

# PROGRAM BOOK

THE 3<sup>RD</sup> INTERNATIONAL TRACER STUDY CONFERENCE

## "EXPERIENCES WITH LINK AND MATCH IN HIGHER AND VOCATIONAL EDUCATION (EXLIMA)"

RESULTS OF TRACER STUDIES WORLDWIDE

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15-16 NOVEMBER 2018, BINTANG BALI RESORT, BALI, INDONESIA



**3<sup>RD</sup> EXLIMA 2018**

**PROGRAM BOOK**

## CONTENTS

Remarks by Erwin Nurdin .....	3
Remarks by Harald Schomburg .....	5
Schedule of 3 <sup>rd</sup> International Conference EXLIMA 2018 .....	8
Information about INGRADNET .....	12
Abstracts - Session B .....	13
Abstracts - Session C .....	17
Abstracts - Session D + E .....	21
Abstracts - Session F.....	35
Abstracts - Session I + J .....	37
Abstracts - Poster Presentation .....	50
Profiles of Speaker .....	67
Conference Information.....	81
Conference Plan Floor.....	82
Information about Bali .....	83
Important Contacts in Bali.....	85

## Remarks by Director of Graduates Career Development and Alumni Relations Universitas Indonesia

### Erwin Nurdin

Good morning everyone. Welcome to Kuta on the beautiful island of Bali, Indonesia. I'd like to extend a warm welcome to everyone here for the conference and workshop. This is a very good turnout. I believe that we have people who have come from around the world, including Africa, Asia, and Europe.

This is the third International Conference on EXLIMA organized by the Career Development Centre Universitas Indonesia.

This conference is all about the relationship between what we do in the world of higher education and what happens afterwards in the world of work. It's a major issue of higher education policy and practice.

There is a widely believed assumption that the higher one's education, the better life will be. Statistics bear this out. In the USA, for example, the higher one's education the lower the rate of unemployment and the higher the median weekly wage is.

Because education pays, more students are going for higher degrees. Today's workforce is better qualified than ever. The question being asked is, are we properly matching education programs with the needs of individuals and society? To answer the question we need to engage in research. Research into what happens to our graduates after they leave the university.

Universitas Indonesia, and in particular our Career Development Center, has undertaken pioneering work on this area under the label 'Tracer Study'. The studies done by our people at UI have provided many insights that are extremely useful in university management. For example, at UI, we now know that the average time it takes after graduation for our students to get a job is about two months, down from about three months a few years ago. Employers actively seek our graduates. We put this down to two things. First, we have been revising our curriculum to be more competencies based. Second, we have developed and put in place a compulsory soft skills program for undergraduates. Our tracer studies tell us a lot more of course. And this has caught the attention of others.

The UI tracer studies have been taken as a model by the Ministry of Education and Culture (now Ministry of Research, Technology and Higher Education) and by other universities in Indonesia. We have been sharing what we do. Now, with the growing internationalization of tracer studies, we are lucky to be able to share insights with world class experts. Pardon me if I don't list all of the stellar institutions represented here. We value you all.

The event is extremely extremely exciting and covers a really detailed series of interesting issues. It suggests a growing maturity in this discipline. I look forward to the presentations.

I see the future of this area as obviously one where cooperation makes sense and not just among universities. I think that it makes sense to consider forging links between government, higher education and the private sector. This is a chance for things to be a two-way street, with information flow benefitting both universities and employers. If you bring the government in, that would be even better. In the meantime, let's pursue more tracer study research. There is still a lot to find out.

Last but not least, I would like to express my appreciation to the organizers, presenters, and attendees. Have a great conference.

## Remarks by President of International Network of Graduate Surveys Harald Schomburg

Tracer studies are nowadays widespread instruments to get valuable information about the labour market situation of graduates and their preparation for work. In many countries the information is used for evaluation of study programs and accreditation.

Tracer Studies should usually allow to measure aspects of:

- horizontal match (relevance of field of study for the work tasks; extent of use of knowledge and skills acquired during study);
- vertical match (appropriate position regarding the level of education; salary level and other employment conditions).

A low horizontal match (skill mismatch) might be taken as a signal to adapt the curriculum. Such policy implications are meaningful if other potential factors were considered. Is the skill mismatch combined with a low vertical match? Is the skill mismatch a temporary phenomenon influenced by the economic cycle? Or is the skill mismatch a typical experience of young graduates in the transition phase to get a more relevant and stable job (life cycle effect)? Are the knowledge and skills acquired during study more relevant in later stages of the career? It is obvious that Tracer Studies could provide a lot of answers to these questions, but only if the questionnaire used has a broad scope and if the design of the Tracer Study allows to get answers from graduates who have 'real' work experience after graduation and are representative for the whole population.

Most Tracer Studies addresses a broad range of dimensions of prior stages of the graduates' life retrospectively: socio-biographic profile (such as gender and age) and learning prior to enrolment in higher education or VET. Current Tracer Studies usually gather also information about the course of study and competencies gained, which can be used for evaluation of the study program and the analysis of the relationships between study and work.

The statistical analysis of the Tracer Studies data remains often very poor: mostly only simple descriptive findings are provided. It is still seldom that tracer studies tries to explain the causes of professional success and to analyse the impact of various features of TEVET/higher education education/training:

- to what extent do study provisions and conditions matter as compared to the socio-biographic background, prior education, selection at entry and students' study behaviour?
- to what extent does TEVET/higher education education/training matter in shaping competencies on graduation?
- to what extent are competencies on graduation relevant for subsequent employment and work, compared to search strategies and to other recruitment criteria and human resource policies?

A Tracer Study of individual TEVET/higher education institutions can take into account the specific profiles of these institutions and their study programmes. It will provide information both on the professional success of graduates according to common yard sticks (fitness of purpose) and according

to the specific aims set by individual institutions and programmes (fitness for purpose). A complex study can be valuable in providing feedback not only on the degree of professional success, but also on many dimensions of career success and the factors which 'matter' in contributing to it. These should not be compared purely with a national average or with graduates from the specific field of study, but should include the role played by the characteristics of individual TEVET/higher education institutions and study programmes.

The international EXLIMA conference allows to discuss Tracer Studies approaches and experiences from different countries. Many researchers from Indonesian Universities will present their studies. Some Universities reported remarkable progress in the process of data collection which resulted in very high response rates. Ied Sitepu reports experiences and results of the utilisation of Tracer Studies in the curriculum improvement and Sandra Fikawati reports the use of Tracer Study for career trainings in UI.

Researchers from Europe used results from large scale surveys in their respective country.

René Kooij (Germany) presents findings of his study on the factors which are relevant to explain the response rate of regular Tracer Studies at Universities in Germany based on KOAB data

Christine Guégnard presents the latest results of the country wide Tracer Study in France (with the focus on the group of "NEETS" (not in employment, education and training) which covered five years after initial training.

Francisco Ferrante analysed data from 60.000 graduates in Italy to explore entrepreneurship.

Choni Flöther used different data sources (KOAB, CHEERS, REFLEX) to find out if the expansion of higher education in Germany leads to a growing mismatch on the labour market.

Tim Plasa presents data on the international mobility of students in Germany based on answers from 40.000 graduates (KOAB) and a recent special survey on international mobility.

The conference brings together mainly researchers who focus their research on higher education but Wahyu Wulandari let us know the approach and results of the implementation of tracer studies in the VET sector of Indonesia.

Tracer Studies have of course limitations. For example they may lack information on broader labour market context and are therefore sometimes complemented by employer satisfaction surveys. The EXLIMA conference gives special attention to discuss different issues of employer surveys. In his introduction to the topic Harald Schomburg summaries international experiences and discussions. Ahmad Syafiq and Edy Yulianto are reporting the approach, method and results of the University of Indonesia (UI) and the Brawijaya University (UB). Representative from some companies have the opportunity to show their expectations and experiences. Sandra Fikawati introduces employer reputation in "World Class University Rankings".

The broad scope of topics, and the variety of researchers regarding country of work and professional background enables fruitful discussions at the conference. All researchers believe that the openness for critical remarks is a prerequisite for future improvements.

Let us be as critical as possible.

**Schedule**  
**The 3<sup>rd</sup> International Conference**  
**"Experiences with Link and Match in Higher and Vocational Education.**  
**Results of Tracer Studies Worldwide" (EXLIMA)**

**Day 1, 15 November 2018**

<b>Session A</b> <b>08.00-10.45</b>	<b>Welcome and introduction</b>
08.00-09.00	Registration and poster session
09.00-09.10	Participants enter the room
09.10-09.15	Opening
09.15-09.20	Report; Organizing Committee
	A1 Dr. Sandra Fikawati
09.20-09.45	Remarks: Rector Universitas Indonesia, Indonesia Prof. Dr. Ir. Muhammad Anis, M.Met
09.45-10.00	Photo Session
10.00-10.45	A3 Keynote speech: Tracer Study Updates on Expectation, Utilisation and Challenges Harald Schomburg, Germany
10.45-11.00	Coffee break / Poster presentation
<b>Session B</b> <b>11.00-12.30</b>	<b>Labour Market Perspective on Tracer Study</b> <b>Chair: Harald Schomburg, Germany</b>
11.00-11.20	B1 Transition to the World of Work: Indonesia National Graduate Survey Data; Ahmad Syafiq, Universitas Indonesia, Indonesia.
11.20-11.40	B2 The skill mismatch and overeducation in Indonesia Graduates; Sachiko Miyata, Ritsumeikan University, Japan.
11:40-12:00	B3 Match of higher education and labour market over the time span continuities and disruption in the case of Germany; Choni Floether, Germany
12:00-12:30	Discussion with the presenters
12.30-13.30	Lunch break
<b>Session C</b> <b>13.30 – 15.00</b>	<b>Higher Education Perspective on Tracer Study</b> <b>Chair: Ahmad Syafiq, Indonesia</b>
13:30-13:50	C1 Experiences and results of the utilisation of tracer studies in the curriculum development, Ied Veda Sitepu, Indonesia
13:50-14:10	C2 The Influence of HEI Practitioners on Survey Data; René Kooij, Germany
14:10-14:30	C3 Tracer Study and Career Trainings in UI; Sandra Fikawati, Universitas Indonesia.
14:30-15:00	Discussion with the presenters
15:00-15:30	Coffee and tea break

<b>Session D + E</b>	
15.30 – 17.00	Oral Presentation
19.00 -- 21.00	Dinner with cultural programme
<b>Session D - PANEL A</b>	
Chair: Choni Floether	
<i>D1 Faculty of Engineering Universitas Indonesia Tracer Study</i>	<i>Session E - PANEL B</i>
Rahmat Nurcahyo Universitas Indonesia, Indonesia	Chair: Ied Veda Sitepu
<i>D2 Alice's Adventures in NEETland. Through the Looking Glass over 20 years</i>	<i>E1 Implementation of Tracer Studies in SMK (Vocational Secondary School): Efforts to Find Equilibrium between Data Quality and Data Acquisition</i>
Christine Guegnard IREDU, Cereq, France	Wahyu Wulandari GIZ, Indonesia
<i>D3 International Mobility - Choice of Host Country and Its Effect</i>	<i>E2 More Than 10 Years of Tracer Study at University of Kassel - Best Practices and Strains</i>
Tim Plasa Institute for Applied Statistics, Germany	Vera Wolf University Kassel, Germany
<i>D4 Potentials and Dangers in National Tracer Study Implementation</i>	<i>E3 Faculty of Humanities, Universitas Indonesia Tracer Study Results</i>
Ahmad Syafiq Universitas Indonesia, Indonesia	Reynaldo de Archellie Universitas Indonesia, Indonesia
<i>D5 The Employment and Job Relevance of Electrical Engineering Graduates of Syiah Kuala University (Graduation Year 2016)</i>	<i>E4 Tracer Study: The Contribution of Higher Education to its Graduates (Case Study on STMIK Pringsewu)</i>
Ramzi Adriman Universitas Syiah Kuala, Indonesia	Bernadhita Herindri Samodera Utami STMIK Pringsewu, Indonesia
<i>D6 Tracer Study Networks in Germany - Actual Developments</i>	<i>E5 Graduation Evaluation to Improve The Quality Of Learning Teaching Process in Widyagama University of Malang</i>
Rene Kooij Institute for Applied Statistics, Germany	Wiwin Purnomowati Widya Gama University, Indonesia
	<i>E6 Alumni Tracer Study Of Muhammadiyah University Of Kendari, 2015</i>
	Ary Tamtama Universitas Muhammadiyah Kendari, Indonesia
<b>19.00-21.00 Dinner with Cultural Programme</b>	
19.00-19.05	Opening
19.05-19.15	Balinese dance
19.15-19.25	Speeches
19.25-20.25	Dinner and music
20.25-21.00	Featuring countries
21.00	Closing

