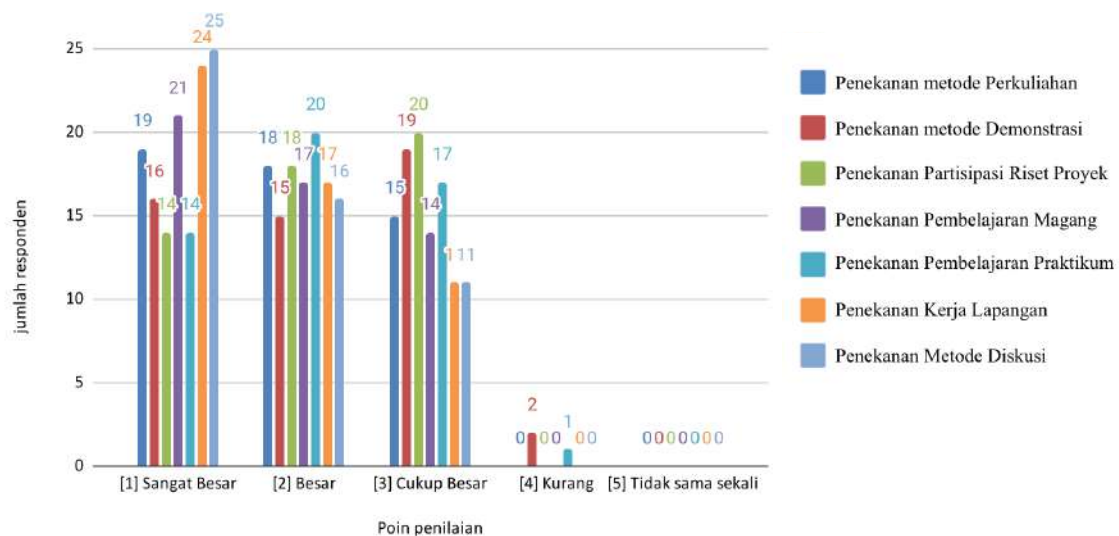
Suitability of Workplace and Field of Study	Number of Alumni	Percentage
Very close	14	26.9%
Closely	3	5.8%
Close enough	11	21.2%
Less close	1	1.9%
Not at all	2	3.8%
No answer	21	40.4%
Total	52	100%

In this report, information was obtained, among others, 14 (26.9%) alumni answered that the relationship between the workplace and the field of study was very close, 3 (5.8%) alumni answered closely, 11 (21.2%) alumni answered quite closely, 1 (1.9%) alumni answered less closely, 2 (3.8%) alumni answered not at all, while 21 (40.4%) did not answer. Based on this information, it can be concluded that the performance of the Civics Study Program in preparing alumni who are in accordance with the competition and needs of the job market is quite good. However, there still needs to be improvement and re-monitoring of alumni who do not answer this part of the questionnaire. These results are expected to provide an objective picture of the relevance between education and the world of work, and become the basis for decision making at the study program level and the institution as a whole.

6. Study Program Performance in Ensuring Alumni Quality

The success of a study program is not only measured by academic achievement during college, but also by the extent to which graduates can adapt and contribute significantly in the world of work. Therefore, evaluating the performance of study programs in ensuring the quality of alumni is an important part of ongoing efforts to maintain and improve the quality of higher education. Through this *tracer study*, FKIP ULM PPKN Study Program has the opportunity to assess the extent to which the educational process implemented is able to produce graduates who are competent, relevant to industry needs, and have high competitiveness. One of the important feedbacks for the FKIP ULM PPKN Study Program is knowing the learning aspects assessed by the 2022 graduate alumni. Learning aspect assessment points are assessed in 7 points, namely: lectures, demonstrations, project participation, internships, practicum, field work, and discussions. Based on the analysis results, the questionnaire data is presented in Figure 3.3. below.

