

FIVE YEARS EXPERIENCE OF TRACER STUDY UNIVERSITAS INDONESIA: SOME LESSONS LEARNED

**Sandra Fikawati, Ahmad Syafiq
Career Development Center, Universitas Indonesia (CDC-UI)**

Introduction

- Universitas Indonesia (UI) has conducted regular tracer study in university level (Tracer Study Universitas Indonesia = TSUI) for more than five years.
- Since 2010, TSUI has been conducted by Career Development Center Universitas Indonesia (CDC-UI)
- During the 5-years implementation, several lessons could be learned in terms of:
 - Implementation management
 - Data management
 - Utilization of tracer study results
 - Publication

TSUI History



TSUI 2010

- Censal
- Online
- S1 reg
- N=5276

TSUI 2011

- Censal
- Online
- S1 reg
- S1 ext
- N=5564

TSUI 2012

- Censal
- Online
- S1 reg
- S1 ext
- S2/Specialist
- N=8476

TSUI 2013

- Censal
- Online
- S1 reg
- S1 ext
- S2/Specialist
- S3
- **2nd survey**
- N=14312

TSUI 2014, 2015

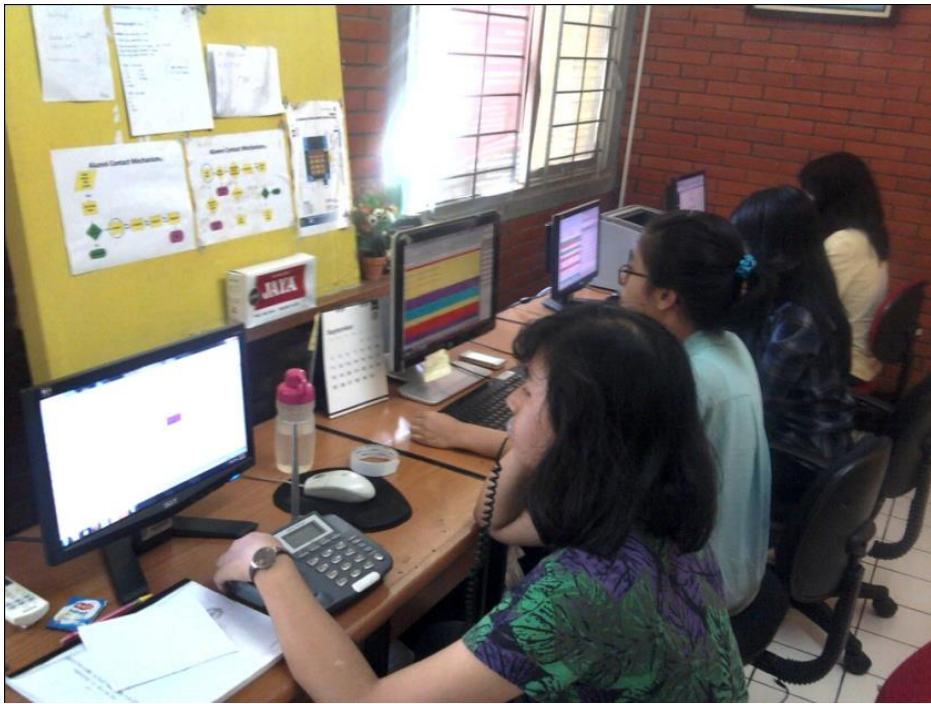
- Censal
- Online
- S1 reg
- S1 ext
- S2/Specialist
- S3
- Vokasi
- **2nd survey**
- N=15318

Implementation management

- Incorporation of tracer study as function of career centre was proven to be very important in
 - Efficient implementing team;
 - Participatory approach in relation to faculties and other relevant units.
 - Securing the funding to implement tracer study.
- Indicators of university key performance.
 - Length of job search duration
 - Horizontal match
 - Vertical match
 - Acquired competences

Implementation management

- **Efficient implementing team**
 - Small team: only 3 persons for 15,000 respondents
 - Temporary workers: student or new graduates for reminder job
 - Wide coverage: covers all faculties data need
 - Minimal cost: no incentives, no reward, saving for university \approx USD 10,000/year



Reminder system: temporary workers (students)

Implementation management

- **Participatory approach in relation to faculties and other relevant units (1)**
 - Workshop : involving faculties and relevant units in tracer study planning and implementation was important to gain support and to develop sense of belonging as well as to improve utilization of tracer study results.



Annual TSUI Questionnaire Development Workshop (2014)





Annual TSUI Questionnaire Development Workshop (2015)

Implementation management

- **Participatory approach in relation to faculties and other relevant units (2)**
 - TSUI promotion: university and faculty
 - Result dissemination: at all level
 - Regular meeting coordinated by directorate

UNIVERSITAS INDONESIA

DIREKTORAT HUBUNGAN ALUMNI

- BERANDA
- PENDAFTARAN WISUDA
- REGISTRASI ALUMNI
- EMAIL ALUMNI
- TENTANG KAMI
- ILUNI UI
- FAQ

ALUMNI LOGIN

Username: *

Password: *

LOG IN



Turnamen Golf ke VIII Universitas Indonesia

1 2 3 4 5 6

Berita Fakultas Berita Universitas

1. Anqkat Sumpah Lulusan Ners FIK UI 1. Serah terima Ketua Persatuan Golf Alumni UI



- ### BERITA
- Berita Alumni Universitas (16)
 - Berita Fakultas (11)

TRACER STUDY

AYO PARTISIPASI DALAM TRACER STUDY UI 2014

Seluruh Alumni S1,S2,S3 tahun 2012 dimohon berkenan untuk mengisi kuesioner

[Klik disini untuk kuesioner](#)

Let's participate in TSUI 2014

All alumni S1, S2, S3 2012 please fill in the questionnaire

PENCARIAN ALUMNI

Ketik Nama Alumni sesuai nama pada saat kuliah:

CARI



Home > Pengumuman > Tracer Study

- Tentang FEUI
- Akademik
- Pendaftaran
- Penelitian
- Kerjasama
- Lembaga FEUI
- Pusat Sumber Belajar
- Administrasi & Layanan
- Mahasiswa
- Staf Akademik
- Alumni
- Kampus & Komunitas
- Organisasi Mahasiswa

[Tracer Study](#)

Tuesday, 12 August 2014 07:32



TRACER STUDY UI 2014

Seluruh Alumni
S1, S2, S3 tahun 2012
dimohon berkenan untuk
mengisi Kuesioner



[Klik disini untuk Kuesioner](#)

[Next >](#)

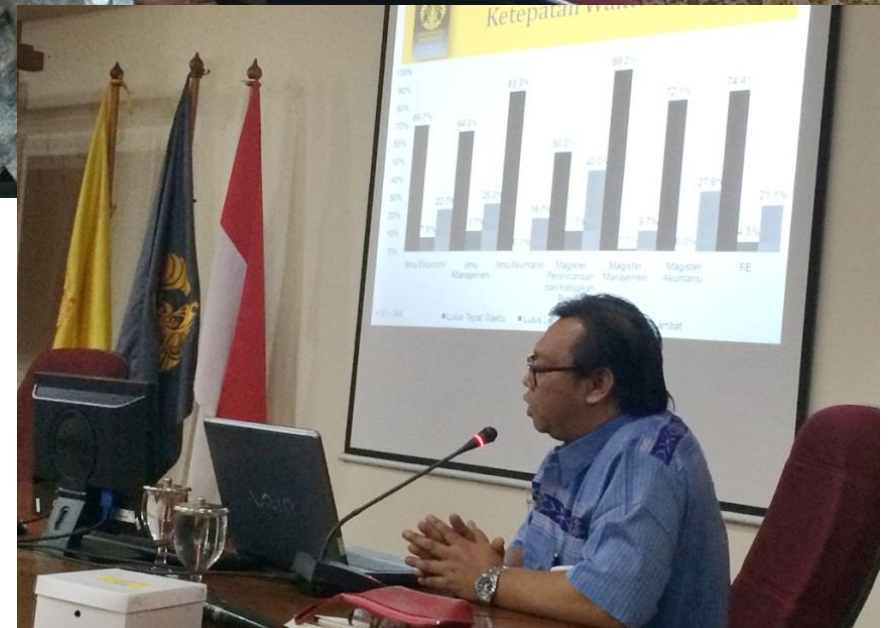
Last Updated on Thursday, 14 August 2014 03:25

TSUI Dissemination Seminar at Faculties



Faculty of Computer Sc.

**Faculty of
Economics and
Business**



TSUI
Dissemination
Seminar
at
University



Implementation management

- **Securing the funding to implement tracer study**
 - In many other universities in Indonesia, cost was frequently cited as a hindrance to conduct university level tracer study.
 - CDC-UI managed to contribute financially to the university regularly through profit from other activities such as career expo, campus recruitment, and trainings.
 - This in turn would provide assurance for sustainability of tracer study.

UI CAREER & SCHOLARSHIP EXPO





Career Center, Tracer Study,
& QTAFI Training at CDC-UI

After 4 years, almost 80 HEI
come and join the training

Data management

- In data management domain, one of the first tasks of TSUI implementation was database improvement.
- After two years of implementation, TSUI recorded zero undelivered case and this could be achieved by innovative management decision to include updated personal data as requirement for graduation.
- Good collaboration with information system unit was vital to ensure that database and contact activities were synchronized to university system.