Date: 16 November 2018

Day 2

<b>Session F</b> <b>09.00-11.00</b>	<b>Employer Study Concept and Approach</b> <b>Chair: Ahmad Syafiq</b>	
09:00-10:00	F1 Employer Study: Concepts and Controversies Presentation and discussion	Harald Schomburg
10.00-10.20	Cofee Break	
<b>Session G</b> <b>10.20 – 12.00</b>	<b>Employer Study and Employer Reputation</b> <b>Chair: Ied Veda Sitepu</b>	
10:20-11:00	G1 Employer Study: UB Approach, Method and Results	Edy Yulianto
11:00-11:20	G2 Employer Study: UI Approach, Method and Results	Ahmad Syafiq
11.20-12.00	G3 Career Centre's Supporting Roles in World Class University Ranking	Sandra Fikawati
<b>12.00-14.00</b>	<b>Lunch Break</b>	
<b>Session H</b> <b>14.00-15.00</b>	<b>Employer Study in Practice</b> <b>Chair: Ahmad Syafiq</b>	
14:00-14:20	H1 Employer Study According to Employer	Anugerah Norma Pakarty , PT. Paragon Technology & Inovation
14:20-14:45	H2 Employer's Perspective on Required and Acquired Competences of Graduates	Azrul Aziz, PZ Cussons Singapore
14:45-15:00	<b>Discussion</b>	
15:00-15:30	Coffee and tea break	

<b>Session I + J</b> 15.30-17.30		<b>Oral Presentation</b>	
<i>Session I - PANEL A</i>		<i>Session J - PANEL B</i>	
Chair: Choni Floether		Chair: Rene Kooij	
<p><b><i>I1 K-Means Clustering for Graduates Classification at University of Merdeka Malang</i></b> Eltha Sonalitha Universitas Merdeka Malang, Indonesia</p> <p><b><i>I2 Tracer Study at Trisakti University 2017: User Feedback for Improvement of Curriculum and Competency</i></b> Tubagus Ferdi Fadilah Universitas Trisakti, Indonesia</p> <p><b><i>I3 Entrepreneurship of Midwifery Academy Alumni, A Case Study of Job and Entrepreneurial Situations of Sari Mulia Midwifery Academy Banjarmasin</i></b> Siti Khadijah AKBID Sari Mulia, Indonesia</p> <p><b><i>I4 Tracer Study Analysis to Improve Graduates Competencia at Universitas Prof. Dr. Hazairin, S.H.</i></b> Abditama Srifitriani Universitas Prof. Dr. Hazairin, SH, Indonesia</p> <p><b><i>I5 Learning from Tracer Study: Comparative Analysis of Graduates of Faculty of Economics and Business Universitas Indonesia</i></b> Desti Fitriani Universitas Indonesia, Indonesia</p>		<p><b><i>J1 Validity and Reliability Test of Competency-Related Items of Tracer Study: Study of Graduates of Maranatha Christian University</i></b> Ana Mariana Universitas Maranatha, Indonesia</p> <p><b><i>J2 The Graduates' Tracer Study Of Sekolah Tinggi Ilmu Ekonomi (STIE) PGRI Dewantara Jombang</i></b> Wenda Wahyu Christiyanto STIE PGRI Dewantara, Indonesia</p> <p><b><i>J3 Development of Trisakti Tracer Study Information System</i></b> Muhammad Burhannudinnur Universitas Trisakti, Indonesia</p> <p><b><i>J4 The Role of Bachelor Program Learning &amp; Activities in Student Organizations Towards the First Employment Experience of Dentistry UI Graduates</i></b> Pinta Marito Universitas Indonesia, Indonesia</p> <p><b><i>J5 Tracer Study of Public Health Graduates of Faculty of Public Health, Universitas Indonesia</i></b> Asih Setiarini Universitas Indonesia, Indonesia</p>	
<b>Session K</b> 17.30-18.00		<b>Wrap-up and Closing</b>	
17.30-17.45	Wrap-up	Ahmad Syafiq	
17.45-18.00	Closing of the EXLIMA conference	Sandra Fikawati	

## **INFORMATION ABOUT THE INTERNATIONAL NETWORK OF GRADUATE SURVEYS (INGRADNET)**

INGRADNET provides information about methodology and results of Tracer Studies/Graduate Surveys. The members of the network share their experiences and try to develop standards for high quality and efficient tracer studies. Current President of INGRADNET is Harald Schomburg.

### **INGRADNET events:**

1. 1<sup>st</sup> International Conference: Experiences with Link and Match in Higher Education: Results of Tracer Studies Worldwide (EXLIMA Conference) was held in Sanur Bali, Indonesia on 22-23 October 2012.
2. Conference: Tracer Studies in Eastern Africa: Findings and their Relevance for University Strategies and Curriculum Development. 11th – 13th February 2013, Kenyatta University Conference Centre, Nairobi, Kenya.
3. 2<sup>nd</sup> International Conference: Experiences with Link and Match in Higher and Vocational Education: Results of Tracer Studies Worldwide (EXLIMA Conference) was held in Sanur Bali, Indonesia on 25-26 November 2015.
4. 3<sup>rd</sup> International Conference: Experiences with Link and Match in Higher and Vocational Education: Results of Tracer Studies Worldwide (EXLIMA Conference) was held in Sanur Bali, Indonesia on 15-16 November 2018.

### **INGRADNET meetings were being held on:**

1. INGRADNET meeting in Berlin 2010
2. INGRADNET meeting in Bologna 2011
3. INGRADNET meeting during the first EXLIMA in 2012 at Sanur, Bali, Indonesia
4. INGRADNET meeting during the second EXLIMA in 2015 at Sanur, Bali, Indonesia

The last meeting of INGRADNET is being held on 14 November 2018 during the third EXLIMA in Kuta, Bali, Indonesia.

Access to <http://ingradnet.org> for more information about INGRADNET.

# **ABSTRACTS: SESSION B**

## B1

### TRANSITION TO THE WORLD OF WORK: INDONESIA NATIONAL GRADUATE SURVEY DATA

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The collection of data on university graduates in Indonesia as a nation-wide system started in 2012 when the government (then Ministry of Education and Culture, now Ministry of Research, Technology, and Higher Education) provided small amount of seed money in a competitive grant targeted to all higher education institutions (HEIs) in Indonesia to conduct tracer study. The number of grantees is increased annually and in 2017 and 2018, 112 and 142 HEIs were granted the fund. This paper analyzed data collected by ministry's online TS system to obtain first information on Indonesia HEI's graduates, in particular comparing graduates from different types of HEIs (university, institute, vocational). Data were collected in 2017-2018 (up to early September 2018) and comprised of 695 HEIs. The data were submitted by HEI to the online system. Population is all graduates who graduated in 2015-2016 as recorded in the Ministry's online higher education database. Number of respondents was 135773, number of universities was 224, number of institutes was 287, and number of vocational institutions was 184. Questionnaire consisted of 78 variables (22 questions) including data on transition and competencies (acquired and required). Results shows that regarding transition to the world of work, graduates from vocational program had a better transition situation. Almost half of the graduates started searching job after graduation, while more graduates from vocational program started before graduation compared to institute and university graduates (42.2% vocational, 31.8 institute, 35.4% university). In total, median duration of job search was 4.7 months, with vocational graduates get job faster than institute and university graduates (3.7 vocational, 4.3 institute, 5.1 university). Similar situation was found between vocational and university graduates regarding smoothness of transition (5 applications, 3 responses, 2 interview invitations) while institute graduates had a slightly smoother transition (3 applications, 2 responses, 2 interview invitations). In terms of matching, vocational graduates had higher horizontal match than university graduates (85.3% vs 75.6%) but lower than institute graduates (90.6%). Vertical match of vocational graduates is better than institute and university graduates (overeducation: 6.9% vocational, 7.5% institute, 11.3% university). The only indicator that show better situation for university graduates compared to vocational graduates was income (IDR 3000000/USD 200 vs IDR 2500000/USD 167), while institute graduates had the lowest income (IDR 2200000/USD 147). However, considering possible bias and (lack of) normality of income data distribution, it should be interpreted cautiously. In conclusion, it could be said that vocational graduates in Indonesia shows better transition to the world of work than the institute and university graduates.

**B2**

**THE SKILL MISMATCH AND OVEREDUCATION AMONG INDONESIAN GRADUATES:  
A CASE STUDY<sup>1</sup>**

Sachiko Miyata, Teguh Dartanto, Ahmad Syafiq, Sandra Fikawati

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Overeducation and skill mismatch in the labor market have long been observed in the developed countries. It has been particularly prevalent among individuals at early stages of career. Substantial studies examined the relationship between overeducation or skill mismatch and various labor market outcomes. However, evidence from developing countries are very limited especially in Asian countries except where relevant data is available. We try to fill this gap by investigating a unique dataset collected by a national university in Indonesia surveyed to recent graduates. The empirical studies define overeducation or undereducation measured from the perception of qualification, job analysis, job classification, employer job position information, among others. Following the study of McGuinness and Sloane (2011), we use perception information to examine whether there is overeducation or skill mismatch among graduates in Indonesia. We find that less than five percent of recent graduates perceive themselves as being overeducated, whereas more than 50 percent perceive as being undereducated. Some preliminary findings of the OLS estimates of overeducation effects on wage earnings and the probit estimates of job satisfaction are presented. In addition, we discuss the potential biases in the existing literature and propose the empirical strategies for the future study.

Key words: skill mismatch, job matching, overeducation, higher education, Indonesia

JEL Classification: J24, J31

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<sup>1</sup> This is a preliminary work in progress, please do not cite without authors' consent. We are grateful to CDC (Career Development Center), University of Indonesia, the executive directors of relevant departments at UI for allowing us to use the data. We are also grateful for Pak Rahmatullah and Estiana at the University of Indonesia for preparing the dataset and for research assistance. We appreciate valuable comments from the participants at the Economic seminars at the University of Chulalongkorn and Thammasat University. The usual disclaimer applies. We gratefully acknowledge financial support from the JSPS (Japan Society for the Promotion of Science) for its financial support (Grant-in-Aid for Scientific Research No.15KK0096, 15K03458 and 15K03473).

### B3

#### **MATCH OF HIGHER EDUCATION AND LABOUR MARKET OVER THE TIME SPAN CONTINUITIES AND DISRUPTION IN THE CASE OF GERMANY**

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The question if expansion of higher education might lead to underemployment (or overeducation) of university graduates is discussed for more than five decades (Teichler 2015). In the case of Germany no empirical evidence of severe underemployment has been shown in the last decades, nevertheless as the growth of student enrolment continues this debate continues as well. Graduate surveys can be used as a valuable method to quantify underemployment of university graduates. Surveys which use a set of equal questions offer the opportunity to show developments over a longer time span. For Germany such data is available through data from two international studies (CHEERS and REFLEX) as well as one large scale German study (KOAB), together covering a time span from 1995 to 2013. In Germany the growth of student enrolment in higher education further accelerated in the last ten years, leading to an enrolment rate of 58 % and a graduation rate of 36 % in the year 2013 (Autorengruppe Bildungsberichterstattung 2016; OECD 2017). Does this amount of growth in higher education graduates lead to a growing mismatch of graduates on the labour market? Comparisons of data from CHEERS (graduate cohort of 1995), REFLEX (cohort of 2000) and KOAB (cohort of 2013) show no indication for this assumption. The only exception is found when we look at graduates of bachelor-programmes, which were newly introduced in Germany about fifteen years ago as a result of the European Bologna process. The share of underemployed graduates with a bachelor degree is two to three times higher than for graduates with a master degree. More detailed findings on the underemployment of German bachelor graduates are discussed in light of the question for which group we see an impasse of underemployment and for which group underemployment should rather be seen as an adjustment in the relationship between VET and the higher education system. The findings on bachelor graduates might indicate that the newly created two-tiered-study-system is a disruption to the rather smooth interaction between the German education system and the labour market. Analysis on the development over the time span is carried out by using published results from the CHEERS and REFLEX study (Murdoch & Paul 2007; Brennan & Tang 2008), supplemented by primary data analysis of the KOAB study (cohort of 2013, second wave). All three surveys are highly standardized graduate surveys carried out about five years after graduation. The aforementioned KOAB study is designed as a longitudinal study comprising 9800 cases in the second wave. The cases include 4800 bachelor graduates, which allow for detailed analysis of underemployment of German bachelor graduates.