Figure 3.3. Learning Aspect Assessment

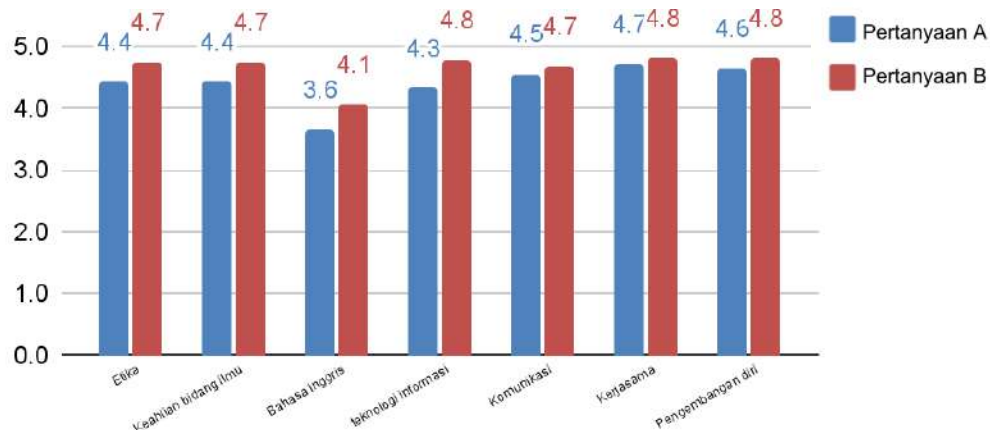


In figure 3.3. can be seen a *chart* showing the assessment of learning aspects by 2022 graduate alumni. The performance of the FKIP ULM PPKN Study Program based on 7 assessment points according to alumni of the 2022 graduate year is classified as very large. Emphasis on the discussion method and field work in the very large category, getting 25 and 24 respondents respectively. This shows that alumni feel a big impact from the discussion method and field work on learning. Lectures, internships, and practicum methods tend to score high also in the very large and large categories, but also appear in the moderately large category. This means that these methods are considered important, but there is room for improvement in their quality or consistency of implementation. Project research participation and demonstrations scored evenly in the very large to moderately large categories, with a few feeling the impact was lacking. This could mean that research and demonstration experiences still vary, perhaps due to the characteristics of the lecturers and the courses they teach. The "not at all" category barely appears, which is a positive signal, indicating that the majority of alumni feel that all learning methods have at least a considerable impact.

Furthermore, according to the basic concept of the tracer study in the previous chapter, the ability or competence of alumni of the FKIP ULM Civics Study Program can be assessed from the hard skills and soft skills obtained during the learning process in the Civics Study Program. In this survey, alumni of 2022 graduates were asked to provide feedback or assessment of their mastery of competencies. Alumni provide an assessment on a scale of 1-5 where 1 states less and 5 states very good. In accordance with the instrument from Ristekdikti on the assessment of graduate competence, respondents assessed two different conditions, namely:

- At the time of graduation, at what level did you master the competencies below?
- At this time, at what level is the competency below required in the job?

Figure 3.4. Alumni Competency Feedback of 2022 Graduates



Based on Figure 3.4 on alumni competency feedback consisting of question A about competencies mastered by alumni and question B about competencies required in work, information is obtained that the average competencies required in work tend to be higher than the competencies mastered by alumni. The competencies of information technology, communication, cooperation, and self-development are the highest required in work. The three lowest competencies mastered by alumni are English, information technology, and communication competencies. While the highest competencies mastered by alumni are the competencies of cooperation, self-development, ethics, and expertise in the field of science. English and Information Technology competencies are the two areas with the highest gap (-0.5 points), this can be a priority for developing cross-disciplinary skills or digital and global-based soft skills. Social competencies such as communication and **cooperation** are highly rated by alumni and the world of work, indicating that collaborative-based learning in the Civics Study Program has been running quite effectively.

CHAPTER IV CONCLUSION

1. Conclusion

From the implementation of the Tracer Study of the KDP Study Program of FKIP ULM, which was accompanied by CDC ULM in its implementation, several conclusions can be drawn as follows:

1. The Tracer Study achieved a very high level of participation, namely 98.11% of the total 53 alumni. This indicates success in tracking and alumni response to post-campus reporting efforts.
2. A total of 44.2% of alumni have worked (full time/part time), 21.2% continue their studies, 15.4% are entrepreneurs, and 17.3% are looking for work. Only 1.9% have not been able to work due to certain reasons.
3. Some alumni work locally (25%), nationally (28.8%), and internationally (5.8%), but 40.4% did not answer. The type of work varies, from government agencies, the private sector, to the entrepreneurial sector.
4. Only about 25% of alumni answered the waiting time for work (1-5 months), and 75% did not answer. This indicates the need to improve the measurement instrument.
5. The majority of alumni felt the compatibility between study and work (around 53.9% answered very closely to quite closely), but 40.4% did not give an answer.
6. Alumni rated the discussion and fieldwork methods as having the most impact. Project-based learning, demonstrations, and internships still need to be strengthened in quality and consistency.
7. Significant competency gaps occur in English, information technology, and communication. The highest competencies mastered by alumni are teamwork, self-development, and work ethics.