This data will be used for UI legal document such as certificates, transcript, letters, and tracer study

The data is compulsory as one requirement of final exam, thesis, dissertation and yudicium

PENTING!

Tujuan:

1. Formulir Isian Data Mahasiswa (IDM) di bawah ini perlu dilengkapi sebelum Anda dapat menggunakan fasilitas lainnya dari SIAK NG.
2. Data ini akan digunakan dalam dokumen resmi UI yaitu Ijazah, Transkrip, Surat-menyurat, dan Tracer Study (Studi Penelusuran Alumni)
3. Data ini wajib diisi sebagai kelengkapan persyaratan untuk Ujian Akhir/Skripsi/Tesis/Disertasi/Yudisium

Petunjuk:

1. Isian dengan tanda (*) wajib diisi
2. Gunakan huruf kapital yang sesuai
3. Kesalahan pengisian menjadi tanggung jawab mahasiswa

Utilization of tracer study results

- Tracer study results utilization should be documented as a proof of the usefulness of tracer study for university management as well as for faculties.
- Dissemination of tracer study results is a must and willingness to share with and to assist faculties or other units with the needed data is also important.
- Challenges in the future including system preparation to respond to the possibility of rotation of tracer study team personnel, conduct more advance analysis, and develop further TSUI system.

Utilization of TSUI's Results (1)

Study Program/Faculty	Month	Purpose
2013		
F. of Nursing	March	Accreditation, material for program improvement
Postgraduate Program	March	Accreditation, material for program improvement
F. of Medicine	April	Accreditation, AUN data, material for program improvement
Communication Office	May	Study Program Education Exhibition
F. of Economics	June	Accreditation, AUN data, material for program improvement
F. of Social & Political Sc.	July	Accreditation, material for program improvement
F. of Psychology	August	Accreditation, material for program improvement
F. of Public Health	August	Accreditation, material for program improvement

Utilization of TSUI's Results (2)

Study Program/Faculty	Month	Purpose
2014		
F. of Social & Political Sc	April	Accreditation, material for program improvement
F. of Public Health	April	Accreditation, AUN data, material for program improvement
F. of Medicine	May	Accreditation, AUN data, material for program improvement
Communication Office	May	Study Program Education Exhibition
F. of Engineering	June	Accreditation, material for program improvement
F. Social & Political Sc	Sept	Accreditation, material for program improvement
Dept. of Industrial Engineering, F. of Engine	Oct	Accreditation, material for program improvement

Utilization of TSUI's Results (3)

Study Program/Faculty	Month	Purpose
2015		
F. of Psychology	April	Accreditation, material for program improvement
F. of Engineering	April	Accreditation, AUN data, material for program improvement
F. of Law	May	Accreditation, AUN data, material for program improvement
Postgraduate Program	May	Material for program improvement
F. of Pharmacy	June	Accreditation, AUN data, material for program improvement
F. of Mathematics and Nature Science	June	Accreditation, AUN data, material for program improvement

TSUI Data Request

- Formal letter to CDC-UI
- Fill in online form application
- <http://tracerstudy.ui.ac.id/qtafi/projects/formtsui>
- Confirmation email to CDC-UI

FORMULIR PENGGUNAAN DATA TRACER STUDY UNIVERSITAS INDONESIA

Application form for tracer study data request

1 Nama pemohon

2 Departemen/fakultas/unit kerja pemohon data

3 Nama atasan pemohon data

4 Tujuan Penggunaan Data

Jawaban boleh lebih dari satu

- Akreditasi
- Evaluasi departemen
- Evaluasi fakultas
- Evaluasi universitas
- Promosi departemen
- Promosi fakultas
- Promosi universitas
- Pengembangan kurikulum baru
- Penunjang kebutuhan departemen

6 Data S1 yang dibutuhkan

Pilihan boleh lebih dari satu. Silahkan beri ta

- A. Karakteristik Sosio-biografi, Pendidikan dan Pekerjaan Sebelum Kuliah
 - A1. Jenis kelamin
 - A2. Tahun lahir
 - A3. Status pernikahan
 - A4. Jenis SLTA
 - A4In. Nama SLTA
 - A5. Lokasi SLTA
 - A5In. Jurusan saat SLTA
 - A6. Tahun lulus SLTA
 - A7. Kebangsaan
 - A8. Pengalaman bekerja sebelum kuliah
 - A8In. Jenis pekerjaan sebelum kuliah
 - A9. Aktivitas setelah lulus SLTA dan sebelum ku
 - A10. Latar belakang pendidikan orang tua
- B. Kegiatan Pendidikan dan Pengalaman Pembelajaran
- C. Pencarian Kerja dan Transisi ke Dunia Kerja
- D. Pekerjaan
- E. Pekerjaan dan Kompetensi, Hubungan antara Studi

7 Apakah anda membutuhkan data S2?

- Ya
- Tidak

Pilihan data S2 ya

S1 (undergraduates) data request

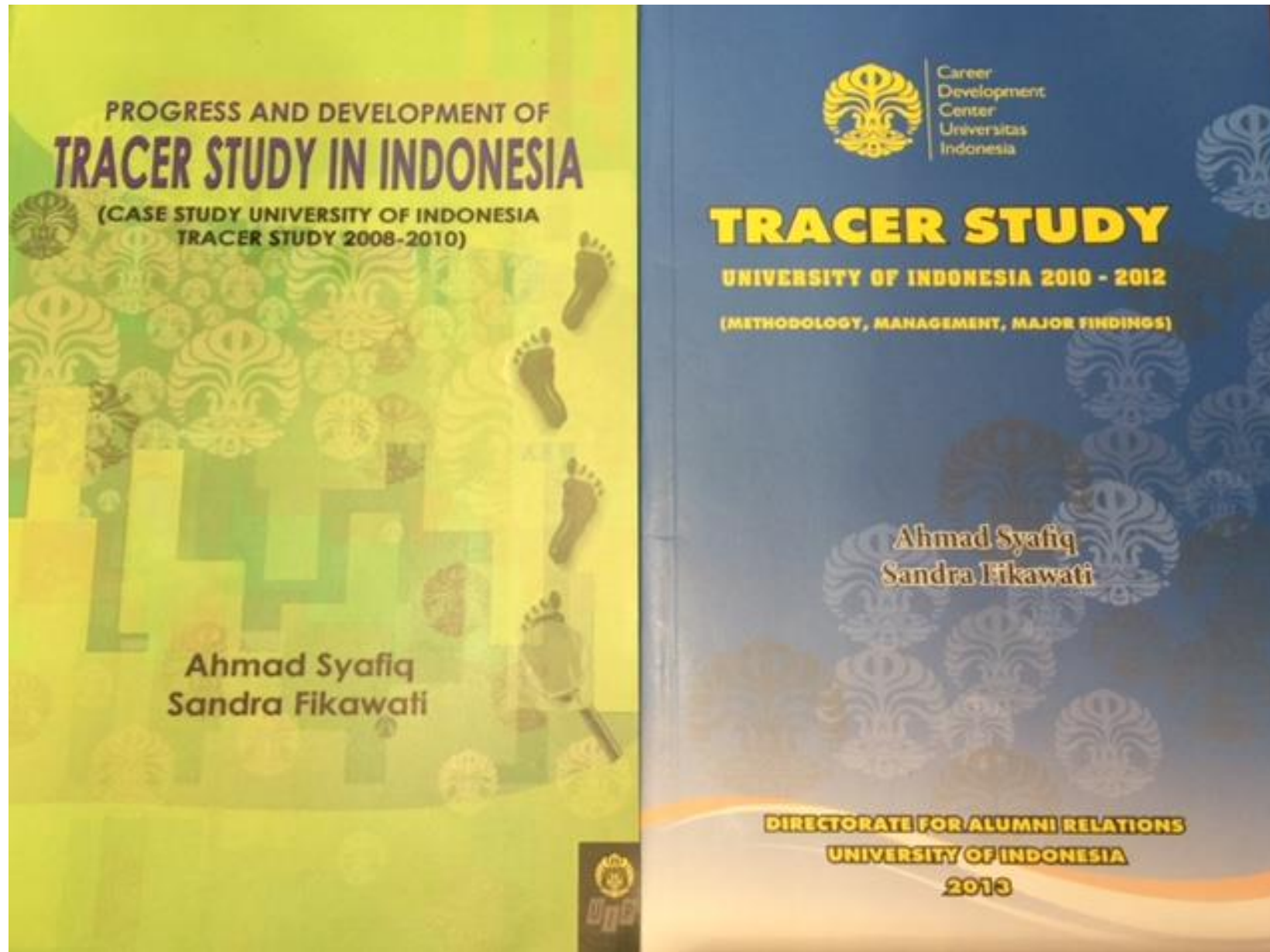
7 Data S2 yang dibutuhkan

Pilihan boleh lebih dari satu. Silahkan beri ta

- A. Karakteristik Sosio-biografi, Pendidikan dan Pekerjaan Sebelum Kuliah
 - A1. Jenis kelamin
 - A2. Tempat dan tanggal lahir
 - A3. Status pernikahan
 - A4. Jenis perguruan tinggi sebelum pendidikan S2/Spesialis
 - A4In. Nama perguruan tinggi terakhir sebelum pendidikan S2/Spesialis
 - A5. Lokasi perguruan tinggi terakhir sebelum pendidikan S2/Spesialis
 - A5In. Jurusan sebelum S2/Spesialis
 - A6. Tahun lulus S1
 - A7. Kebangsaan
 - A8. Pengalaman bekerja sebelum kuliah S2/Spesialis
 - A8In. Jenis pekerjaan sebelum kuliah S2/Spesialis
 - A9. Aktivitas setelah lulus S1 dan sebelum kuliah S2/Spesialis
 - A10. Latar belakang pendidikan orang tua
- B. Kegiatan Pendidikan dan Pengalaman Pembelajaran
- C. Pencarian Kerja dan Transisi ke Dunia Kerja
- D. Pekerjaan
- E. Pekerjaan dan Kompetensi, Hubungan antara Studi dan Kerja

S2 (graduates) data request

Terima kasih atas partisipasi dan kesediaan anda untuk mengisi seluruh kuesioner.