# **ABSTRACTS: SESSION C**

## C1

### EXPERIENCES AND RESULTS OF THE UTILISATION OF TRACER STUDIES IN THE CURRICULUM DEVELOPMENT

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Contribution of higher education to the labour market has always been questioned especially when it comes to the readiness of the graduates for smooth transition from study to work and their ability to survive in the labour market. Graduate competencies are, in fact, considered more important in the recruitment process than the degree itself therefore the responsibility of the readiness lies in the hand of higher education institutions. It is therefore important to design a curriculum which will respond to the needs of the labour market. Indonesia, a country with more than 4000 higher education institutions has just introduced to the IQF-based curriculum in 2015, where each level of education (from primary up to post graduate level) is measured for a certain qualification fit for the level. The design of the curriculum follows certain steps where tracer study serves as one of the initial step. This paper will present the utilisation of the result of tracer study in the development of study program curriculum. List of competencies in the tracer study serves as tools in measuring competencies of the graduates in their respective workplaces. Indonesian standardized questionnaire on tracer study lists 29 competencies. For the purpose of developing this outcome-based curriculum, the list will also be discussed to provide a picture of those required by the labor market. The results of competencies mapping can be used to develop a curriculum that is not remote from the the labour market.

## C2

### THE INFLUENCE OF HEI PRACTITIONERS ON SURVEY DATA

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Higher education institutions conduct surveys to obtain information about their students, graduates and employees. This information is then used for institutional research and/or quality management, for whom good survey data is indispensable. The question of this paper is whether the data gathered by HEI practitioners is influenced by their involvement. It is known, that the interviewee in a CATI-system influences the interview, but it is not known, whether the person, who conducts an online survey, influences the data. First of all, the influence of HEI practitioners on the response rate of surveys is discussed. Secondly, their influence on the quality of the actual survey data is examined. For these purposes extensive process control data is used.

### C3

#### TRACER STUDY AND CAREER TRAININGS IN UI

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Universitas Indonesia (UI) has been conducted regular tracer study at university level (Tracer Study Universitas Indonesia = TSUI) for more than eight years. In 2010-2015, TSUI has been conducted by Career Development Center Universitas Indonesia (CDC-UI). Since 2016, UI has other sub-directorate to handle tracer study which is Sub-directorate Alumni Data and Tracer Study. Tracer study results utilisation should be documented as a proof of the usefulness of tracer study for university management as well as for faculties. To increase the utilization, 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. To utilise TSUI data into learning improvement, the steps taken are: select relevant data, analyze selected data into relevant information for learning improvement, assess possibility to implement learning improvement programs, develop implementation plan, implementation, and monitoring and evaluation. Selected variables relevant for learning improvement including competencies data and evaluation on learning emphasis, learning assessment, learning environment, and learning experience. In relation to career training, data on competencies are most relevant. Competencies which had lower “acquired” than “required” score were program/project management, problem solving skills, and analytical skills. Competencies that more important now than in the past are working under pressure, computer skill, internet skill, English proficiency, learning skill, general knowledge, negotiation, and knowledge outside discipline. While competencies less important now than in the past are knowledge within the discipline, and research skills. The information then used as a basis to develop content for career and softskills trainings organised by CDC. Softskills improvement are conducted through seminars and training that aimed at providing knowledge and information about careers to enter the world of work. There are 5 types of seminars/trainings being held, namely: softskills seminar for new students, career planning softskills training for students, career & internship seminar, alumni lecture, softskills awareness program for jobseeker.

# **ABSTRACTS: SESSION D + E**

**D1**

**YOUNG ENTREPRENEURS IN ITALY**

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Start-ups founded by university students and graduates play a substantial role in bringing new knowledge to the market and in employment creation; a role that appears to be even more important than that played by the typical technology transfer activities carried out by universities. We use a population-based approach to explore entrepreneurship among 61,115 graduates alumni of 64 Italian universities. In order to assess the potential supply of highly educated entrepreneurs, we develop a novel empirical approach to analyse engagement in entrepreneurship, based on the idea that entrepreneurship is a process that begins with intention and ends in action. We find that the share of intentional entrepreneurs, among recent cohorts of graduates in Italy, is large in comparison to the small share of actual entrepreneurs detected five years after graduation. We discuss which barriers may deter intentional entrepreneurs from being engaged in entrepreneurship and how universities can trigger the entrepreneurial process and close the gap between entrepreneurial intentions and action.

## D2

### ALICE'S ADVENTURES IN NEETLAND. THROUGH THE LOOKING GLASS OVER 20 YEARS

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For more than three decades, the school-to-work transition is a major concern in French society, especially in the context of economic recession where the youth are overexposed to the risk of non-employment. To understand this reality, the European Commission had introduced in 2010 a new indicator to illustrate and monitor the situation of youth on the labour market: the NEET rate concerning the youth aged fifteen-twenty nine who are neither in employment nor in education and training. According to OECD, the number of NEETs in France are around 1.9 million and represents nearly 17% of the youth population in 2016. For the first time, through the Center for Research on Education, Training and Employment (Céreq), France has information covering the five years after initial training for four school-leavers cohorts from all levels of the education system (in 1992, 1998, 2004 and 2010). Data revealed that NEETs, five years after school, remained around 18% for the four cohorts (Danner et al. 2018). However, this figure masks individual disparities. Indeed, the diploma is a determinant of employability (Rose, 2005; Barret et al., 2014) and also protects against unemployment (Martinelli, Minni, 2013) and facilitates the return to work. Therefore, it is not surprising that young people without qualifications are more exposed to the risk of being NEET. This observation, however, should not overshadow the NEETs among the graduates (8% on average). Thus, this longitudinal research aims to analyse the determinants of the access or retention in NEET situations, focusing on the graduates' pathways over a period of 20 years. The twin forces of mass higher education and the global knowledge economy have driven an unprecedented transformation (Altbach, 2016). The students enrolled in higher education continue to increase especially for women. This development should mean that qualified women are in a better position than ever before in the labour market. In France, according to the last Céreq survey, young women are now more qualified than young men: 40% of women and 34% of men are graduates (against nearly 29% of school leavers in 1992). Have the risks and the determinant factors for becoming a NEET changed over the years in the same way for the women and men who had invested in their education? The dynamics of men and women's educational and career path are different. In order to understand the NEET position among the graduates, it is necessary to analyse also the strategic choices for women and men in terms of field of education, quality of job as the articulation between working and personal or family lives (couple life, parenthood).

### D3

#### INTERNATIONAL MOBILITY - CHOICE OF HOST COUNTRY AND ITS EFFECT

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By 2024, half of each age group up to the age of 25 is expected to spend at least six months in another European country (Macron, 2017). With these words, the French president sets the ambitious goal to significantly increase international mobility for European students. An important goal of the Bologna reform was the internationalization of higher education, explicitly intended not to limit a place to study to one's own university, but to involve foreign universities. Demands for target quotas at the EU level (20% stays abroad > 3 months, see Leuven Communiqué, 2009 & Council of the European Union, 2011), in Germany even more ambitious (33% abroad, GWK, 2013), show a high interest of politicians and their point of view, that study is not only a restrictive matter of one home campus. This attitude was brought to the boil in the opinion of the French President quoted above. The internationalization of the higher education system is legitimized as an adaptation to economic structures and graduates should have the skills to fit these modern dynamic requirement profiles (Powell, Bernhard, Graf, 2012). This article will address the question of whether these goals to increase credit mobility are equally realistic for all students and has the same consequences afterwards. Two perspectives are assumed here: (1) on the one hand, the social equality perspective in terms of whether there are thresholds for a stay abroad, depending on the demographic background of students. There was already a special report on this in the context of the 19th Social Survey for Germany (Isserstedt & Kandulla, 2011); (2) on the other hand, the geographical equality perspective for countries, in terms of whether 'country A' is the same as 'country B' abroad, or different target regions correlate with career progression of mobile persons. The following research questions will be addressed: (1) To what extent does it depend on the academic and social background, taking into account the choice of subjects, to take the opportunity of studying abroad? (2) Are the target regions different for various groups of students? (3) Do different target regions correlate with later outcomes after graduation, such as income in working life? (4) How different is the recognition at German home university of the study period abroad in different target countries? To clarify the first three questions, the data from the graduate survey of the cohort 2016 carried out in February 2018 within the German Tracer Studies Co-Operation Project (KOAB) will be used. Approximately 40,000 graduates participated in the survey and answered questions covering the episodes of expatriation, socio-demographic information and career outcomes. For the first time in this study, the target regions for stays abroad were also systematically surveyed. To answer the fourth research question, results from a study on international mobility with approximately 7,000 respondents, carried out by the DAAD and ISTAT will be presented.

#### D4

#### POTENTIALS AND PITFALLS IN NATIONAL TRACER STUDY IMPLEMENTATION

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Tracer study as an effort to measure higher education outcomes has been revived in the last decade as learning outcomes become more appreciated to indicate the success of learning and education. Inclusion of outcome indicators in most accreditation form, however, was the strongest force that push higher education institutions (HEIs) to conduct tracer study. Influences of regional and global accreditation, assessment, and even ranking system has opened view of HEI management on the importance of tracer study. However, full potential of tracer study data has not yet been utilized in many HEIs and tracer study is merely viewed as instrument to improve the rank of HEI in such external evaluations. Internal utilization for learning improvement has yet to be discovered by many HEIs in Indonesia. Potentials of tracer study to contribute more significantly in the evaluation of higher education system requires thorough understanding about philosophy, methodology, and management of tracer study. Depend on the availability of quality human resources and capacity potentials, learning curve of each HEI might varied. Learned from experiences, notably from European countries, pioneered by researchers participated in International University Tracer Study Training in Kassel, Germany, Indonesia has initiated a national tracer study system enforced by regulation (issued by Director General of Learning and Student Affair, Ministry of Research, Technology, and Higher Education in 2016) where HEIs was advised to conduct an institutional level tracer study according to certain design and method standards. Data collected through tracer study were to be uploaded in an online system hosted by the Ministry. Despite government needs on tracer study data, this regulation is on voluntary basis. To encourage participation of HEIs, the Ministry provided a competitive small grant for HEIs tracer study implementation, started with only 27 HEIs in 2013 and 142 HEIs in 2018. Since 2017, data were uploaded to the online system. The implementation of this national initiative is not ideal, though. Conducting tracer study is never easy, marathon-like, and requires a lot of hard work and patience. These characteristics were negatively affected the actors, including government and HEIs alike. Based on my experience as an appointed expert team member of the Ministry, and in accordance to Alain Badiou (a French philosopher) there are pitfalls that could manifest and hamper the achievement of tracer study objectives. According to Badiou (2003), the first pitfall in human endeavour to find the event of life (the "truth") is *simulacrum*; where one think that he has found truth, while in fact it is not the truth. Government and HEIs might think that they have already grasped the idea of tracer study, while actually they have not. Government think tracer study not as a study, not as a research that should have been founded on clear objectives and robust methods. Tracer study is merely an instrument to fulfil data to show that they fulfil the targeted performance indicators regarding higher education outcomes. HEIs perceived tracer study as an extra burden to their daily work. They allocate minimal resources, and lack of continuing commitment. Even, researchers in HEIs were only slightly interested in tracer study data. Especially so since it could not add to the career-related credit point. The second pitfall is *infidelity*, where one is disloyal to the "truth". Even in those HEIs with good understanding about the importance of tracer study, sometimes trapped into disloyalty to the basic tenets of tracer study and modified their

tracer study to their own convenience. Government now trying to reduce the number of questions in the standard national tracer study questionnaire, deny the foundation of efficient research and altogether missing many important information needed by HEIs. The government and some HEIs believed that with fewer questions, the response would be better when they know it is not the case. They just being disloyal to the principles of tracer study, of any research, basically. The last pitfall, *terror*, was manifested when either government or any HEI forced their own perceived “truth” to other. This disregard the scientific openness and humility that to err is human. Even after losing in open scientific based discussions and/or debates, their insistence on their own truth and “terrorising” others by coercively spread their own truth through their power is a clear indication of the presence of this third pitfall. All of the above mentioned dangers or pitfalls would be observed elsewhere and lessons should be drawn to better equip future tracer study researchers and managers to travel the next journey, where potentials of tracer study data could be optimised.