2. Follow-up Plan

To improve the quality of graduates and the relevance of education to the world of work, the Civics Study Program of FKIP ULM formulated the following follow-up steps:

1. Strengthening the Curriculum with an emphasis on Professional English, Information Technology, and effective communication competencies. Increasing the integration of collaborative, research, and problem-solving based learning.
2. Strengthening the implementation of internships, field work, and collaborative projects that are relevant to the world of work and encourage innovative teaching methods such as demonstrations and actual case studies.
3. Develop a network of cooperation with schools, government agencies, private sector, and social institutions as mentors in internship and field work activities to prepare for the world of

work. *Career Day* activities, job interview training, and career seminars can also be organized periodically.

4. Provide alternative tracking through alumni interviews or monitoring through professional social media.
5. Organize additional skills training such as *digital literacy*, *certification bootcamp*, or TOEFL training.
6. Encourage student and alumni participation in international programs (webinars, competitions, student exchanges).

Thus, this conclusion report and follow-up plan were prepared as materials for evaluation and sustainable development of the Civics Study Program at FKIP Lambung Mangkurat University. Hopefully it will be a concrete step in improving the quality of education and the competitiveness of graduates in the future.

Attachment



CEDC ULM
Career and Entrepreneur Development Center Universitas Lambung Mangkurat

**Kepada Alumni
Lulusan Tahun 2022
Ayo Sukseskan**



**ULM TRACER
STUDY 2023**

Isi Kuisisionernya di
tracerstudy.ulm.ac.id

atau download portal tracer study



**PERIODE PENGISIAN:
JULI S.D SEPTEMBER 2023**

Prof. Dr. Ahmad, SE., M.Si
Rektor ULM



087793911844 cdc@ulm.ac.id @cedc.ulm cdc.ulm.ac.id





TRACERSTUDY 2024



**STUDY PROGRAM
PANCASILA AND CIVIC EDUCATION
FACULTY OF TEACHING AND EDUCATION
UNIVERSITY LAMBUNG MANGKURAT**

FOREWORD

Tracer study is a tracking study of graduates/alumni conducted to alumni 2 years after graduation. *The tracer study* aims to determine educational *outcomes* in the form of transitions from the world of higher education to the world of work, educational outputs, namely self-assessment of mastery and acquisition of competencies, educational processes in the form of evaluating the learning process and the contribution of higher education to the acquisition of abilities and educational inputs in the form of further exploration of graduate information.

The tracer study, in this case organized by CDC ULM and assisted by the Civics Study Program tracer study team, is to distribute questionnaires to graduates in a certain year where there are 2 questionnaires distributed via google form, namely *tracer study* questionnaires for graduates and graduate users. *Tracer studies* are conducted annually to explore alumni data related to matters needed in preparation for accreditation such as the waiting period for work and the relevance of the scientific field to work.

The distribution of questionnaires by utilizing alumni social media such as WA groups, Instagram, Facebook, and others. Even to increase the number of tracked alumni, the *tracer study* team contacted alumni by phone directly. The end of the *tracer study* report is a recommendation related to the problems obtained from the *tracer study* analysis.

Hopefully this *tracer study* report will be useful for the progress of the Civics Study Program in the future and apologize for any shortcomings.

Banjarmasin, September 2024

Team

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CHAPTER I

INTRODUCTION

1.1. Background

Civics Education Study Program is one of the study programs in FKIP Lambung Mangkurat University. Civics Education has a vision "To become a superior study program in developing Civics that produces graduates who are professional, tecnopreneur, religious, and empowerment of wetland local wisdom with a global outlook". In order to produce outstanding graduates, Civic Education must prioritize quality in the implementation of the tridharma of higher education. In order to ensure the quality in Civics Education, decision making needs to consider various aspects and input from various parties. One of them comes from alumni tracking (*tracer study*).

Tracer study is a tracking study of the condition of alumni, especially in job search, waiting period to get a job, work situation, suitability of the work field, and utilization of competencies during study in Civics Education in supporting their work. *Tracer study of alumni* is one of the empirical studies that is expected to provide information to evaluate the results of education in the Civics Education *study* program. This information is used for further development in ensuring the quality of education. The existence of this *tracer study* activity is expected to provide information related to indications of deficiencies in the implementation of the tridharma in the study program, especially academic activities and provide the basis for implementing future planning. For this reason, information on the success of professionalism (career, status, income) of alumni is needed. Likewise, information on relevant knowledge and expertise (the relationship between knowledge and expertise with work needs, scope of work, professional positions). The alumni are also expected to be able to provide an assessment of the learning conditions and conditions they experienced while studying in relation to the world of work they face.