- # Publication
- ## - Books
- 2011
 - 2013
 - 2015 (in progress)

Publication

Website: tracerstudy.ui.ac.id

[HOME](#)

[LATAR BELAKANG](#)

[BERITA](#)

[HASIL TRACER STUDY UI](#)

[KUESIONER TSUI](#)

[PUBLIKASI](#)

[KONTAK](#)



TRACER STUDY UNIVERSITAS INDONESIA

Tracer Study Universitas Indonesia

Font size [Bigger](#) [Reset](#) [Smaller](#)

You are here: [Home](#)

Hasil Tracer Study UI

▀ [Hasil Tracer Study UI 2008](#)

▀ [Hasil Tracer Study UI 2010](#)

AYO PARTISIPASI DALAM TRACER STUDY UI 2015

Tracer Study UI (TSUI) sedang dilaksanakan lagi pada tahun 2015. Target TSUI 2015 adalah alumni program Vokasi, S1, S2, dan

Background

Tracer study is a study to assess the relevance of higher education by surveying graduates after leaving the institution. One important theme in tracer study is transition to the world of work. Faculty of Public Health University of Indonesia (FPHUI) is the leading higher education institution in public health in Indonesia and it is important to understand the transition to employment of those graduates through tracer study. Analysis by gender is needed to produce appropriate intervention and/or adjustment to the education itself.

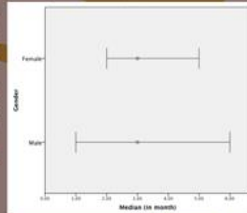
Methods

FPHUI tracer study was part of university level tracer study; a survey conducted regularly tracing all graduates after two years from graduation, using census design with standardized questionnaire and full-online administration. Total number of FPHUI graduates of regular program year 2010 was 188; response rate was 46.3%.

Results

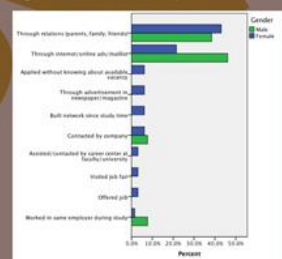
1. There was no gender difference found in job seeking duration (3 months) (see Figure 1). This was similar to median of all UI graduates but much quicker than national standard (10 months).

Figure 1. Length of First Job Search



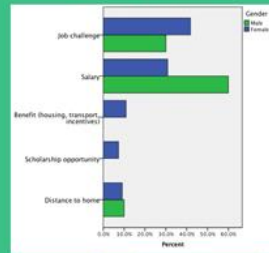
2. To get the first job, in general both male and female FPHUI graduates relied on internet searching, on-line vacancy advertisement, and mailing list (more male used this method, 46.2%, female: 21.2%) and getting job through relations (more female used this method, 42.4%, male: 38.5%). Female graduates employed more varied methods to get their first job compared to male graduates (see Figure 2).

Figure 2. Methods of job search



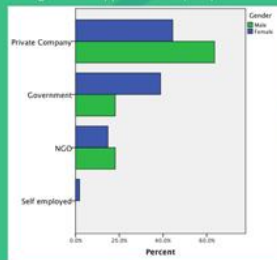
3. The most important factor in considering the first job for FPHUI female graduates was job challenge (34.8%, male 23.1%), while for most important factor for male graduates was salary (46.2%, female 25.8%). Female graduates had more complex consideration than their male counterparts in selecting their first job (see Figure 3).

Figure 3. Main Consideration in Choosing First Job



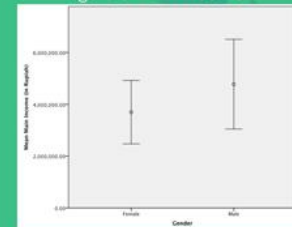
4. Around 36.2% of FPHUI female graduates worked in government institutions (male: 16.7%); 41.4% female graduates worked in private companies (male: 58.3%); 13.8% worked in not for profit organizations (male: 16.7%); and 1.7% open her own business (male: none) (see Figure 4).

Figure 4. Type of Employer



5. FPHUI Female graduates had lower monthly salary than their male counterparts (IDR 3.7 million versus IDR 4.8 million) (see Figure 5).

Figure 5. Main Income



6. One important finding is that almost half (47.0%) of female graduates were not willing to be stationed outside city areas, while in male graduates the percentage was 15.4% (see Figure 6). Main reasons for female graduates' unwillingness to be stationed in rural areas were mostly related to family life (see Figure 7).

Figure 6. Willingness to Work in Rural Areas

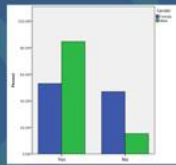
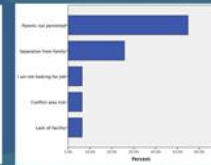


Figure 7. Reasons for Not Willing to Work in Rural Areas Among Female Graduates



Conclusions

FPHUI female graduates had more complex method and consideration in job searching compared to those of male graduates. Important differences were found among female and male graduates in job types, salary, and willingness to be stationed outside city areas. The latter finding might reflect the need to encourage more male student to enter public health faculties, especially considering Indonesian context where rural and remote areas are still lagged behind in most health development indicators.

References

- Kooij R and A Syafiq. 2012. The Experience of Tracer Studies in Middle- and Low-Income Countries. Plenary Presentation in EXLIMA International Conference: "Experience with Link and Match in Higher Education", Sanur Paradise Plaza Hotel Bali, 22-23 October 2012.
- Schomburg H. 2009. Diversity and Benefits of Tracer Studies. Presentation in the National Workshop "Conducting Tracer Study and Labour Market Signal", 12-13 May 2009, Jakarta, Indonesia.
- Syafiq A and S Fikawati. 2006. Tracer Study: Melacak Jejak Lulusan FKMI (Qualitative Tracer Study of Faculty of Public Health UI). Jurnal Kesehatan Masyarakat Nasional, Vol 1 No 6, June 2006.
- Syafiq A and S Fikawati. 2012. Progress and Development of Tracer Study in Indonesia: Case Study University of Indonesia Tracer Study 2008-2010. Penerbit Universitas Indonesia (UI-Press), Jakarta.
- Syafiq A and S Fikawati. 2013. Tracer Study University of Indonesia 2010-2012: Methodology, Management, Major Findings. Career Development Center University of Indonesia, Depok.
- Teichler U. 2009. Higher Education and the World of Work: Conceptual Frameworks, Comparative Perspectives, Empirical Findings. Sense Publishers, Rotterdam.

Publication International Conferences



WHERE DO PUBLIC HEALTH GRADUATES WORK? (ANALYSIS OF TRACER STUDY FACULTY OF PUBLIC HEALTH, UNIVERSITAS INDONESIA 2010-2014)

Ahmad Syafiq and Sandra Fikawati

Background

Historically, Faculty of Public Health Universitas Indonesia (FPHUI) was established in 1965 to provide advance training on public health for government's health workforce-- mainly physicians, and lecturers of medical faculties. Those master graduates were usually going back to their respective government institution after the education. In 1989, FPHUI opened bachelor degree education to serve a more various user and to provide solutions to a more complex challenge of public health realm in Indonesia.

Method

The analyzed data are sourced from Tracer Study Universitas Indonesia (TSUI), a system to track and to obtain inputs from university's alumni two years after they graduated. TSUI has been conducted regularly since 2010 and targeted to all graduates of the intended cohort, asking questions on transition to world of work, work situation, competencies, and learning evaluation.