D5

**THE EMPLOYMENT AND JOB RELEVANCE OF ELECTRICAL ENGINEERING GRADUATES OF SYIAH KUALA UNIVERSITY (GRADUATION YEAR 2016)**

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This research aimed to find out the employment and its relevance for the Electrical Engineering graduates (year graduation 2016) of Syiah Kuala University on their working experiences. It used the descriptive-survey method with the number of respondents was 67 out of 70 graduates. Tracer study of 2018 found that 58.1% of graduates worked at government agencies (including Indonesian State-Owned Enterprise (BUMN)). A total of 31.7% graduates explained that they have a high correlation between academic background and their job, whereas 74.4% stated that the level of education was relevant to the job. Several respondents still received a job which has no relevancies to their major; thus 50% of them were waiting for a relevant job. Based on the survey conducted, it found that 30.2% of graduate's salaries were standing on range five until ten million (IDR). The graduates need competencies for the job reasons which is the competencies improvement of electrical engineering graduates during their study was inconsiderable. There are many competencies traced include: computer skills, critical thinking skills, communication skills, self-learning, working skill in a team and able to work under pressure. However, the result of tracer study 2018 showed that electrical engineering graduates have high employment and reasonable job relevance in working experiences.

**Keywords:** Electrical Engineering Graduates; Tracer Study; The Employment; Job Relevance, Graduates Competencies.

## D6

### TRACER STUDY NETWORKS IN GERMANY - ACTUAL DEVELOPMENTS

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Germany has a rich history of tracer study research. Since 2007 two nationwide systems exist. These are the study conducted by the German Centre for Higher Education Research and Science Studies (DZHW) and based on a representative sample and the study, coordinated initially by the International Centre for Higher Education (INCHER-Kassel) and currently by the Institute for Applied Statistics (ISTAT) and based on a full census of the participating higher education institutions (KOAB-Project). These two systems partly merged for the 2017 graduation year. This presentation discusses concepts, prospects and expected results.

## E1

### **IMPLEMENTATION OF TRACER STUDIES IN SMK (VOCATIONAL SECONDARY SCHOOL): EFFORTS TO FIND EQUILIBRIUM BETWEEN DATA QUALITY AND DATA ACQUISITION**

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For education institutes, measuring outcome, impact and relevance of education on the social and economic status of graduates is very important to assess the effectiveness of the education program. One of the proper instruments to measure the impact of education on the alumni is tracer studies. In Indonesia tracer studies have been very well implemented in higher education institutes so far. This is mainly due to the strong capacity they possess. Other education institutions that are also trying to conduct graduate's tracer studies are secondary TVET institutes (SMK). However, due to its relatively weaker HR capacity and limited resources, SMK faces difficulties in tracing its alumni. There are at least 3 aspects that make implementation of the tracer studies in the secondary TVET institutes more burdensome, namely: 1. Low commitment of SMK management so they tend to allocate few resources to carry out tracer studies, 2. Unlike the HE institutes that already implement tracer studies regularly, tracer study is still relatively unknown in SMK. This leads to the low awareness and participation rate of alumni in tracer studies, 3. According to IQF levelling, SMK graduates mostly work at the second level job with minimum office space and limited internet connection. This hinders their participation in the online survey. The SED-TVET project, a cooperation between the Indonesian and German government in strengthening vocational education in Indonesia, has assisted 15 SMK in 5 provinces to carry out tracer studies for 3 consecutive years. Based on the previous implementation, the project simplified the process and questionnaire of the studies. By doing so, the project attempts to increase the participation rate of tracer studies. A multivariate analysis is conducted to assess the relationship between variables. These adjustments were made to ensure easy-to-implement tracer study tools yet still deliver high quality data.

## E2

### **MORE THAN 10 YEARS OF TRACER STUDY AT UNIVERSITY OF KASSEL - BEST PRACTICES AND STRAINS**

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At University of Kassel tracer studies were implemented in 2007. The studies carried out at University of Kassel are part of a nationwide project in Germany: the "Kooperationsprojekt Absolventenstudien / Cooperation-project Graduate Studies (KOAB)", which tries to combine aims of higher education research with the aims of HEIs for internal usage of tracer studies. For some years now, we observe a decline in the response rate. Were there changes in procedure over the past years and if so, are they the reason for the decline? Let's talk and discuss about that. Over the past years, there was a big technical progress. When we started with tracer studies, paper questionnaires were state of the art and we contacted the graduates via postal letters. Nowadays, we use online questionnaires and both e-mails and postal letters. So the technical part improved a lot, but what are the consequences? And although the questionnaire was revised and improved every year, the main topics didn't change. Does today's graduate cohort differ from the previous one, have they different interest, different backgrounds? In addition, it is conceivable that the perception of the relevance of tracer studies within the university will contribute to the decline. The strength of perception within the administration board and the head of faculties varies. It can therefore be assumed that a low valuation of the tracer studies leads to a declining response rate. But I cannot talk about tracer studies at the University of Kassel without KOAB in mind. Therefore I would like to report some of my experiences with KOAB. KOAB started more than 10 years ago. Back then 12 HEI started to work together and developed a questionnaire which every HEI shared and implemented that project within their HEIs. Initiated and conducted by INCHER-Kassel for a long time, in 2017 the coordination of the whole project went to ISTAT (a spin-off from INCHER-Kassel). In my opinion there are some topics which are not completely new, but still up-to-date, which are How can a HEI ensure that the knowledge and expertise is maintained also when e.g. the future financing is unclear or when there is a change of employees? How can KOAB enable that members get the same level of knowledge? How can a HEI present and publish results and findings about their graduates in an interesting way? How can a HEI use the findings for different purposes such as quality development, career service, marketing? And the meta data are Tracer Study of University of Kassel, annual since 2007, Target population: All graduates of one year; about 3000 - 4000 graduates p.a. (recently declining), Response rate: about 35 - 50% in average (recently declining), High address quality (by high effort), Publications: Summaries and general reports for each faculty as well as for the administration (annual); special reports on demand, University of Kassel is a part of KOAB.

**E3**

**FACULTY OF HUMANITIES, UNIVERSITAS INDONESIA TRACER STUDY RESULTS**

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Tracer studies are important tools that regularly used by educational institutions to collect the information about applicability of the graduates' skills and knowledge to their work environments. This study traced records data from alumni who graduated from the Faculty of Humanities, Universitas Indonesia, between 2016 and 2017. To collect data, this study used quantitative survey using questionnaires and analyzed using quantitative methods with the assistance of SPSS software. The aim of this study was to find out how long graduates need time to find a job, where were they work, what they were doing, and what skills did the job required from them. The results show that graduates need not more than 3 months to find their first job. Majority of graduates work on government institutions followed by private corporates, NGO's, and entrepreneurship. Another result indicates that most of graduates work as professional and followed subsequently as manager, administrator, and have own business. This study also finds out that graduates earn more acquired competences provided by university or faculty than required by employers. It is recommended that Faculty of Humanities should involve stakeholders when designing the curriculum so that they may appreciate what the Faculty was doing, and should equip its graduates with skills that are always relevant to industry.

#### E4

### TRACER STUDY: THE CONTRIBUTION OF HIGHER EDUCATION TO ITS GRADUATES (CASE STUDY ON STM IK PRINGSEWU)

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In era of free market competition where graduates of STM IK Pringsewu not only compete with local and national universities graduates but also, abroad. One of the efforts made by STM IK Pringsewu through the CDC (Career Development Center) of STM IK Pringsewu in knowing the extent of graduate competency is by organizing a Tracer Study where the results of research can be used in an effort to improve curriculum and learning systems to prepare students to face the world of work. This study involved a total of 553 people consisting of 484 alumni of Information Systems and 69 alumni of Information Management who graduated in 2016. The total response rate of alumni data provided 396 feedback or 71.61% of the total target population. The results of the analysis show, from 27 competency variables (general knowledge, English, internet skills, computer skills, critical thinking, research skills, learning abilities, communication skills, working under pressure, time management, working independently, working in teams, solving problems, negotiation, analytical skills, tolerance, adaptability, loyalty, integrity, working with people of different cultures, leadership, responsibility, initiative, project management, presentation of ideas, ability to write reports, lifelong learning), 5 highest competencies possessed alumni at the time of graduating STM IK Pringsewu are adaptation skills, computer skills, internet skills, team work, and tolerance. While the 5 lowest competencies held by alumni at the time of graduation based on research are working independently, English, research skills, negotiation, and working under pressure.

**Keywords:** tracer study, graduates, competency, CDC STM IK Pringsewu

E5

## **GRADUATION EVALUATION TO IMPROVE THE QUALITY OF LEARNING TEACHING PROCESS IN WIDYAGAMA UNIVERSITY OF MALANG**

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The Tracer Study has become an instrument for evaluating the education process and the development of Higher Education Institutions. The long-term objective of the Tracer Study at Widyagama University of Malang is to provide a graduate database that is up to date and accessible to interested units to get a picture of the graduates 'map of the world of work, the gap of graduates' competencies with the world of work and an overview of graduate career development in the world work. The tracer study subjects were all Widyagama University graduates two years earlier (in 2016) which were downloaded from the College Data Center (PDPT). The number of 249 graduates in Widyagama Malang University in 2016 became the target population of 2018 tracer study. The number of respondents who filled out the questionnaire was 104 people. In other words, the response rate is 41.77%. The waiting time to get a job before graduation is 6 months while the waiting time to get a job after graduation is 2 months. From these conditions it can be interpreted that in 2016 graduates have a good waiting time to get a job so they don't get a job too long. The relationship between study programs and employment : 25.45% of respondents stated very closely, 14.55% said closely and 20% said it was close enough. It means that the lecture process went well and the curriculum applied was good.

**Keywords:** Tracer study, graduate competence, employment absorption

## **ALUMNI TRACER STUDY OF MUHAMMADIYAH UNIVERSITY OF KENDARI, 2015**

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Alumni tracer study was conducted by the Career Center of Muhammadiyah University of Kendari (PK-UMK) covering 8 faculties namely Faculty of Fisheries, Agriculture, Engineering, Economics, Law, Social and Political Science, Teacher Training and Education, and Islamic studies. The respondents of this study were 63% of 948 alumni who graduated in 2015. The aim of this alumni tracing were to identify the alumni and the relevance of curriculum applied in each faculty with labor market demands. The alumni profiles included time length to find job, when they stated to look for a job, process of job hunting, waiting period of getting the first job, occupations, revenue and relevance of alumni's background and their job. The method used in this research was quantitative method using surveys and in-depth interviews approach. Technique of sampling used was snowball sampling. Data were collected through questionnaires, interviews, and field observations. From data analysis, it was found out that: 1). 73 percent of graduates started looking for job before they graduated, and 27 percent after graduation; 2) in searching for job vacancies, 19.2 percent of graduates used their personal relationship assistance, 16.36 percent through advertisement on newspapers, magazines or pamphlets, and 14.59 percent through online searching. 3). 20.98 percent of graduates needed 10 months for their first job before graduation and 79.02 percent needed 8 months to have a job after graduation; 4). Among all respondents, 17.87 percent are unemployment; 5). 43.65 percent of alumni are currently working in government agencies, 50.33 are currently working in private sectors, and 6.19 percent are entrepreneurs 6). 38.70 percent of alumni earn average revenue IDR. <1.800.000 and 61.30 percent can earn IDR > 1.800.000; 7). 70.89 percent of alumni proclaimed that their academic background is relevant with their current job and 29.11 percent declared that there is no relevancy between their academic background and their recent work. The conclusion of the research is that mostly UMK alumni, who graduated in 2015 has been employed in three main sectors namely, government institution, private sector, and entrepreneurship. This study suggests next researchers to use more sophisticated method using e-tracer study so that it can reach more graduates and to cooperate (conducting round table discussion) with companies in terms of hearing market demand's voices about what skills they need from university's alumni.