The existence of information from *tracer studies* can support study programs in carrying out improvement efforts in the academic and infrastructure fields. These efforts are intended as steps to improve the quality of graduates who are able to master science and technology in accordance with the demands of the times. Graduates who have the ability to compete in the global era, graduates who have noble personalities and morals, so that they are able to become cadres of national leaders in the future globalization.

The tracer study document can be useful for users and managers of Civics Education. For users, the results of this study are expected to be useful to be one of the considerations whether they will use Civics Education Study Program alumni. For managers, it is expected to be useful for determining educational strategies and orientations, making conceptual and technical improvements to the implementation of education and teaching so that graduates are getting better in their intellectual capacity, skills, and personality. The results of this *tracer study* are also expected to be used as a consideration in developing the quality of the learning process and learning evaluation as well as developing education management in the Civics Education *Study* Program.

1.2. Activity Objectives

The purpose of the *tracer study* activity is to obtain information related to the condition of alumni, especially in job search, waiting period to get a job, work situation, suitability of the work field, and utilization of competencies during study in the Civics Education *Study* Program.

1.3. Expected output

The existence of data and *tracer study* documents in 2024 from alumni and graduate users.

1.4. Benefits of Outputs

As a consideration for improving the education and teaching system in the Civics Education Study Program.

CHAPTER II
TRACER STUDY
METHOD

2.1. Object/Scope of Activity

The object/scope of this *tracer study* activity consists of:

1. Description of results from graduate respondents
2. Description of results from graduate user respondents

Table 1. Description of Graduate Respondents

NO	DESCRIPTION
1	Graduate Waiting Period
2	Type of Employment
3	Job Suitability with Competence
4	Job Status
5	Type of Work Agency

Table 2. Description of Results from Graduate User Respondents

NO	DESCRIPTION OF GRADUATE USER ASSESSMENT OF ALUMNI
1	Ethical Behavior of alumni in the workplace
2	Performance related to the main competencies of alumni
3	Alumni's ability to work together in a team in the workplace
4	Alumni's communication skills with coworkers
5	English language skills of alumni
6	Alumni's ability to use information technology in the world Work

7	Alumni efforts in self-development in the workplace
---	---

2.2. *Tracer Study Steps*

The implementation of this *tracer study* was carried out through three stages, namely:

1. Needs assessment and instrument development
2. Data collection
3. Data analysis and report preparation

2.3. *Implementation of Tracer Study*

1. Population and Sample

The population in this *tracer study* / alumni *tracking* activity is all Civics Education *study* program graduates in the 2022 academic year, totaling 148 people. The graduate user population is graduate users in the 2023 academic year.

The sample in this activity were 148 graduates of the Civics Education Study Program in the 2023 academic year and 45 alumni users who filled out the *tracer study* instrument.

2. Data collection process

Data is collected *online*. This is to make it easier for graduates and graduate users to access and fill out the instrument. *The tracer study* instrument for graduates and graduate users can be accessed on the following page <https://tracerstudy.ulm.ac.id/>.

3. Data Analysis

Data were analyzed quantitatively and qualitatively. Quantitative calculations are intended to determine the percentage of each description of the data collected so as to obtain the distribution and amount of data on each component of the question items on the instrument. While qualitative data is

more about analyzing the results of quantitative calculations.

CHAPTER III

TRACER STUDY RESULTS

1. Alumni Participation Statistics

The performance of the Lambung Mangkurat University Pancasila and Citizenship Education Study Program (Prodi PPKn) 2023 is represented through participation statistics consisting of the following components:

- (1) **Target Population**, namely the number of PPKN Study Program alumni FKIP ULM graduates in 2023 as many as 145 alumni.
- (2) **Target Subject**, which is the number of alumni who are contacted - expressed in the quantity of people and the percentage of the target population. Several efforts were made to establish contact and track the mobilization of 2023 graduates to participate in the *Tracer Study of the KDPN Study Program* at FKIP ULM in 2024. Efforts made include disseminating information through *broadcast* e-mail, WhatsApp, and social media using the address or contact number registered in the University system base. The alumni tracking process carried out by surveyors at the Study Program level is successful, indicated by the amount of target subjects reaching 100%.
- (3) **Participants**, namely the number of contacted alumni who filled out the questionnaire. Participants are divided into finished participants and ongoing participants.
- (4) **On Going participants**, namely participants who are still in the process of filling out the questionnaire and have not declared finished (finished) filling out the questionnaire until the end of the questionnaire filling period. Ongoing questionnaires generally still have many empty or unfilled fields. During the questionnaire filling period, surveyors monitored and reminded alumni who were still in the on-going stage. In the analysis and further discussion, *on-going* participants were not included in the data analysis because they were considered not meeting the criteria (failed). Therefore, the on going questionnaire is also not included in the calculation of the Net Response Rate (NRR). Based on the results of the *Tracer Study Year 2023* for alumni Graduation Year 2023, there are 3 on-going participants in the data that has been analyzed.
- (5) **Finished participants**, namely participants who stated that they *were finished (finished)* for filling out the questionnaire they did. Based on the data generated from the 2023 *Tracer Study* process for alumni who graduated in 2023, there are 45 *finished* questionnaires. It can be concluded that the 2024 *Tracer Study* was less successful because the *finished* data did not reach 50% of the target population. Thus, the surveyor only validated that there were 45 questionnaires that could be processed.
- (6) **Net Response Rate (NRR)**, which is the degree of performance of the success of the 2024 KDP *Tracer Study* for alumni who graduated in 2023. The NRR provides a more accurate picture of the quality of the data collected. By eliminating invalid responses, surveyors get a clearer picture of the true views of the population taking the survey. The output of successful alumni participation is the output of questionnaires that are fully and correctly filled and declared finished by the respondents. Some questionnaires are "blank" on some fields but declared finished by the respondents can be declared as a successful output. Blank entries may

be intentional by alumni as respondents because they did not find the right answer choice, but it could also be due to online network disruptions that cause the online filling process and recording by the system to not run optimally. Surveyors must pay attention to this and can contact alumni again to correct their questionnaire entries if needed. Overall, the performance of the 2024 Civics Study Tracer Study Program is quite good, as stated by $NRR = < 50\%$ (2023 alumni). The tracer study response rate can be seen in table 1.1 below:

Table 3.1 Tracer Study Response Rate Calculation

Criteria	Results
Target Population	145
Target Subject	45
Participants On Going	3
Participant Finished	45
Questionnaire Validate	46
Gross Response Rate ($e = (d/a) * 100\%$)	100%
Net Response Rate ($f = (d/c) * 100\%$)	<50%

3.1. Description of Graduate Respondents

1. Graduate Waiting Time (WT)

Table 3. Graduate Waiting Time Data

No.	Waiting Period Getting a Job	Number Graduates	Percentage (%)
1	WT < 3 months	3	
2	$3 \leq WT \leq 6$ months	6	
3	$6 \leq WT \leq 12$ months	0	
4	$WT \geq 12$ months	0	
Total		45 (Blanks 36)	100

Source: Data processed from questionnaire results (2023)

Based on table 3 that the highest percentage is 79% in the alternative

answer < 3 months so it can be concluded that the average waiting period for graduates of the Civics Education Study Program in the 2022 academic year is **< 3 months**. There are even some Civics Education Study Program students who are still studying in the final semester but have received offers for work. This condition shows that the alumni of the Civics Education Study Program are needed and relevant to the current world of work. Data on the waiting period for graduates can also be seen in the following graph:



Data on the waiting period for graduates in 2023

Source: Data processed from questionnaire results (2023)