Results

One of the most basic but important information is work place of graduates. Workplace is categorized into three sectors, namely government, private, and self-employed. Data shows that in general, during the 2010-2014 period there were more FPHUI graduates (n=691) who worked in private sector (53.1%) than in government sector (43.7%), while self-employment was constantly low (3.2%). At the departmental level, highest percentage of private sector employment was found for graduates from Occupational Health and Safety (68.4%), followed by Public Health Nutrition (64.3%), and Biostatistics (64.3%). Highest percentage of government sector employment was

FPHUI Graduates' Workplace Map

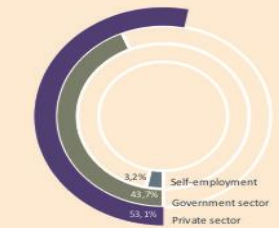


Figure 1. Work Place of FPHUI Graduates 2010-2014 (n=691)

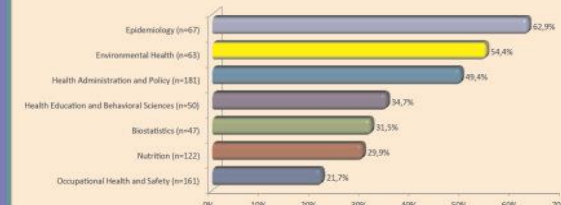


Figure 2. Graduates Worked in Government Sector (%) By Department

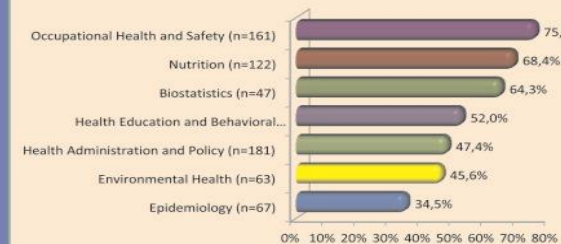




Figure 3. Graduates Worked in Private Sector (%) By Department

Examples of TSUI's Results: Comparison of TSUI Panel's Family (Selected variables)

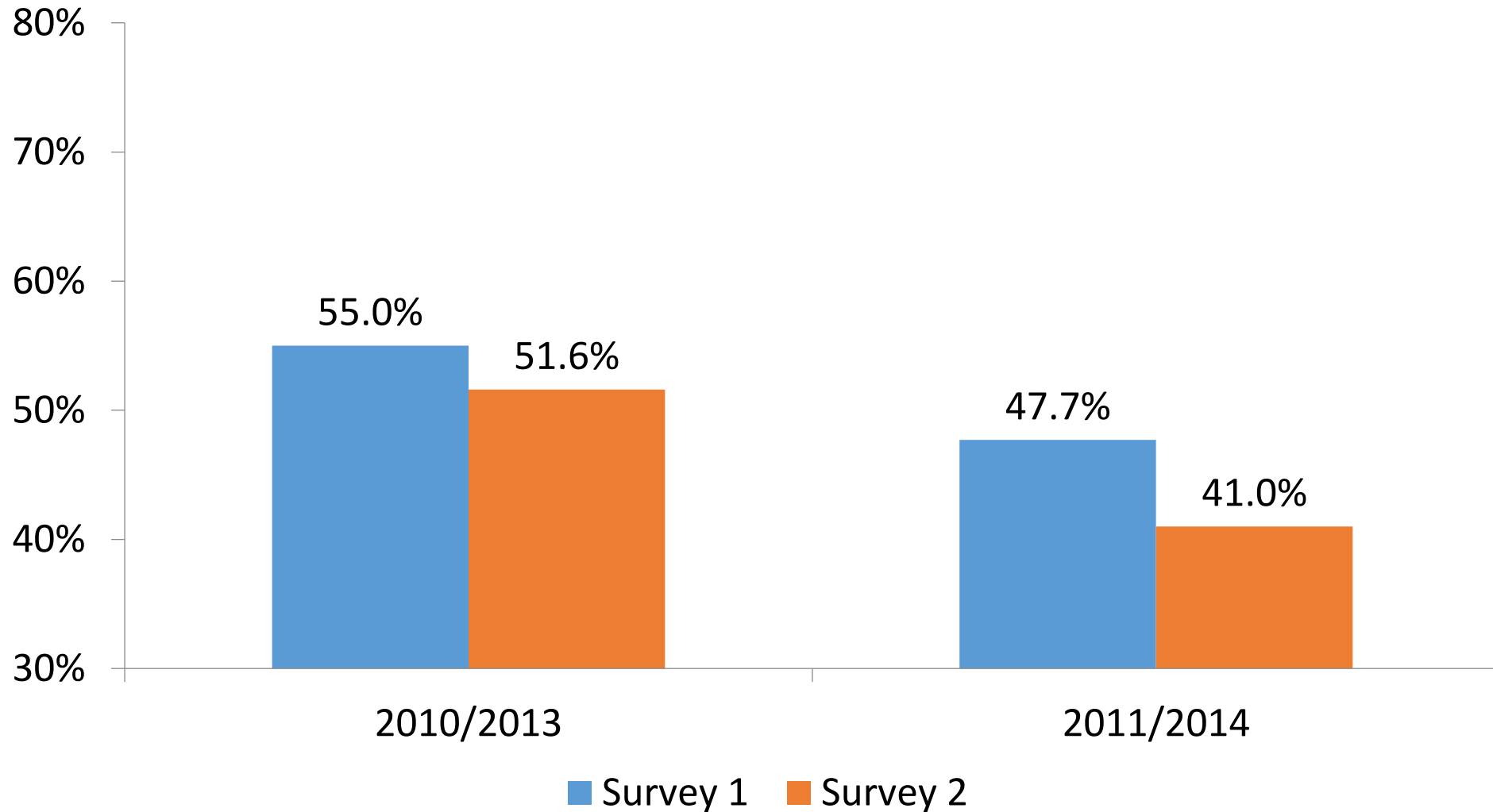
TSUI's Panel Family

	Year 1 (2010)	Year 2 (2011)	Year 3 (2012)	Year 4 (2013)	Year 5 (2014)
First Survey*	Cohort 2008	Cohort 2009	Cohort 2010	Cohort 2011	Cohort 2012
Second Survey**				Cohort 2008	Cohort 2009

-  Cohort 2008 were surveyed twice, in 2010 (two years after graduation) and in 2013 (five years after graduation)
-  Cohort 2009 were surveyed twice, in 2011 (two years after graduation) and in 2014 (five years after graduation)