*Keywords:* alumni, career center, tracer study,

# **ABSTRACT: SESSION F**

## EMPLOYER STUDY: CONCEPTS AND CONTROVERSIES

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Different terms are used which all focus on organisations which employ graduates: employer satisfaction survey, establishment survey, employer survey. Employer surveys are not conducted as often as graduate surveys. Especially the national graduate surveys in Europe are not accompanied by employer surveys. Institutional tracer studies often are seeking feedback from graduates as well as from employers because complementary inputs are expected from employer surveys. The kind of complementary inputs will be presented and discussed. Provide employer surveys more valid information than graduate surveys? Graduate surveys focus on individuals - those who finished a study program or training - but employer surveys focus on organisations although the information about the organisation are provided by individuals. In employer surveys quite different individuals are included: management representatives, superiors of the graduates or representatives of personnel departments. A key problem of an employer survey who seeks a feedback for institutional development is the definition of the target population according the research questions. Who can give meaningful answers and what is the empirical basis for the assessments? Employer surveys typical focus on the methods and criteria of recruitment and on the competencies of graduates and possible future needs. It is obvious that employers are very heterogeneous according size, economic activity and location of the organisation. Surveys who like to produce representative findings usually implement the strategy to create a stratified random sample with size, sector and location as key selection criteria. Examples will be given in the presentation. The questionnaire of an employer survey therefore usually has a section about characteristics of the organisation and about the person(s) who filled in the questionnaire. It will be discussed if an overall satisfaction rating with graduates of a specific institution has any relevant meaning.

# **ABSTRACTS: SESSION I + J**

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Mapping of graduates is important to know the true condition of graduates in the world of work. During this time, classification analysis has been carried out using statistical calculations. In Artificial Intelligence there are several methods that can be used for classification with accurate results. One of them is the K-Means Clustering method, which is grouping objects based on similar characteristics to each other. The results of mapping using artificial intelligence tools proved to be more detailed and precise. Mapping of graduates will be based on answers from instruments that have been filled by alumni. The mapping of the alumni will be based on several questions about the waiting period, type of company, horizontal closeness, vertical closeness, and the suitability of the level of education with employment. This Mapping result will be a conclusion that, if the waiting period is less than 3 months then the majority of alumni work in private companies with some conditions that the relationship between the field of study and work is less close, the relationship between the field of study and work is at the same level, and sometimes the level of education and work is not appropriate.

**TRACER STUDY AT TRISAKTI UNIVERSITY 2017: USER FEEDBACK FOR IMPROVEMENT OF CURRICULUM AND COMPETENCY**

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The University has various approaches that are applied to ensure quality assurance of graduate competencies. One method to ensure graduate competence is the use of feedback from stakeholders obtained from the user tracer study. Universitas Trisakti in 2017 developed TTSIS (Trisakti Tracer Study Information System) for users to obtain information from stakeholders about the performance of the alumni after entering the workforce. The information includes seven main questions, which are Integrity (ethics and morals), professionalism, English language skills, use of Information technology, communication ability, teamwork skills, and self-development. This information is needed to evaluate the learning system and curriculum at Universitas Trisakti. This TTSIS user is specifically intended for the institution where the alumni work, which is filled by the company leaders who supervise the alumni. Users assess the alumni through qualitative assessment of very less, less, enough, good and very good. Questionnaires are sent to prospective users as many as 353 companies or institutions that have employees who come from the alumni. Responders are prospective users who fill out questionnaires. Responder for the user tracer study is 133 (77%). The results show that Trisakti alumni have superior in integrity (ethics and morals) and professionalism were judged by users as indicated by survey results 80% -85% of users rate good and very good. The alumni ability in the use of information technology, communication skills, teamwork skills, self-development is considered adequate, with a good-very good assessment of 70-80%. Users consider that English ability is still within reasonable limits with a good-very good score reaching 65%, but it needs efforts to improve the language skills of the alumni. Knowledge outside of their discipline such as negotiation skills, special application skills need to be included in the curriculum to improve graduate soft skills competency.

**Keywords:** TTSIS user, responder, integrity, main questionnaire, soft skills competency

**ENTREPRENEURSHIP OF MIDWIFERY ACADEMY ALUMNI, A CASE STUDY OF JOB AND ENTREPRENEURIAL SITUATIONS OF SARI MULIA MIDWIFERY ACADEMY'S ALUMNI BANJARMASIN**

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As the fourth most populated country in the world, Indonesia is a country of big workforce power. With such condition, unemployment is one of the problems faced by the country especially in the urban areas. The unemployment of the workforce age 15 to 24 years old of fresh graduates from vocational high schools and universities is also high. At the moment, the number of midwives who are graduated from the midwifery schools are more than the availability of the jobs opened by Indonesian government or private companies. To decrease the unemployment, Indonesian government has instructed Entrepreneurship Education subject to be taught at college level in Indonesia. The subject is expected to give the students knowledge and skills of entrepreneurship when they graduate. Since Sari Mulia Midwifery Academy also give the subject to its students, there is a need to find out the current jobs and entrepreneurial situations of its alumni. Employing descriptive qualitative method, this study uncovered the current job and entrepreneurial situations of the alumni two years after they graduated. Using a short interview questionnaire, the results of the study shows that 77% of the alumni have job, 87 % have job in their competency area, 47% become entrepreneurs, 39.06% of alumni have jobs as well as become entrepreneurs, 64% have the reason of being entrepreneurs in order to get more income, 43% of the alumni became entrepreneurs more than six months to a year after they graduated, 67% become entrepreneurs in trading and 64% have income five hundreds to a million rupiahs per month from their entrepreneurial business. Thus, this study shows that as expected by Entrepreneurship Education subject taught to them, becoming entrepreneurs is one of the choices made by the midwifery academy's alumni after their graduation.

**Keywords:** Midwifery Alumni, entrepreneurship education, job and entrepreneur situations

**TRACER STUDY ANALYSIS TO IMPROVE GRADUATES COMPETENCIA AT UNIVERSITAS PROF. DR. HAZAIRIN, S.H.**

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Tracer study is a research that gather information about the distribution of the alumni and the various inputs that may help the development of curriculum and learning process at the Universitas Prof. Dr. Hazairin, S.H (Unihaz). With tracer study activities expected Unihaz obtaining indications of lack of implementation of the study program and providing the basics of future planning implementation. For that information the success of professionalism (career, status, income) of the alumni is needed. Tracer studies Unihaz using a quantitative approach with a descriptive analytical method. Respondents are Unihaz graduates that selected by purposively random sampling, that is graduates of 2015 amounts to 544 alumni from 12 Study Programs. The implementation of data collection is done by (1) online questionnaires using email, website, telephone, WhatsApp, facebook, Line, and Instagram, (2) Direct interview, and (3) offline (alumni fill out a questionnaire when there is interest at the study program). The result of tracer study showed that the respondent's gross response rate is 50,74% and the net response rate of respondents is 73,6%, horizontal alignment is very closely 55,7%, the current vertical alignment mostly has the same level of 76,3 %, competence of the respondent to the competency level when passed the competencia score obtained 3 (median) and college contribution in terms of competencia also have score 3 (median). Increased competencia has been implemented through various ways, but the competencia of graduates and college contribution in the achievement of competencia is still in the score 3 (median), so it is necessary to do other techniques to improve graduates competencia at Unihaz.

**Keywords:** Tracer Study, Competencia, Graduates, Unihaz

**LEARNING FROM TRACER STUDY: COMPETITIVE ANALYSIS OF GRADUATES OF FACULTY OF ECONOMICS AND BUSINESS UNIVERSITAS INDONESIA**

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The competitiveness of university graduates is one of the important elements in building national competitiveness. Therefore, improving the quality of graduates from various study programs at the Universities must be directed at improving their the ability and the competencies. One of the strategic objectives in national education development is to improve its availability and affordability of high-quality, relevant, and competitive national and international education services by taking into account the inclusiveness of all universities. The quality improvement programs of university graduates are directed to create superior and competitive human resources, in order to be able to compete in the job market and the industry comparing human resources from other countries in the era of globalization. The graduates tracking study, which also known as tracer study, is held annually by the Faculty of Economics and Business, University of Indonesia (FEB UI). The tracer study conducted by FEB UI is part of the University of Indonesia Tracer Study (TSUI). In terms of assessing graduates competitiveness, tracer studies can be used as a tool to identify and to assess the competitiveness of graduates of the FEB UI. For the study, the researchers were using tracer study data from bachelor degree graduates who have entered the workforce for two years from the graduation period. Evaluation of the competitiveness of graduates of the FEB UI S1 program can be compared to graduates of domestic universities at the same level or compared to graduates of overseas universities for the same level. The measurement and analysis of competitiveness is expected to be able to assess how well the competencies of graduates of the FEB UI bachelor degree program are compared to universities graduates both from domestic universities and abroad universities, which can then be used as input for improvement in curriculum, renewing teaching and lecture methods, as well as innovation in the learning process and also other strategies that can improve the quality element of the competitiveness of graduates of Faculty of Economic and Business Universitas Indonesia (FEB UI). The analysis of the FEB UI tracer study 2017 data concludes as follows: when compared with other domestic graduates in Indonesia, FEB UI bachelor degree graduates have better competitiveness, 58.5% respondents said FEB UI's graduates are better than other domestic graduates, and 26.8% respondents said FEB UI's graduates are the best compared to other graduates from other Universities in Indonesia. This assessment is enriched by employer studies conducted on graduate users, which explains that UI graduates (including graduates of the FEB UI bachelor degree program) are very excel compared to non UI graduates in Indonesia, as they described very good at these following competencies: quick understanding, good knowledge, fast adaptation, dexterity and professionalism, vey good in English and other languages, and more effective problem solving. Compared to graduates from overseas, graduates of the FEB UI bachelor degree program are considered to have about the same competency of 65.9% and are considered better at 17.1% and 14.6% rated them much better. The advantages of UI graduates including the graduates of the FEB UI S1 program compared to domestic graduates are in the following matters: more understanding of the world of work context in Indonesia, faster adaptation, more agile,

more initiative, and more creative. The things that are considered better owned by foreign graduates than UI graduates (including graduates of the FEB UI S1 program) are regarding: better in English, self-confidence, independence, and have critical thinking. The analysis of this results of tracer study could be an important input to improve the competitiveness of graduates of the FEB UI bachelor degree program, so in the future, they can have had the strong competitiveness and got higher competencies compared to overseas graduates.