2. Job Type

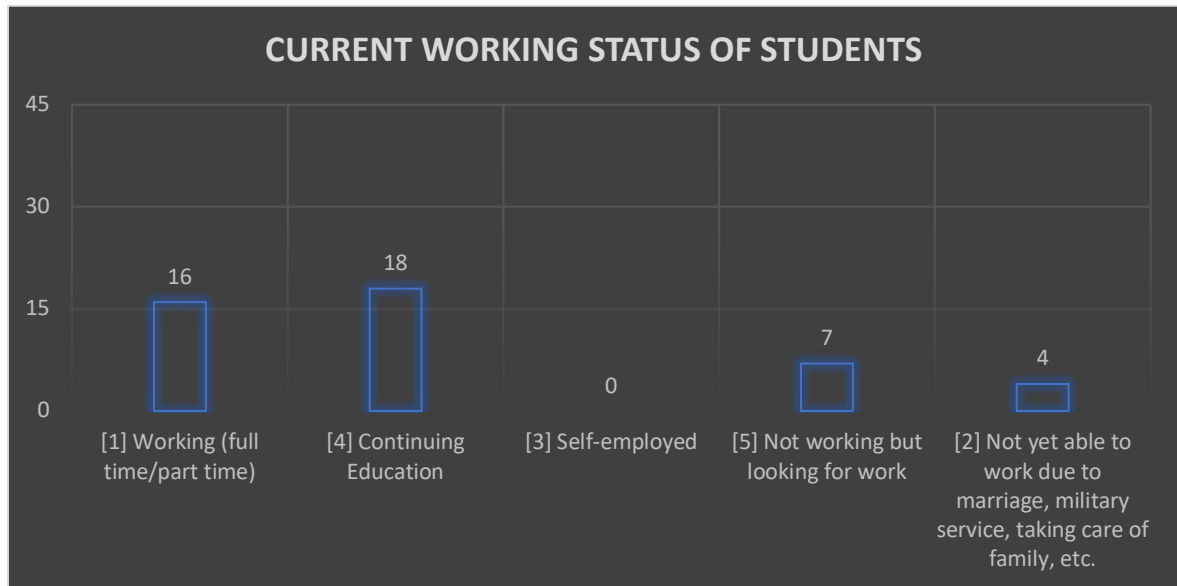
The following data is presented about the types of work of graduates of the Civics Education Study Program in the 2023 academic year.

Table 4. Job Type Data

No.	Type of work	Number Graduates	Percentage (%)
1	Government Agency	6	
2	BUMN/BUMD	0	
3	Multilateral Institutions/Organizations	0	
4	Private Company	3	
5	Self-employment	1	
6.	Other	6	
6	No Answer	29	
Total		45	100%

Source: Data processed from questionnaire results (2023)

Based on the data above, it can be seen that most alumni work as teachers, both with the status of State Civil Apparatus (ASN) and contract / temporary. Data on the type of work of graduates of the Civics Education Study Program in the 2023 academic year can also be seen in the following graph:



Distribution of Alumni's First Type of Work

Source: Data processed from questionnaire results (2023)

3. Job Suitability with Competencies

Data on the suitability of the type of work of graduates of the Civics Education Study Program in the 2023 academic year with competencies are presented in the following table:

To calculate the level of job suitability with the competencies of Pancasila and Citizenship Education (Civics) graduates, we need to first define how the high, medium, and low categories are determined based on the types of jobs available:

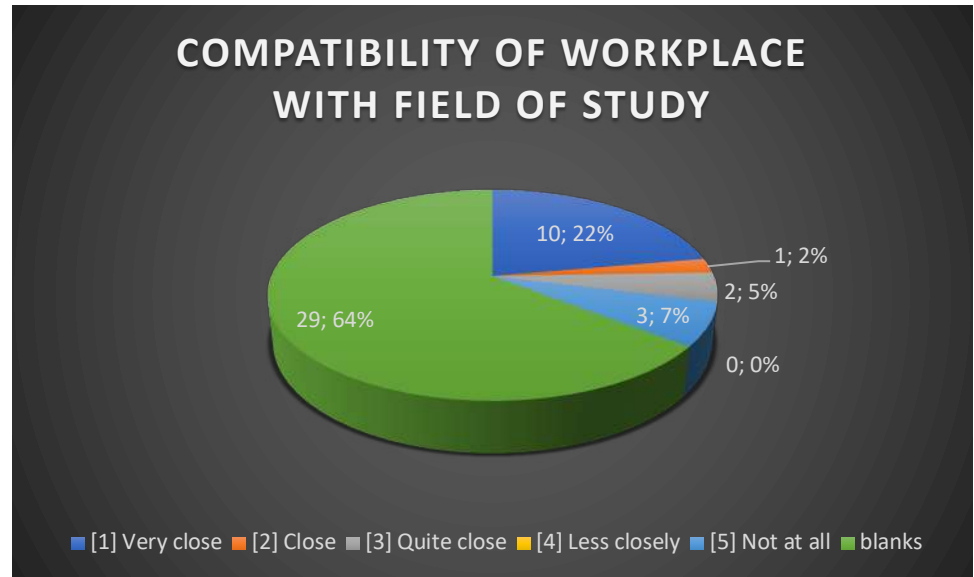
1. Suitability Category Assumptions:

High Suitability: Government Agencies (related to education, law, public administration, etc.)