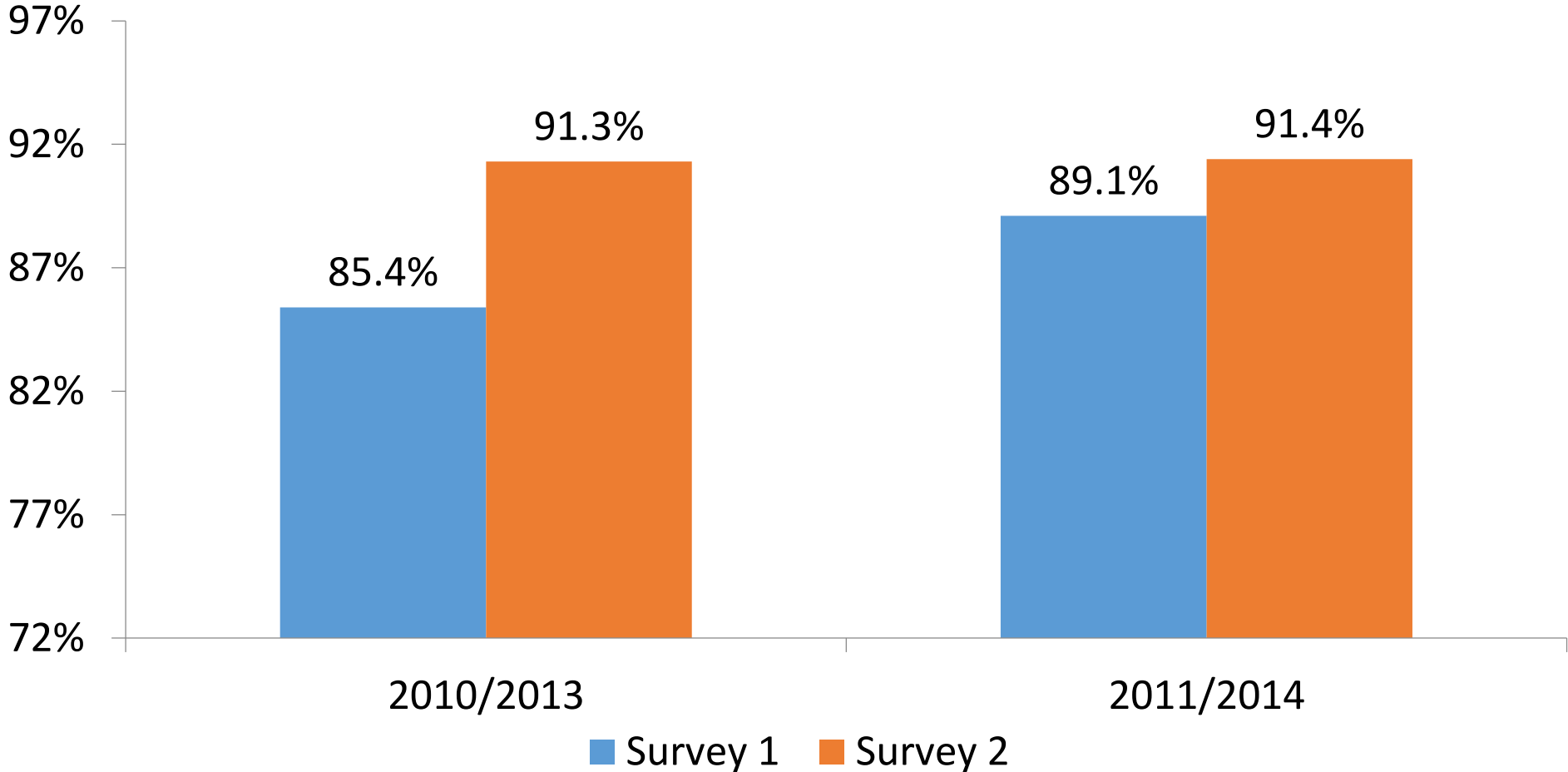
Response Rate

The response rate of second survey is lower than first survey



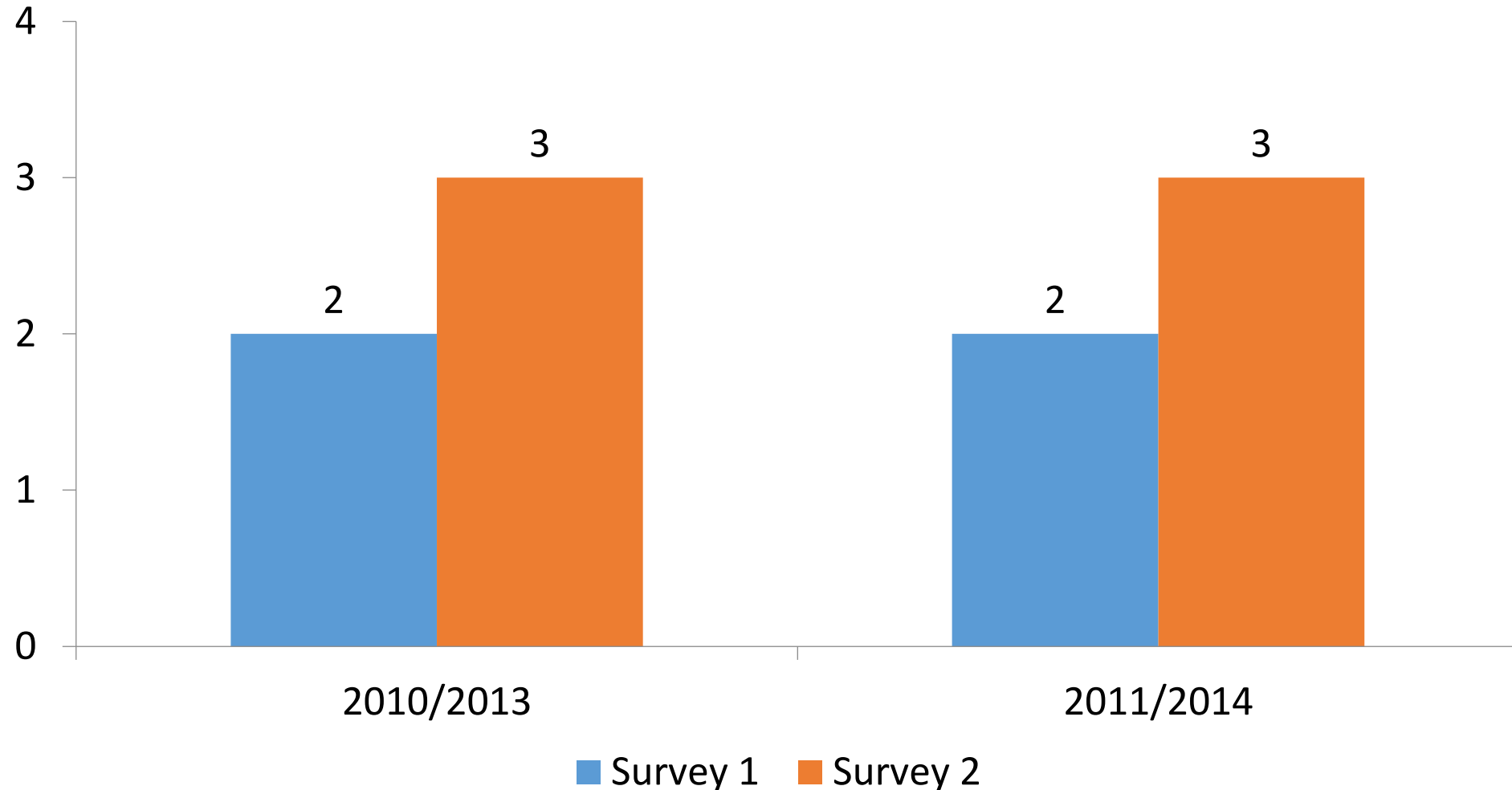
Employment Status

The employment status of respondents (alumni) in survey 2 is higher than survey 1