**Keywords:** tracer study, graduate's competitiveness, comparative study, employer study, Faculty of Economics and Business Universitas Indonesia

J1

## VALIDITY AND RELIABILITY TEST OF COMPETENCY-RELATED ITEMS OF TRACER STUDY: STUDY OF GRADUATES OF MARANATHA CHRISTIAN UNIVERSITY

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Tracer study is mandatory for all universities in Indonesia. This study functions to get significant feedbacks from their alumni on fitness between competencies they get during study and competencies needed by companies. As one of educational institutions in Indonesia, Maranatha Christian University through Career Development Center (CDC) below Directorate of Student Affairs has regularly conducted this study since 2015. In 2018 Maranatha Christian University gets a grant from Directorate General for Learning and Student Affairs for its fourth tracer study. We use 29 competency-related items, required by Directorate General for Learning and Student Affairs, to trace the graduates in 2016. Based on the relevant data obtained from Directorate of Academic Affairs of Maranatha Christian University, there are 1915 graduates. Besides that, we use one additional required item to know how much education relates to work. Based on two conditions, the purpose of this paper is to know two things. The first thing is to know the number of competencies that graduates own after studying in Maranatha Christian University and the number of competencies needed by graduates in workplace and the second one is to know the perception of graduates of relationship between education and work. We utilize confirmatory factor, Cronbach Alpha detection, and descriptive analysis as the method of data analysis. When data are already collected, there are 815 graduates participating to fulfill the online questionnaire. Therefore, response rate of this study is 42.59%. This study reveals that according to confirmatory factor analysis, as tool of validity test, to answer the first purpose, there are 21 competencies that graduates own after studying in Maranatha Christian University. After working, workplaces need 23 competencies based on perception of graduates. Indeed, Cronbach Alpha detection as reliability test on valid items is also done to ensure the answers of respondents are consistent. Regarding not all graduates work, the number of relevant respondents related to the second purpose is 564 graduates. There are 462 of 565 graduates (81.91%) stating that education is still related to work. The rest of them state education is less related or not totally related to work.

**Keywords:** competencies, education, graduates, tracer study, workplaces.

J2

## THE GRADUATES' TRACER STUDY OF SEKOLAH TINGGI ILMU EKONOMI (STIE) PGRI DEWANTARA JOMBANG

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Tracer Study is an annual activity to collect information related to graduates' distribution and perception towards learning activities, which be able to assist in developing curriculum and learning process in the university. In 2018, STIE PGRI Dewantara Jombang conducted this study using quantitative approach with descriptive analytic method. The respondents were the graduates of 2016, not only from Accounting bachelor degree, but also from management bachelor degree. The results of Tracer Study explains about graduates' work, waiting periods, vertical and horizontal conformity, and competencies. The biggest challenge in Tracer Study was the participation of graduates to fill out the questionnaire. Tracer Study team tried to minimize the problem by collecting the graduates in Ramadhan and Eid moments. The results were fortunately exhilarating. In previous years, the gross response rate was no more than 50%, however, it significantly increased and reached 70% this year. The results of the analysis were quite delighted, which were more than 70% of graduates had been hired in the government sector, private sector and there were around 6% of them as business owner. The average waiting period was 9 weeks. In regard of vertical and horizontal conformity, the perception of graduates also generated a good result. Graduates also had fairly good perception in hardskill and softskill which were acquired during study at STIE PGRI Dewantara Jombang. According to the results, it could be concluded that even though the majority of graduates had been employed, and had good competencies, however, the employment was only in around Jombang. Therefore, in purposes of improving the quality of the education system, developing networks, and enhancing competencies, serious efforts would be applied to face the current challenges which requires technological capabilities in the 4.0 industrial revolution era.

**Keywords:** Tracer Study, Competencies, Graduates

**DEVELOPMENT OF TRISAKTI TRACER STUDY INFORMATION SYSTEM**

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Tracer Study activities include process of gathering alumni data, making and mapping the questions, filling the questionnaire, processing the results, and generating the reports. Doing these activities in the manual ways like filling traditional questionnaire (on papers) and manual inputting data, will take much time and costs with the likelihood of much mistakes. Therefore, the development of Trisakti Tracer Study Information System (TTSIS) is the best solution to simplify all of the above-mentioned tasks. TTSIS that has been developed, has many advantages; such as: (1) Web based and online system; (2) High features of Question settings; (3) The period of the tracer study event setting is highly flexible; (4) This application also contains a real-time dashboard that is very attractive and interesting with the several types of tables and graphics and it helps to monitor the real-time progress; (5) In addition, there is a facility to download the result by program study, faculty, university and the template that can be adjusted with the newest RISTEKDIKTI's template; (6) This application has a user-friendly interface, easily accessed from any device, real-time data saving method that avoids the possibility of losing our previous answers of the questionnaire, as it is flexible to make this later completed at any time; (7) TTSIS has very dynamic features and settings that the operator can easily use. Nevertheless, the training of using this application remains with a paramount importance. Despite the fact that the TTSIS is highly developed, but it still can be more powerful by adding some others features. For instance, the feature of drawing of the door prize to attract more alumni, and the multi-language feature in order to give the opportunity for overseas alumni to participate in the tracer study event.

**Keywords:** TSIS, dynamic features, real time dashboard, question settings.

**J4**

**THE ROLE OF BACHELOR PROGRAM LEARNING & ACTIVITIES IN STUDENT ORGANIZATIONS TOWARDS THE FIRST EMPLOYMENT EXPERIENCE OF DENTISTRY UI GRADUATES**

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The first employment experience after a long period of education is a transition to the professional world that important for Dentistry UI Graduates. This study is intended to give description how the role of bachelor program learning experience and the involvement on student organization to the first employment experience of Dentistry UI Graduates. This is a descriptive research that utilize data from Tracer Study Universitas Indonesia Faculty of Dentistry year 2017. The result shows that Dentistry UI Graduates during their study period has been given mostly on laboratory practices and clinical skills training; the main experience and the best learning is on community service events. The majority of Dentistry UI Graduates (75%) during the study period plays an active role in the activities of student organizations. To looking for their first employment, the majority of Dentistry UI Graduates through friend networks (100%) and the majority got their first employment after getting an offer (66.7%). Learning experience during bachelor program and involvement in student organization activities is a good provision for Dentistry UI Graduates in terms of clinical competence, social interaction and relationships with their colleagues. The conclusion is that learning experience during bachelor program and involvement in student organization activities play an important role in supporting the success of Dentistry UI Graduates in the community. This can be seen in the first experience to get employment is through colleagues relations and the first occupation obtained through a job offer.

J5

**TRACER STUDY OF PUBLIC HEALTH GRADUATES OF FACULTY OF PUBLIC HEALTH, UNIVERSITAS INDONESIA**

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This study aim to find out the graduates career and to evaluate the curriculum design of the Undergraduate Program in Public Health (UPPH) and Undergraduate Nutrition Program (UNP). UPPH has 7 majoring i.e Health Policy and Administration, Biostatistic, Epidemiology, Environmental Health, Occupational Health and Safety, Health Education and Behavioral, for thiand Reproductive Health. The respondents are graduates of 2015. Response rate of this study was 33,6%. A total 124 respondents completed the questionnaire with the highest percentage are Occupational Health and Safety respondents. The data collection used sensal survey and online questionnaire. Graduates found employment in 3 months with the most type of job is professional job (62,3%). There is 3,80% graduates who have manager position. 88,5% graduates found employment by internet, it showed that was very relevant with the extremely technological development. Graduates stated the essential aspect for new employees recruitment are personality and inter-personality skill and English skill. This study found a wide gap between graduates competence and required competence. The widest gap are about time management and working under pressure. The results can be used as the consideration to improve curriculum program.

**Keywords:** tracer study, competence

J6

### A Tracer Study: Lesson Learned from IPB from 2013-2018

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A tracer study has a significant role to give feedback for the university. IPB, one of the largest university in Indonesia, is required the study to improve its reputation. The purposes of the study were to analyze the characteristics of the respondents, to analyze the correlation between GPA, length of study, waiting time, and first salary, and to analyze the difference based on the scholarships: *Bidikmisi* and *non Bidikmisi*. The methods used descriptive analysis and One-Sample Kolmogorov-Smirnov Test. The survey was conducted from 2013-2018, which number of respondents are 21,435 respondents. The respondents are classified into diploma (31%) and bachelor degree (69%). In this study shown that female (63%) are more than male (37%). Most of the job information for fresh graduates are from internets, in average 40%. The waiting time to get the job is 0-3 months (59%). Most of the respondents works at national private companies (68%). There is a significant correlation between the GPA and the amount of the first salary. But, the relationship between GPA and the duration of the study shows a negative direction. It means that the higher GPA; the smaller the duration of the study. The relationship between the GPA and the amount of the first salary is positive, indicating that the greater the GPA the greater the first salary received. There is significant differences between the respondents who get the scholarship from government for students, who come from inadequate family income, called as "*bidikmisi*" and respondents who do not get the scholarship or *non bidikmisi*, especially for the GPA and the duration of their study. The GPA of *Bidikmisi* recipient is greater than *non bidikmisi*. However, the duration of study of *Bidikmisi* recipient s longer than *non bidikmisi*.

*Keywords: Bidikmisi, Descriptive analysis, One-Sample Kolmogorov-Smirnov Test, Tracer Study*

# **ABSTRACTS: POSTER PRESENTATION**

## **TRACER STUDY STIKES MITRA BUNDA PERSADA 2018**

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Graduates will be one of main point of successfulness of a higher education institution. One of the methods to improve education quality is by get some information from alumni, as input for matching between higher education institution and the world of work. Higher education institutions are demanded to have a competitive and ready to work graduates. One of the methods to gain the information is by implementing tracer study. STIKes Mitra Bunda Persada Career Development Center (P2K SMBP) was established in 2016, and started to implement tracer study in 2017. 2018 is the second year of conducting tracer study. Before the P2K SMBP established, the tracer studies were conducted by each study programs. The tracer study conducted through many steps, including preparation, implementation, analysis, and reporting phases. The preparation phase includes questionnaire development and updating the alumni database. The implementation phase is data collection, online and manual. Then the next phases are result analysis, presentation and reporting. Tracer study STIKes Mitra Bunda Persada was conducted in June-October 2018. The target respondents are 107 2016 alumni from 3 study programs, which are nursing diploma, midwifery diploma, and nursing profession. The response rate is 87,8% (94 alumni). 62,8% of alumni looking for job in 2 months (median), 43,6% searching job through internet/online. The majority of the alumni has a job (78,7%). The horizontal match is 42%, and vertical match is 81,1%. The next plan for tracer study is to improve response rat and completion rate, evaluation and tracer study instrument workshop, strengthening the network with alumni, and evaluation of learning aspects.

## TRACER STUDY STIKES BETHESDA

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STIKES Bethesda has done tracer study but not yet homogeneous and still paper based. Vocational graduates of 2013 as many as 131 people were tracked and the files were returned 31 (23.66%). The graduates of 157 consisting of vocational graduates 116 and Profession Ners 41, were tracked and the files were returned 33 (21%). The purpose of tracer study is to know the waiting time of graduates to get first job before / immediately after graduation, salary obtained, suitability of competence with job, graduate input for STIKES Bethesda, graduates user satisfaction and user input for improvement of next graduate competency done at 2015 graduate. Methods for tracking and updating databases of graduates in 2015, comparative studies to UKDW, development of online-based questionnaires, tracer study socialization, data collection and reminder and reporting. The result of the research using online tracer study is Response Vocational Nursing from 135 alumni reach 81,48% and Profession Ners from 103 alumni reach 84%. Gross response rate 82.35% and Nett response rate 82.35%.

**Keyword:** Tracer study, STIKES Bethesda, graduate, competence

## **TRACER STUDY AT UNIVERSITAS TRISAKTI 2017: RECORDING ALUMNI ASPIRATIONS TO IMPROVE LEARNING PROCESSES AND GRADUATE COMPETENCIES**

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Universitas Trisakti in 2017 developed TTSIS (Trisakti Tracer Study Information System), which aims to obtain data and information on the learning methods, the waiting time and the transition to work, the how to find work, the competences, and the study links and match. The TTSIS was applied to ensure quality learning at Universitas Trisakti. This paper reports how tracer studies are carried out and tracer study results that can be used to improve learning processes and graduate competencies. In this period, the TTSIS had a target population of 2678 respondents who came from graduate alumni two years before. The results showed a very positive trend as many as 929 respondents (34.69%) activated the account and 788 respondents filled out the questionnaire. The tracer study results show that the learning method has been implemented properly. The combination of lectures, studios, discussions, and presentations are very good method. The waiting period of graduates for work is mostly (64%) for two months, 18% of them are over eight months, indicates that the competence of graduates can be accepted in the world of work. How the graduates to find work mostly through the internets and relations show that the Trisakti graduates have adequate networking and science and technology capabilities. The suitability of the curriculum of study with the field of work was assessed by the alumni is very adequate. Some further things that need to be considered are the function of the university for information on the world of work and increasing the university participation in foreign language skills of the students. Other components that need to be improved for the competence of knowledge the graduates outside of their disciplines are negotiation skills and special application skills.