Medium Suitability: Private Companies (depending on the field, may be related to non-formal education, training, administration)

2. Low / No Suitability: No answer or other type of work that is not directly related (Blank)

Table 5. Job Suitability with Graduate Competencies



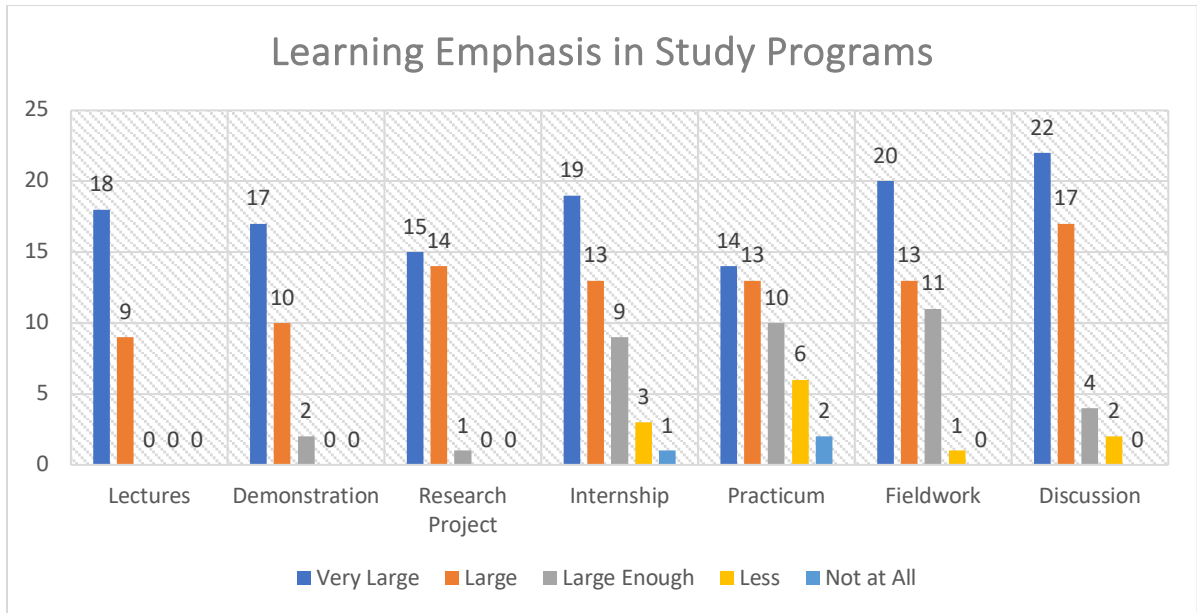
Source: Data processed from questionnaire results (2023)

Based on the table above, the largest percentage is in the high category. This is because most alumni work as teachers both as ASN and contract / temporary staff.

4.Study Program Performance in Ensuring Alumni Quality

Alumni management standards are used as the main reference for governance and management of ULM Civics Study Program alumni in an effort to achieve the vision and mission of the Study Program, and as a form of managing quality, responsible, transparent and accountable alumni. used as the main reference for developing learning content standards, learning process standards, learning assessment standards, lecturer and education staff standards, learning facilities and infrastructure standards, learning management standards, and learning financing standards.

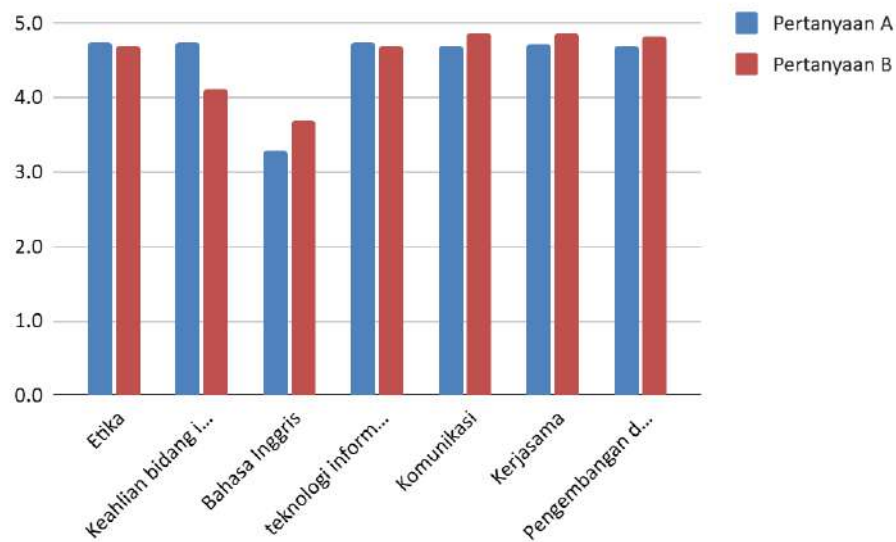
Related data for this can be seen from several figures below:



Furthermore, according to the basic concept of the tracer study in the previous chapter, the ability or competence of alumni of the FKIP ULM Civics Study Program can be assessed from the hard skills and soft skills obtained during the learning process in the Civics Study Program. In this survey, alumni of 2022 graduates were asked to provide feedback or assessment of their mastery of competencies. Alumni provide an assessment on a scale of 1-5 where 1 states less and 5 states very good. In accordance with the instrument from Ristekdikti on the assessment of graduate competence, respondents assessed two different conditions, namely:

- At the time of graduation, at what level did you master the competencies below?
- At this time, at what level is the competency below required in the job?

Figure 3.4. Alumni Competency Feedback of 2023 Graduates



Based on Figure 3.4 on alumni competency feedback consisting of question A about competencies mastered by alumni and question B about competencies required in work, information is obtained that the average competencies required in work tend to be higher than the competencies mastered by alumni. The competencies of information technology, communication, cooperation, and self-development are the highest required in work. The three lowest competencies mastered by alumni are English, information technology, and communication competencies. While the highest competencies mastered by alumni are the competencies of cooperation, self-development, ethics, and expertise in the field of science. English and Information Technology competencies are the two areas with the highest gap, this can be a priority for developing cross-disciplinary skills or digital and global-based soft skills. Social competencies such as communication and **cooperation** are highly rated by alumni and the world of work, indicating that collaborative-based learning in the Civics Study Program has been running quite effectively.

CHAPTER IV

CONCLUSION

3.1. Conclusion

The average waiting period for graduates of the Civics Education Study Program is < 3 months with the majority of jobs being teachers both as ASN and contract / temporary in private and public SMA / SMK / equivalent and SMP / MTs Equivalent and also in other Government Agencies and other Private Companies. The level of job suitability with alumni competencies is in the high category.

Alumni users' assessment of alumni performance is dominated by the excellent category. The very good assessment as for the very high competence is on the ethical behavior of alumni in the workplace and the lowest competence is the English language skills of alumni.

3.2. Follow-up Plan

To improve the quality of graduates and the relevance of education to the world of work, the Civics Study Program of FKIP ULM formulated the following follow-up steps:

1. Strengthening the Curriculum with an emphasis on Professional English, Information Technology, and effective communication competencies. Increasing the integration of collaborative, research, and problem-solving based learning.
2. Strengthening the implementation of internships, field work, and collaborative projects that are relevant to the world of work and encourage innovative teaching methods such as demonstrations and actual case studies.
3. Develop a network of cooperation with schools, government agencies, private sector, and social institutions as mentors in internship and field work activities to prepare for the world of work. *Career Day* activities, job interview training, and career seminars can also be organized periodically.
4. Provide alternative tracking through alumni interviews or monitoring through professional social media.
5. Organize additional skills training such as *digital literacy*, *certification bootcamp*, or TOEFL training.
6. Encourage student and alumni participation in international programs (webinars, competitions, student exchanges).

Thus, this conclusion report and follow-up plan were prepared as materials for evaluation and sustainable development of the Civics Study Program at FKIP Lambung Mangkurat University. Hopefully it will be a concrete step in improving the quality of education and the competitiveness of graduates in the future.

ATTACHMENTS



UPA PKK ULM
Pengembangan Karir dan Kewirausahaan Universitas Lambung Mangkurat

Kepada Alumni Lulusan
Tahun 2023
Wisuda ke 110, 111, 112, 113, 114, dan 115

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Rektor ULM
Prof. Dr. Ahmad, SE., M. Si

Periode pengisian mulai
Maret s.d Oktober 2024

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Dekan Fakultas Keguruan dan Ilmu Pendidikan Universitas Lambung Mangkurat

Mengajak Kepada Alumni Tahun 2023
Wisuda ke 110, 111, 112, 113, 114, dan 115

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