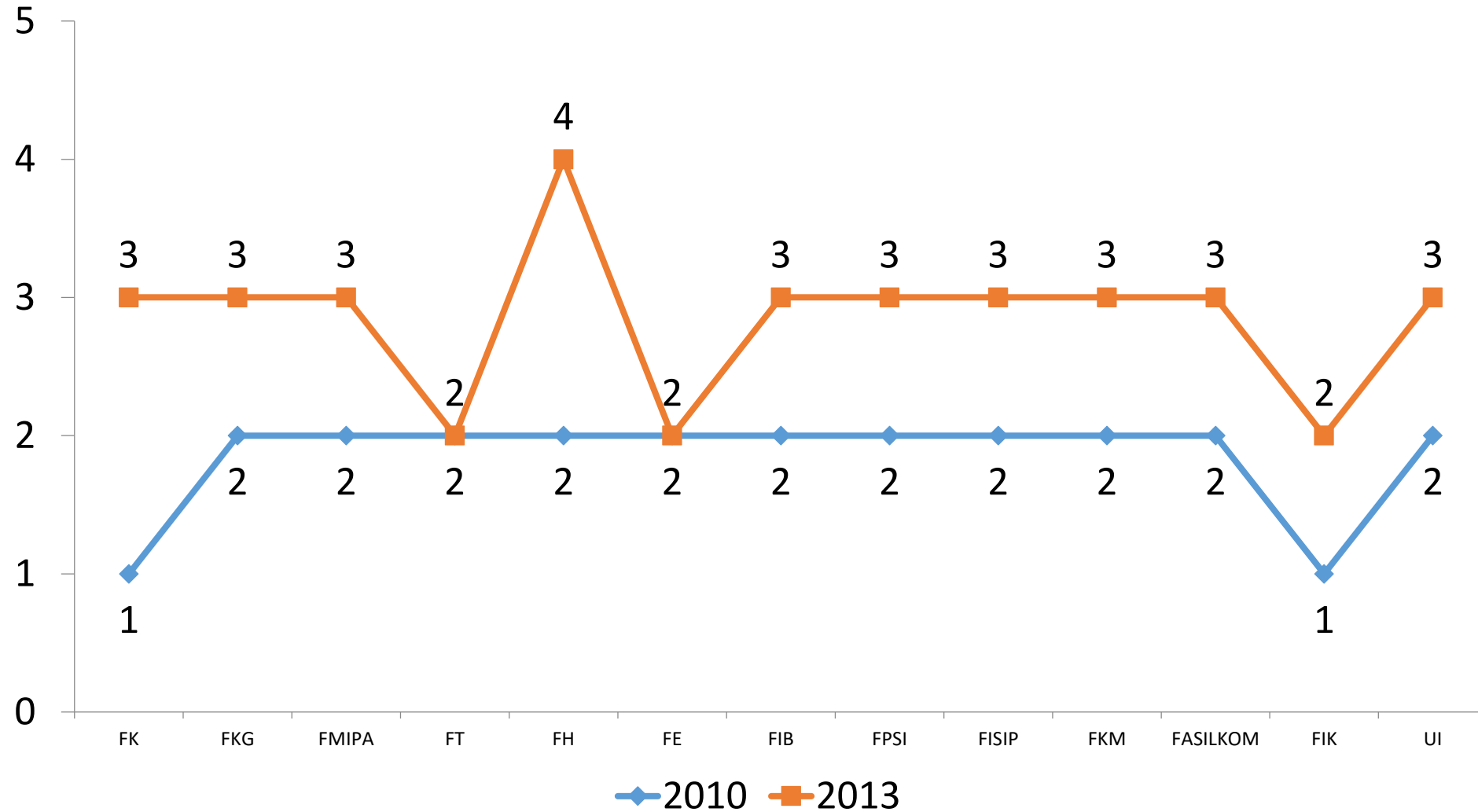


Number of Employers

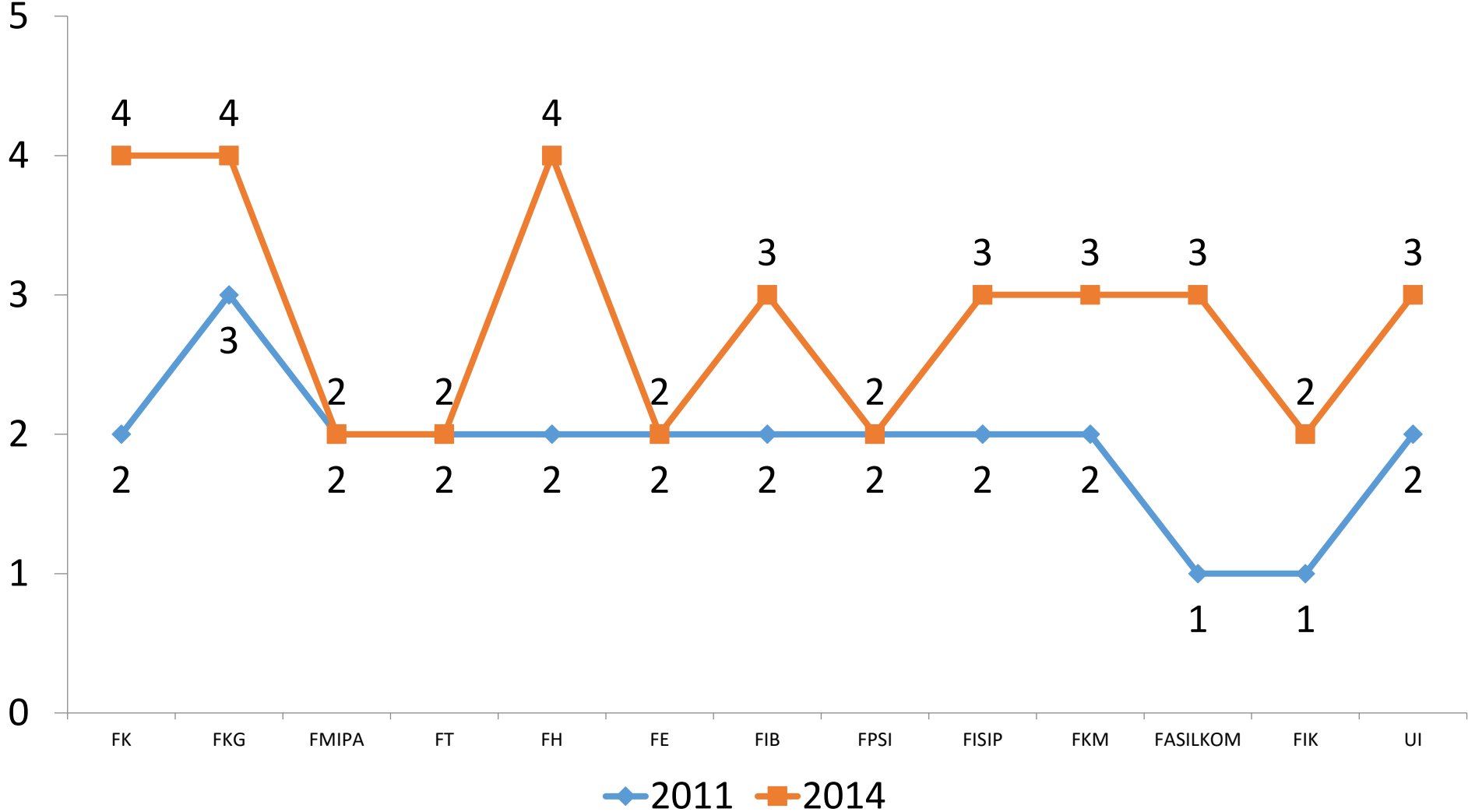
After five years of graduation, alumni moved to other employer 3 times. It means that after 5 years they are getting more settled.