**Keywords:** TTSIS, target population, competence, waiting period, learning method

## **UNIKAMA TRACER STUDY: AN EFFORT TO GET GRADUATES' FEEDBACK TOWARDS SUPERIOR UNIVERSITY**

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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 2015, it was 1471 graduates. The questionnaire adopted the Ristekdikti Tracer Study Questionnaire. Data Were Analyzed By Descriptive Method. During the 3 months of the implementation, Team obtained 34% Gross Response Rate and 60% Net Response Rate. Results Showed that 61% graduated on time, 7% graduated faster and 32% of graduated more slowly. Unikama Graduates mostly have worked with the duration of getting the first job is 2 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

## THE ROLE OF STUDENT ORGANIZATION IN DEVELOPING OF STUDENT'S COMPETENCY

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Competency based education in higher education has rolled in a new phase as a new competency based curriculum has been implemented. Beforehand the Indonesian Qualification Framework has been governed by presidential regulation in 2012. A previous higher education curriculum has focused on providing student with hard skill, which quite relate with the science and lack of practical aspect. In such case, the higher education is measured only by their output based, and do not concern with the learning outcome. But a question arise on how the previous higher education curriculum give a different competency for the students? The answer is track back as a result of tracer study, which have been done by the university. Higher education in Indonesia should turn the policies and the curriculum of university from conventional objective to recent contexts of global changes and employment settings. University must develop a curriculum which is not only aim to develop students' knowledge but also to develop students' competencies, namely communication skill, Information and Technology skill, learning how to learn, problem solving, working with others, leadership, and subject content competencies. Hence, extra-curriculum programs are supported and introduced into students activities. These programs creates a supportive environment that encourage students to develop their own competency. These are following the student development theories, which contains psychosocial theories, cognitive-structural theories, person-environment interactive theories, and humanistic-existential theories. This paper shows empirically that the student organization has developed student competency. The data is used from UNPAR tracer study 2018. Using factor analysis on the tracer study data, indicate a difference competency among students who active in student organization, compare with students who do not active. The stated argument that the student organization has an important role in providing student with additional competency.

**Keywords:** Competency, student development theories, student organization, tracer study.

## **TRANSITION PERIOD FOR GETTING THE FIRST JOB ON CIVIL ENGINEERING GRADUATES OF SYIAH KUALA UNIVERSITY (GRADUATION YEAR 2016)**

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The objective of this study was to understand the transition period of civil engineering graduates for getting a job among career chance (the graduation year 2016). It used the descriptive-survey method with the number of respondents was 150 out of 169 peoples. Tracer study 2018 showed that 23.2% of graduates started looking for a job before they graduated, it indicated that the graduates have self-preparation before graduation. The waiting period until they got the first job is 43.4%, graduates had waited for less than three months. During job hunting period 43.5% graduates proposed the job vacancies as much as 1- 4 applications and about 27.4% submitted more than seven applications. It indicated that most graduates get jobs right after submitting. About 40.7% of graduates gained job information from press and online media, whereas 40.1% got it from their acquaintance. In considering of selecting for the job, 59.6% of graduates selected the career chance which has relevance to the expertise, and 15.2% by the salary's consideration. The graduates received a job outside of Aceh as 82.8%, and only 17.2% refused because of family reasons. Tracer study 2018 found that foreign language, computer skills, experiences, personality, and interpersonal skills considered as significant criteria required by the company. Therefore, 84.8% of graduates argued that they need to take extra courses although they already worked, it is for their personal development and future career reasons. It concluded that the transition period of civil engineering graduates of Syiah Kuala University in 2016 for getting a job was relatively short by 0-6 months (73.7%) and around 94% graduates have obtained employment in 2017.

**Keywords:** Civil Engineering Graduates; Tracer Study; Transition Period, Getting the First Job.

## **ANALYSIS OF THE EFFECT OF KNOWLEDGE ACQUIRED ON KNOWLEDGE TRANSFER**

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During college time, students gain knowledge and skills from universities. This is the process of transferring knowledge from universities to students. The effectiveness of this process is reflected in the knowledge and skills acquired by students. Several factors may contribute to the level of knowledge and skills gained such as teaching staff capabilities, student motivation, and capacity to absorb knowledge. Student absorption refers to student skills regarding related knowledge that has been obtained, knows the value of a new knowledge, absorbs knowledge, and applies it to certain needs. This research focuses on the motivation of students to transfer their knowledge and skills obtained from universities to organizations. Students' trust in the knowledge and skills they obtain is very important for the effectiveness of knowledge transfer from universities. When students feel that their college provides knowledge and skills that are useful and relevant to their current work, they tend to apply the knowledge and skills they get to their jobs because it stimulates them to go to college. Knowledge and skills acquired reflect student skills. Thus, the knowledge and skills acquired from higher education affect knowledge transfer.

**Keywords:** Aquired Knowledge, Knowledge Transfer, Skills

## **THE ABSORPTION OF GRADUATEES IN THE FIELD WORK BASED ON ONLINE DATA OF THE TRACER STUDY**

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The succeeded of graduates in the field work can be seen through tracer study in the alumni survey. The result of alumni survey can be used as feedback in designing the curriculum, revising teaching learning process, and improving learning facilities to anticipate the development in the field work. This research was done to get information about the absorption of STKIP PGRI West Sumatra graduates based on tracer study online. The methodology of this research is survey and the instrument is online questionnaire which is in the web of STKIP PGRI Sumatera Barat. The respondents are the graduates of 2016 who are 1218 graduates who come from 9 departments in the STKIP PGRI Sumatera Barat. Technique of data analysis is descriptive. The result of this research was more than 59% of STKIP PGRI Sumatera Barat graduates who had gotten the jobs. The working status of alumni is 74,85% which are; 42% alumnus are working in the government section or Badan Usaha Milik Negara (BUMN; state – owned enterprises), 27% are working through entrepreneur, 31% are working in the private company, non profit organization, self – help society institution, or etc.

**Keyword:** Absorption of Graduates, Tracer Study Online.

## THE ESTABLISHMENT OF LINK AND MATCH BETWEEN STTA AND AVIATION INDUSTRY TO COMPETE IN INDUSTRY 4.0 ERA

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Tracer study is an important thing for any colleges or universities to survey whether the institutions' learning output match and link with the industrial needs or not. Especially for aviation industries, they have a strict requirements for the workers' competence. For example they have to get the basic license in order to be able to operate or maintain the aircraft. In addition, the one who owns the license will get the better position. It is also in line with industry 4.0 era which has a purpose to optimize the resources to fulfil the industries' demand. So that it is needed to develop the tracer study method in order to make better link and match with the industry. STTA is one of the colleges in Indonesia which provides graduates that can fulfil the needs for aviation industry. In order to fulfil this case, STTA develops the learning process depend on the industrial needs. To develop the tracer study method, the SWOT analysis and GAP analysis will be conducted. The steps to conduct the SWOT analysis is to analyse the external situation on aviation industry so that we can define the opportunity and the threat. After that we analyse the internal factors by defining our institution's weakness and strength especially in the graduate competence. By setting our objective for SWOT analysis, we use the GAP analysis and we can make a good strategy to develop tracer study program. From the tracer study, we get the useful information used for developing the curriculum and learning process like giving the alumni some trainings. Using K-Means Clustering, it shows that the alumni with excellent category have the first salary between Rp 3.000.000,00 until Rp 3.500.000,00, the time period to get the job is from 1 until 4 months. Their working field is suitable with their department where they study. The study period is 4 years 8 months with the GPA from 3.26 until 3.50. The data was got by conducting the questionnaire with 335 respondents which represent 2167 alumni. In addition, the collaboration with Garuda Maintenance Facility (GMF) and PT. Batam Teknik helps STTA to develop the link and match. Finally, based on our experience, this tracer study is very useful or to be one of the tools to improve link and match between STTA and aviation industry.

**Keywords:** tracer study, link and match, aviation industry

## **TRACER STUDY AS ONE OF TOOL FOR SERVICES IMPROVING ON SCHOOL OF STRATEGIC AND GLOBAL STUDIES, UNIVERSITAS INDONESIA**

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School of Strategic and Global (shorten as SKSG) is one of two school that Universitas Indonesia have since 2016. This school is an institute that have the same position like faculty in Universitas Indonesia. Since it quite new, so it need to develop a new image for each study program that used to be under the Postgraduate Program. Tracer study and employer study is one of tool that SKSG used due to have a feedback from alumni and users. It contain about learning elements that end to the competency of alumni. The successful information from alumni like career, status, income, knowledge and skill that determined along the education process in SKSG. Not only as the feedback but also as inputs for the School administrator in to re-evaluate the curriculum and prepare for the next alumni competency. The aim of this article is to describe the feedback result of SKSG alumni regarding career, the connection of what they had and practice in workfield. Data that been used is tracer data information since 2013 until 2017. Description methodology as a data processing and analysing that visualized through table, graphic and diagram. Meanwhile, SWOT analysis developed from open question interview to describe the SKSG strategy. The final purpose to have a re-brand image of this institution.

**Keyword:** Services Improving, tracer study, employer study and New Branding

## **EMPLOYER STUDY OF PUBLIC HEALTH UNDER AND POST GRADUATES OF FACULTY OF PUBLIC HEALTH UNIVERSITAS INDONESIA**

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Employer is one of stakeholder in higher education who can provide good input for quality improvement. This study was implemented in 2017 to obtained inputs from employers about graduates competence and quality. Data collection used online questionnaire however paper based questionnaire still used by some of respondents. A total 39 employers responded to the questionnaire. Most of respondents were employers from private sector (26%), hospital (18%) and the least are from industrial sector (2%). Most of alumni were from Undergraduate Public Health Program (37,5%) while the least were from Doctor of Public Health Program (3,75%). There were 28 competence aspects asked to respondents, each aspects was appraised as competent in range 82,1% - 97,4% with the highest aspects are ability to take initiative and ability to learn new things. The essential aspects from alumni which were expected by the employers were computer skill (97,5%), personality and inter-personality skill (94,9%) and relevance of program (94,9%). Generally, employers satisfaction levels were very high; 74,5% satisfied and 20,5% very satisfied. 92,3% respondents stated they will accept FPH UI alumni to work in their institution. Capacity building, field trip, case study, ability for writing article, report, and scientific writing were suggestions from employers to enhance alumni competence.

**Keywords:** Employers, competence, alumni

## TOWARDS EFFECTIVE TRACER STUDY GOVERNANCE IN HIGHER EDUCATION IN INDONESIA

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The purpose of this paper is to show the important role of tracer study in realizing the goals of higher education in Indonesia. The writing process carried out by systems approach by looking at the inputs, proses and output. How tracer study governance is carried out and produces the necessary data, then it is processed into information related to higher education governance, lecturers, graduates, graduate users and market needs in the future. The results of the processing and analysis of tracer study data are then linked to the goals that will achieve from higher education which will create policies in order to improve performance of superior higher education. Through tracer study governance in developing competitive higher education can be done by policies making based on the results of tracer study. Tracer study governance with a systems approach that competitiveness orientation through evidence based policy is an effective method for achieving the goals of Higher Education itself. So it is hoped that this approach will create effective tracer study governance in future.

**Keywords:** Tracer Study Governance, System Approach, Evidence Based Policy

## **The Importance of English Skills in the Field Work According to Mathematics Education Graduates of Universitas Pendidikan Ganesha**

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The English skill is an important ability that graduates must have in the current global era in order to compete in finding work and career development in the future, including for prospective teacher graduates. This study aims to find the relationship between English skills on the criteria for recruitment of workers, to know the level of the graduates english skill, to find the level of contribution of universities in developing the graduates English skills, and to know the efforts made to improve English language skills according to graduates of the Mathematics Education S1 study program, University of Education, Ganesha. This descriptive study uses the Tracer Study data of the 2016 Graduates Mathematics Education S1 Study Program which targets 104 graduates. The tracer results show that (1) out of 104 respondents 48.08% stated that English is an important aspect for companies in conducting employee recruitment, (2) of 103 respondents related to their level of English proficiency 0.97% felt very lacking, 9.71% felt less, 53.40% felt enough, 32.04% felt good, and 3.88% felt very good, (3) from 103 respondents related to the level of contribution of higher education to their English skills, 0.97% stated very less, 4.85% stated less, 41.75% stated enough, 48.54% stated well, and 3.88% stated very well, (4) out of 37 (29.81) respondents who claimed to take courses after graduating to improve work preparation competencies 75.68 of them stated that the courses taken were English language courses. Thus the tracer results show that according to the graduates of the 2016 Mathematics Education S1 Program agree that English language skills are an important factor and determine the employment acceptance, some already feel they have good English skills, the contribution of universities to develop English language skills already well, however they stated that they still needed to take an English course to improve their English skills.