Number of Employers Based on Faculty 2010/2013

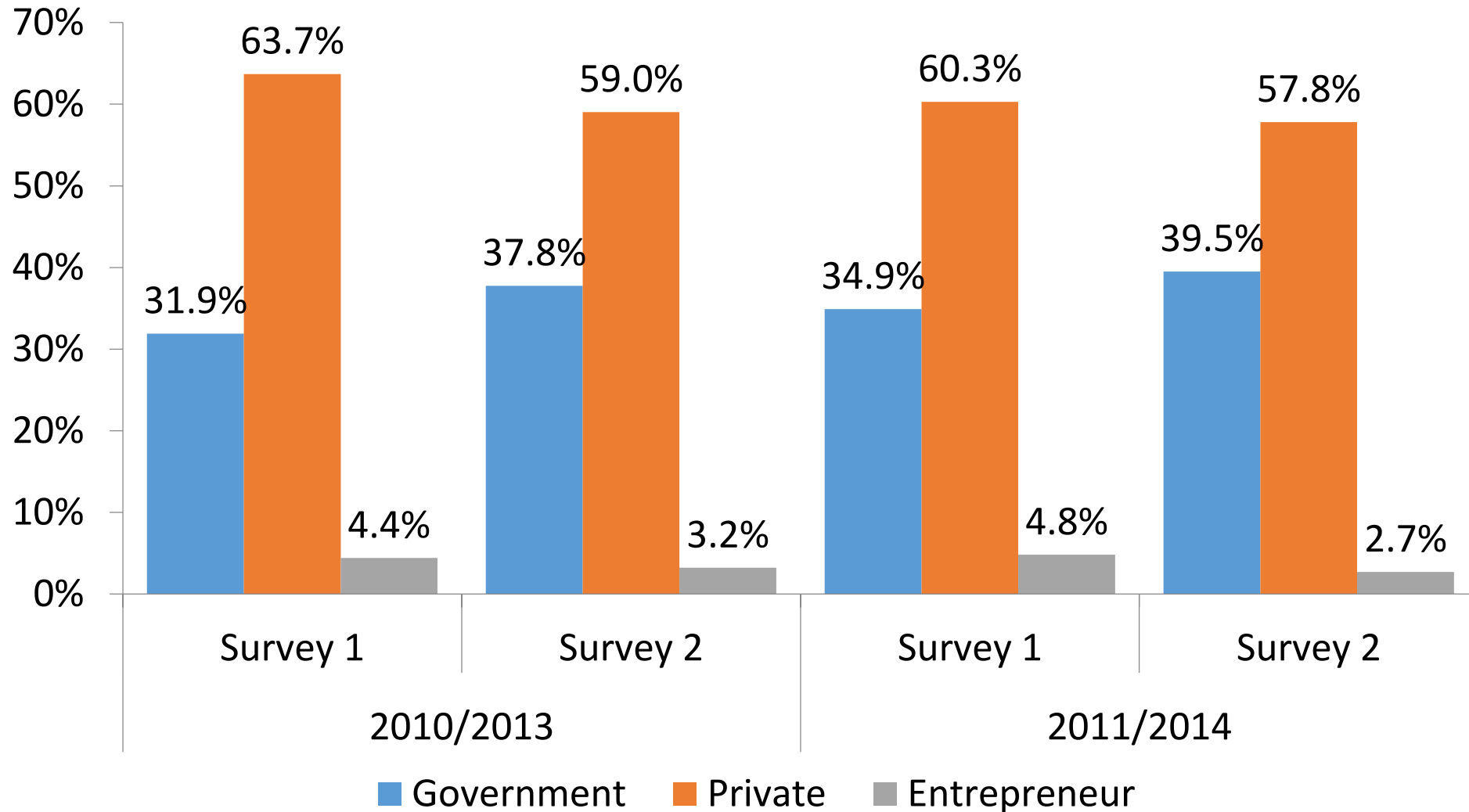


Number of Employers Based on Faculty 2011/2014



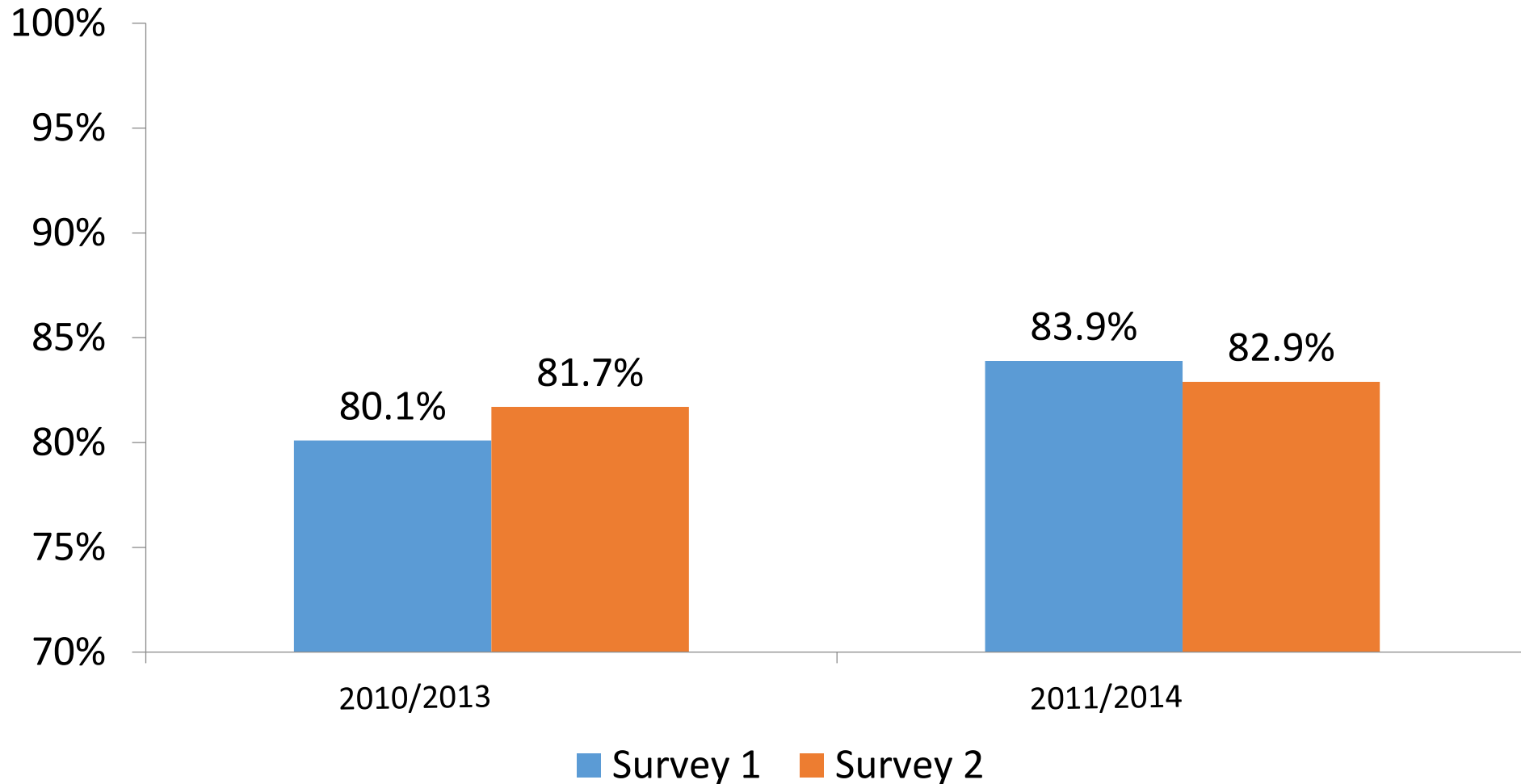
Types of Current Employer

Government: increase; Private sector: decrease; Entrepreneur: decrease

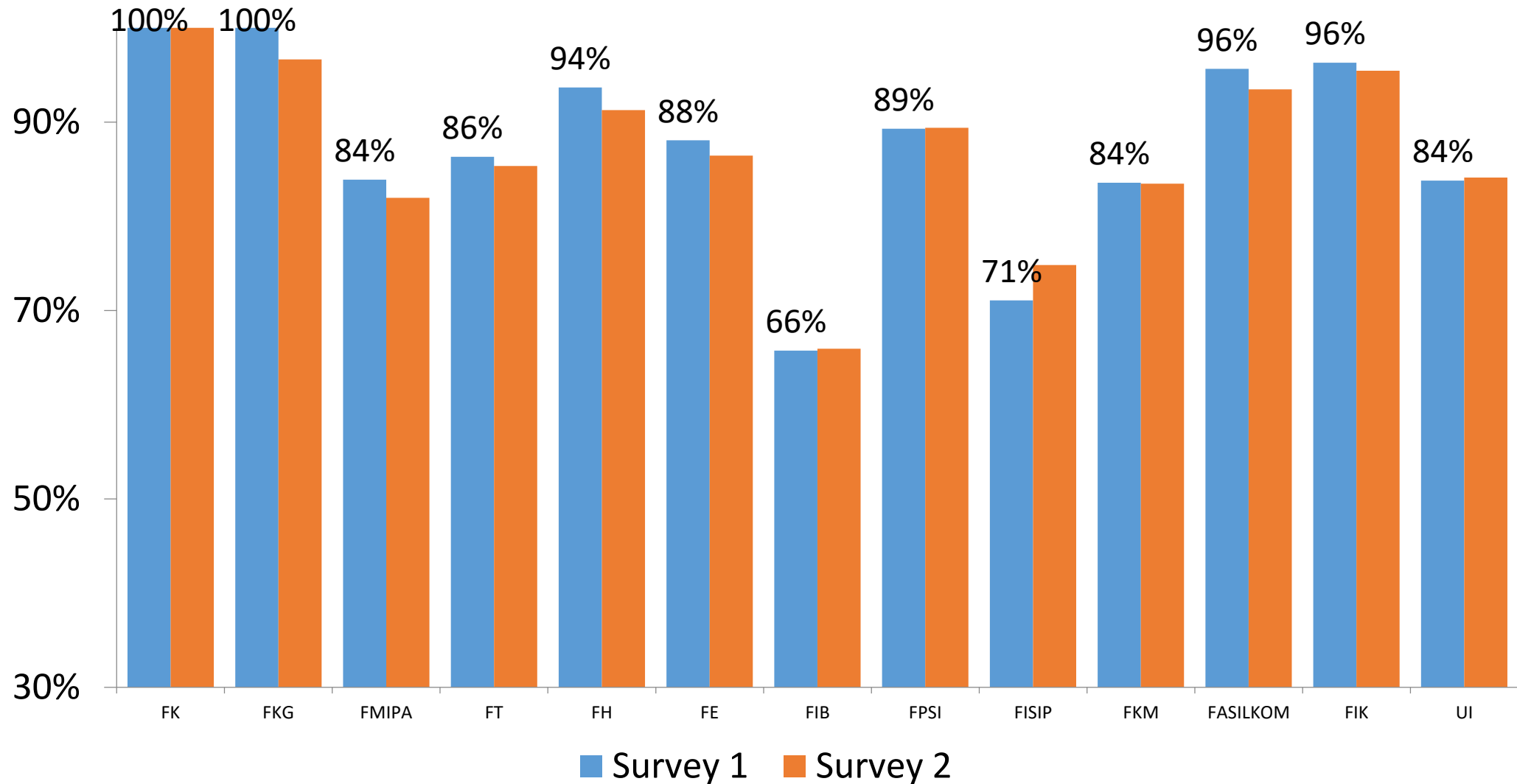


Horizontal Match

No significant differences in horizontal match

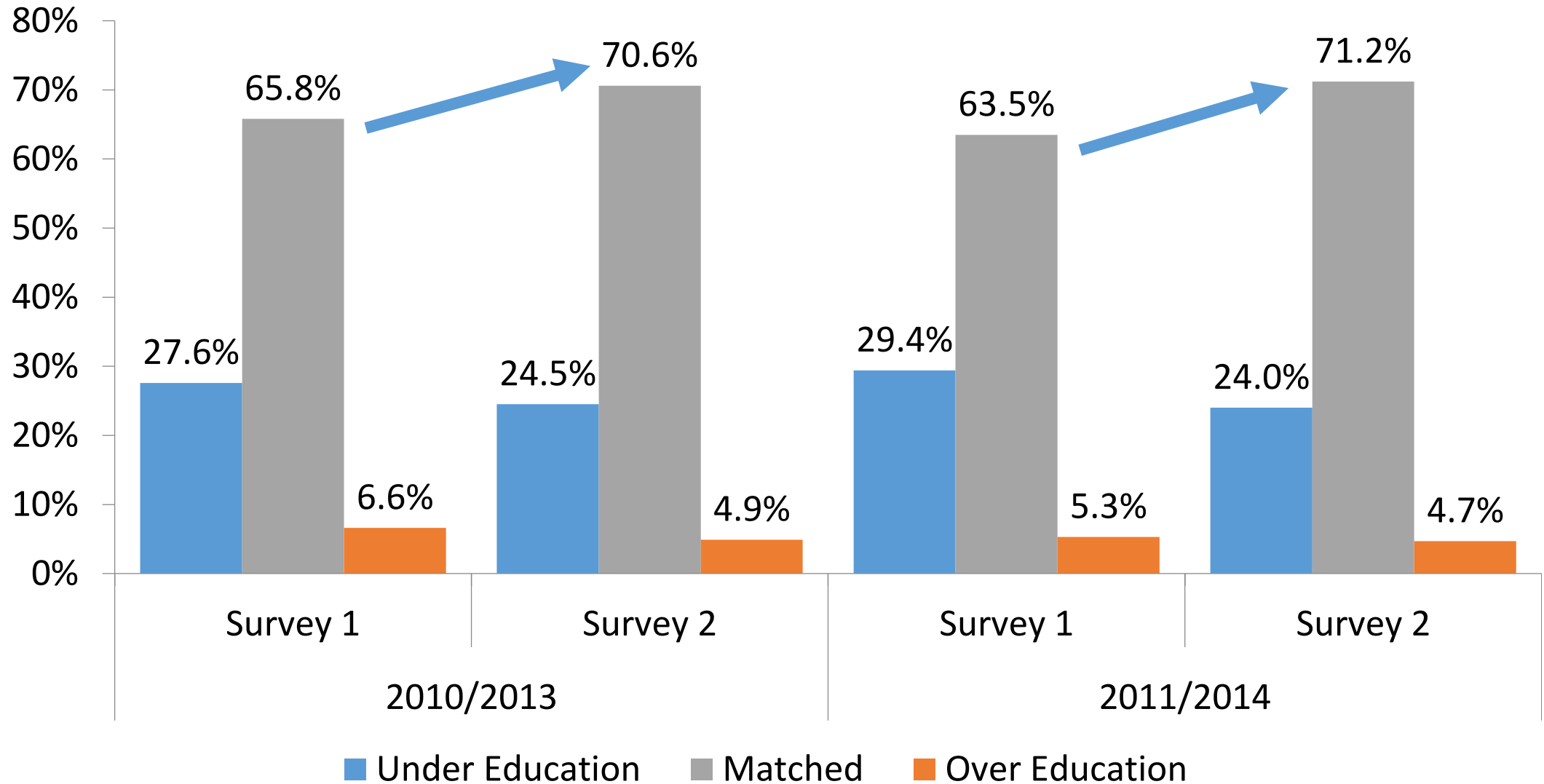


Horizontal Match Based on Faculty 2011/2014



Vertical Match

Increased percentage of matching



Changing in required competences

More important now than in the past: almost all competences but notably:

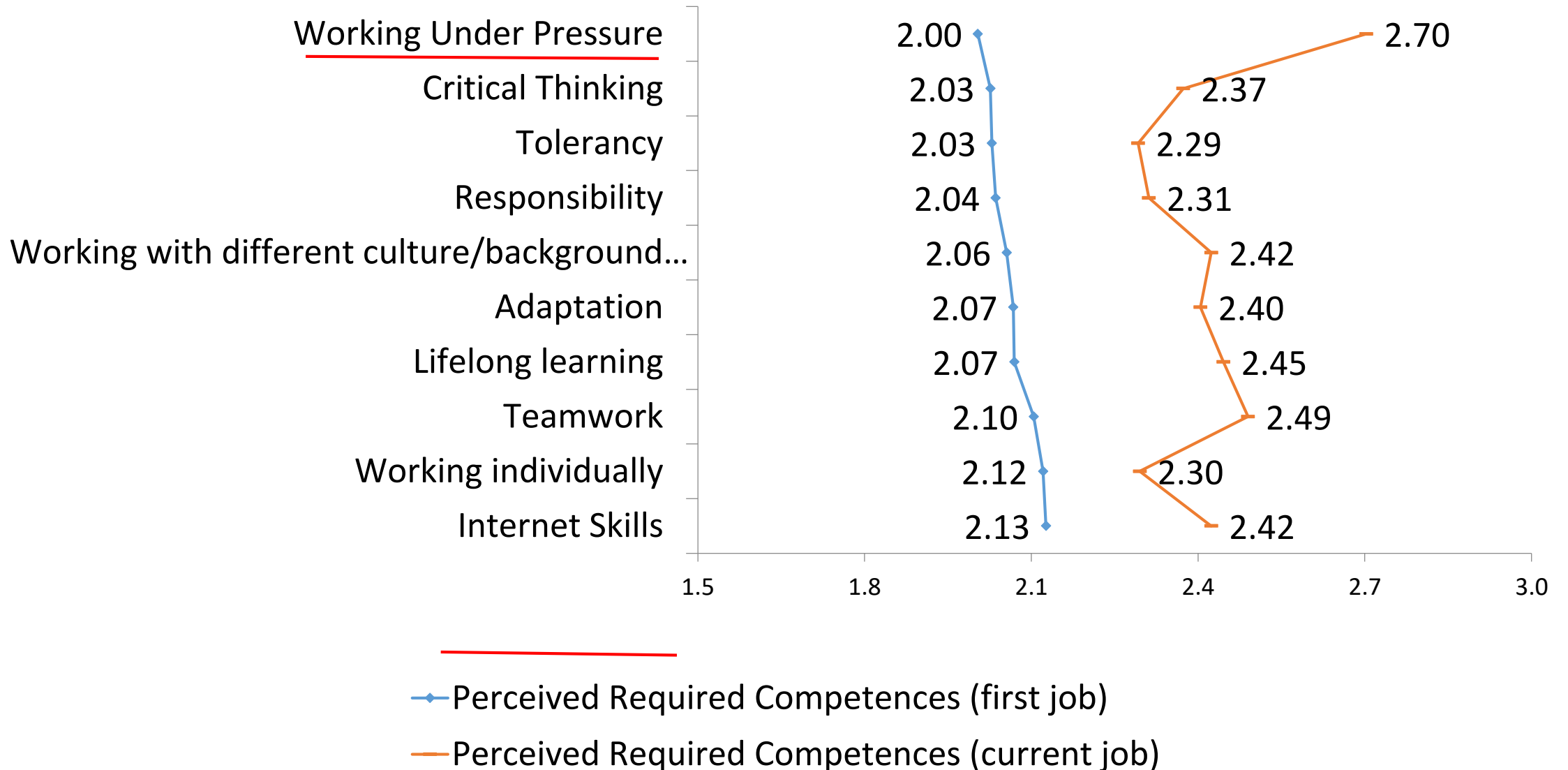
- working under pressure,
- computer skill,
- internet skill,
- English proficiency,
- learning skill,
- general knowledge,
- negotiation, and
- knowledge outside discipline

Similarly important or less important now than in the past:

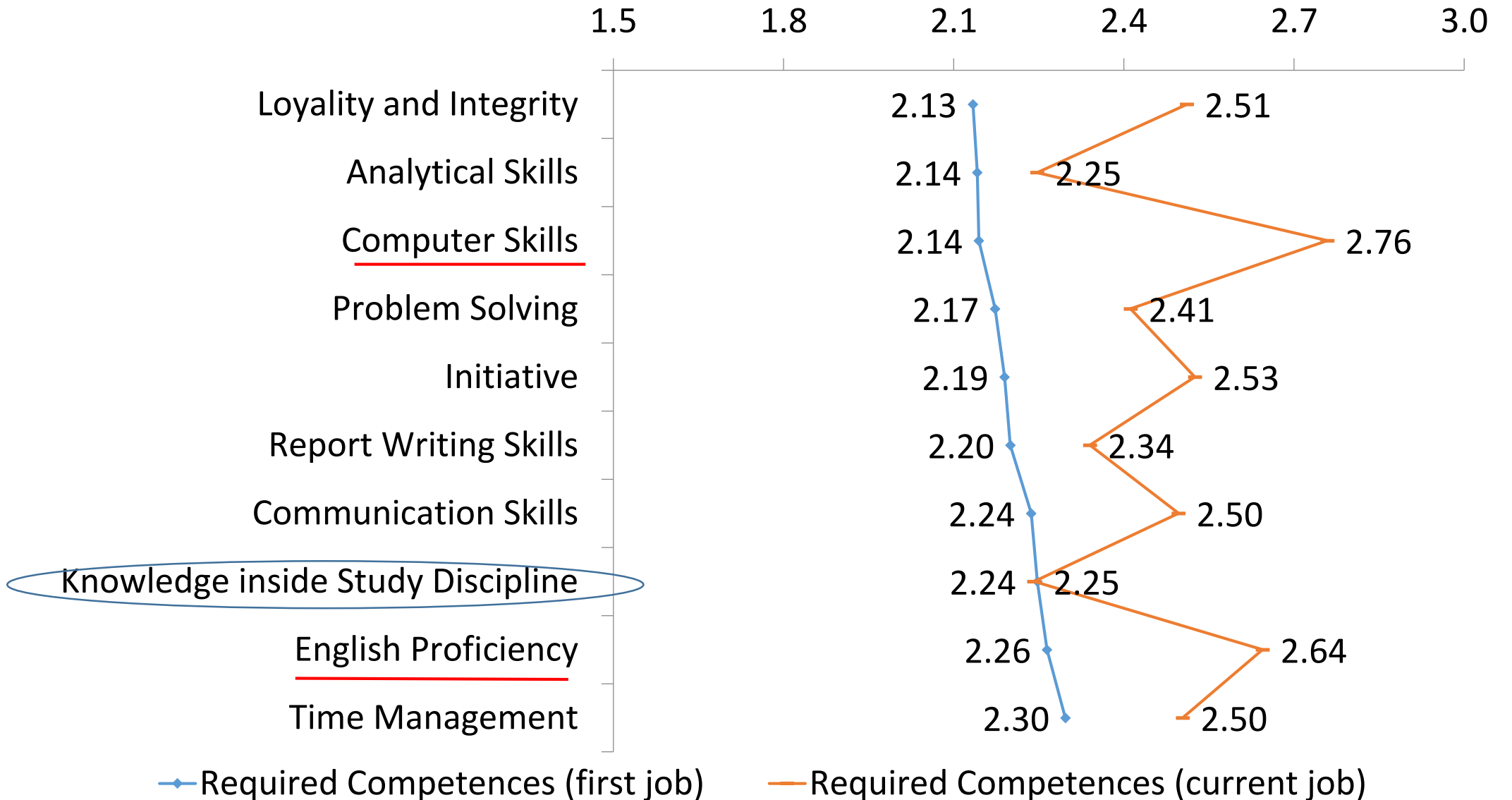
- knowledge within the discipline, and
- research skills

Reflecting the relevance of the listed competences and higher managerial position where generic and management knowledge/skill is getting more important

Competences - Survey 2 2014 (1)



Competences - Survey 2 2014 (2)



Competences - Survey 2 2014 (3)





The 2nd International Conference
"Experiences with Link and Match in Higher and Vocational Education.
Results of Tracer Studies Worldwide"
EXLIMA 2015

25th - 26th November 2015, Bali-INDONESIA

Thank You for Your Kind Attention