Keywords: english competencies, job requitment, graduates, tracer study

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## **TRACER STUDY STRATEGY IN ORDER TO SUPPORT CURRICULUM DEVELOPMENT IN PERBANAS INSTITUTE**

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Improving the quality of higher education should start from curriculum development. Tracer study or track record of alumni track record is increasingly realized in importance along with the increasing dynamics of the relationship between the world of higher education and the world of work. The results obtained tracer study record are very useful in evaluating the relevance of universities in the community and acting as accountability to stakeholders. This study aims to develop a curriculum based on tracer study in order to improve the quality of the study program. The research used qualitative research, data were collected through interview, and observation. Data were processed by using SWOT analysis. The results of data analysis show that the curriculum is a reflection of the abilities and competencies of graduates as well as measures of study program quality standards which means that the relevance of study program curricula must be adapted to the development of science and technology in the field of education which includes the expansion of teaching materials, the use of IT-based learning media and industrial development. It has been found that Perbanas Institute graduates have worked professionally within 3 months after graduation. This finding is very encouraging because the Perbanas Institute graduates have exceeded the vision targets 19 that most of our alumni have been working professionally within 6 months of graduation, which means that the curriculum matches the needs and demands of the world of work.

Keywords: Strategy, Tracer Study, Development, Curriculum

## **Bridging between Study Program and Working Place: Professional Success of Graduates of the Faculty of Social and Political Sciences, Universitas Indonesia**

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Graduates from the Faculty of Social and Political Sciences (FISIP) Universitas Indonesia (UI) has been participating in the regular university level tracer study (Tracer Study Universitas Indonesia, TSUI), which has been conducted in the last five year. In 2017, we surveyed our alumni who graduated in 2015 from eight departments: communication, political science, sociology, administrative science, criminology, social welfare, anthropology, and international relations. In 2017, TS FISIP UI response rate was 17.2% (122 respondents from 709 target population). The study shown that the average (median) waiting time for employment for graduates with bachelor degree is 3 months, which is the same as the waiting time for UI's graduates in general. In terms of career prospect for FISIP UI's graduates (holding a bachelor degree), 56.4% work in private enterprises, 21.8% work in government institutions, and only 9.1% are entrepreneurs.

The study also analyses horizontal link and match between education background and field of work, 60.8% graduates work in field of work that are link/match with their education background. The vertical match between education level with the present work shown that 64.7% graduates work according /match to their undergraduate education level.

Taking this small study into consideration, the horizontal and vertical link and match are already above 60%, however since the response rate is still below 50%, the faculty still need to boost the response rate and continuously monitor the dynamics in career prospect of its graduates, highlighting the horizontal and vertical link and match, to optimize in bridging between study program and working place.

**Keywords:** Tracer Study, Waiting time for employment, Career Prospect, Bridging between Study Program and Places of Employment, Faculty of Social and Political Sciences Universitas Indonesia.

## UHAMKA'S PERSPECTIVE ON TRACER STUDY

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Muhammadiyah University Prof. DR. HAMKA (UHAMKA) in improving the quality and competitiveness of graduates in the Globalization Era, through various programs organized by UHAMKA Career Center institutions referring to the KEMENRISTEKDIKTI-BELMAWA program, one of which is a tracer study program, where the objectives of this research are: identifying alumni competency and performance profiles, knowing the relevance of the curriculum applied by UHAMKA to the needs of the labor market, providing input on curriculum development and the quality learning with the demands of the employe, obtaining an overview of the competencies needed by Stakeholder. This type of research is tracer study, which is an alumni trace tracking study to obtain information that will be used as input to improve the learning process and increase the relevance of graduate competencies to the needs of the employe. The subjects of this study were: (1) UHAMKA Alumni from 28 study programs; (2) Stakeholder. Incidental research subject retrieval techniques combined with snowball. Data collection techniques using questionnaires sent through, pk2m.uhamka.ac.id website via post, e-mail, and courier.

One method of increasing the relevance of the curriculum to the demands of competency in the world of work is the active participation of UHAMKA alumni in the last two years, in 2016 3519 students graduated as many as 3463 students. Of course this is a big data which if explored properly will be a source of extraordinary data. UHAMKA is so serious about handling graduates since the last two years, where alumni are a great asset for the campus. Through education tracer study outcomes in the form of a transition from the world of higher education to the world of work can be known. evaluation of the learning process and the contribution of higher education to the acquisition of competencies and educational input can also be well recorded.

**Keywords:** tracer study, Perpective, Career Center

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# CONFERENCE INFORMATION

## Venue

Jl. Kartika Plaza, PO BOX 1068, Kuta, Badung, Bali, Indonesia, 80361  
T. +62 21 – 223 739 86 E. [exlima2018@gmail.com](mailto:exlima2018@gmail.com)

## Secretariat Room

Board Room

## Service Hours

From 11 – 16 November 2018, from 08:00am – 06:00pm.

## Language

English is the official language of the conference

## Registration Hours

Tracer Study Training : 11-12 November 2018 from 09:00am – 05:00pm  
EXLIMA Conference: 15-16 November 2018 from 09:00am – 05:00pm

## On-Site Registration

On-site registration is accepted at the on-site counter during the conference period. Only cash and credit cards (VISA, MASTERCARD) is accepted.

## Badges

All participants are required to wear the badge all the time during the conference period for recognition.

## Speaker Green

Participant ORANGE

Spouse PINK

Organizing Committee PURPLE

☒☒ Please reach any *ORGANIZING Committee* for any assistance needed

## Conference Kit

Conference program is included in the conference bag, and issued to registered delegates.

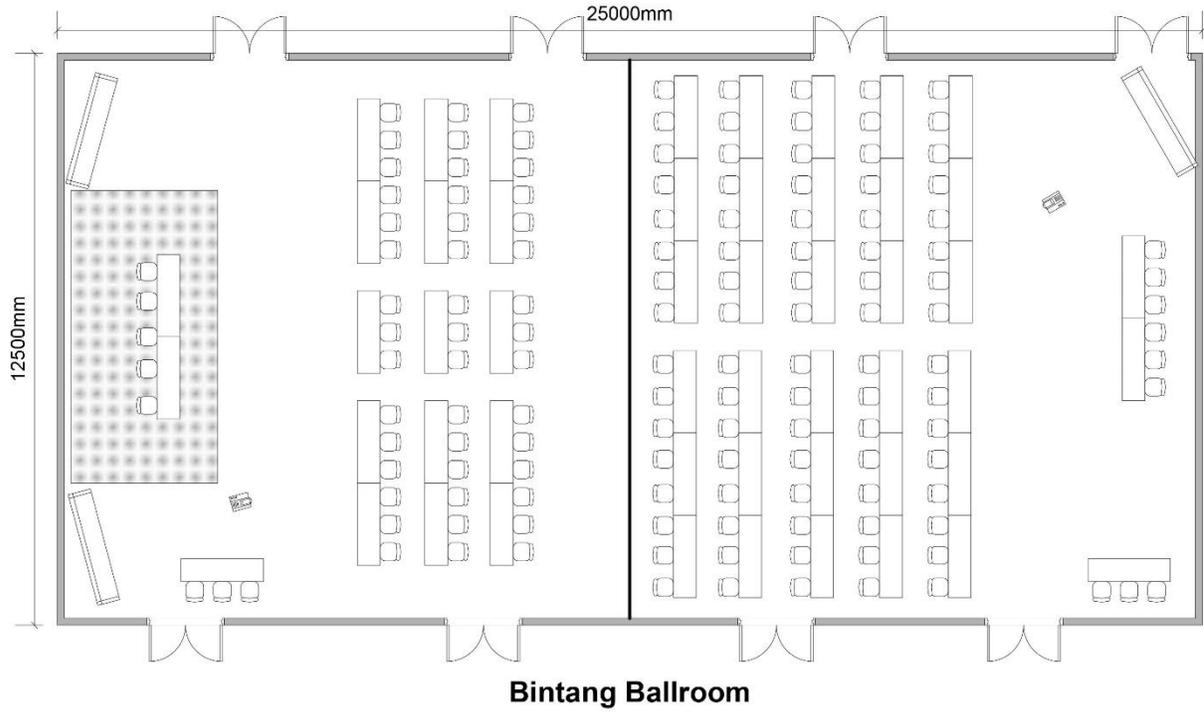
## Opening Ceremony and Gala Dinner (\*)

Date: Thursday, 16 November 2018

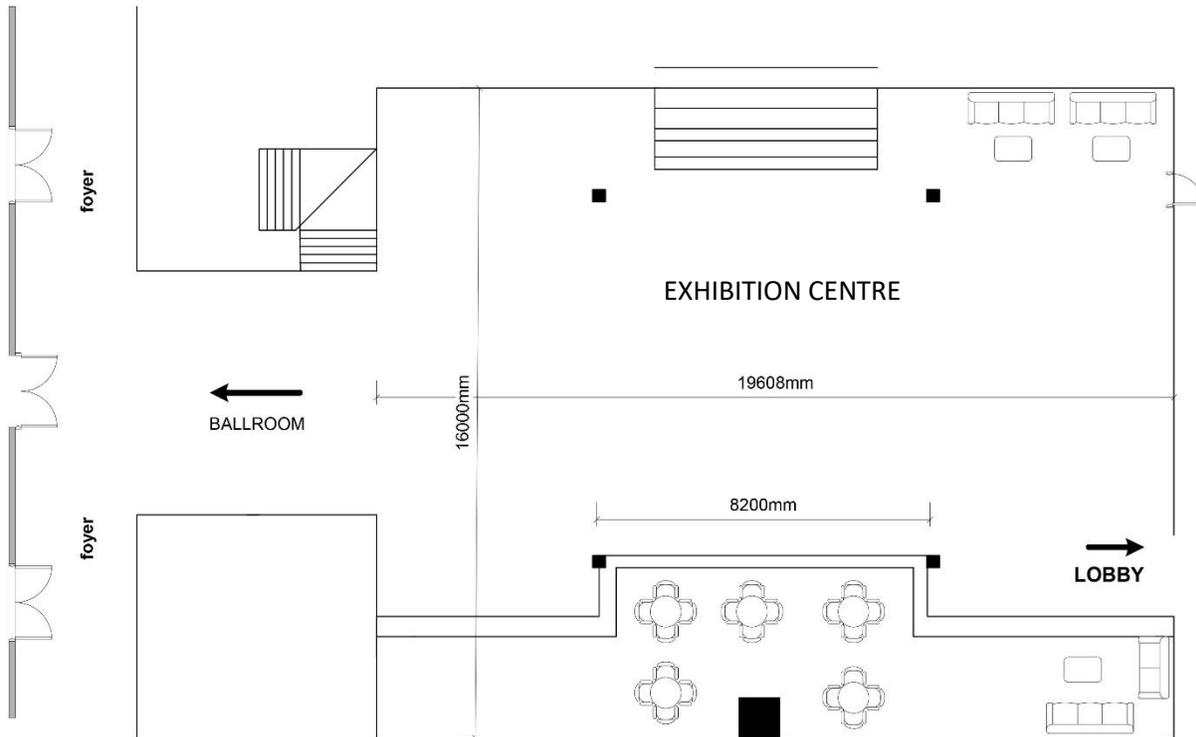
Time: 07:00pm – 10:00pm

Venue: Sunset Garden

# CONFERENCE PLAN FLOOR



Scale 1:100



Scale 1: 100

# INFORMATION ABOUT BALI

## The Island

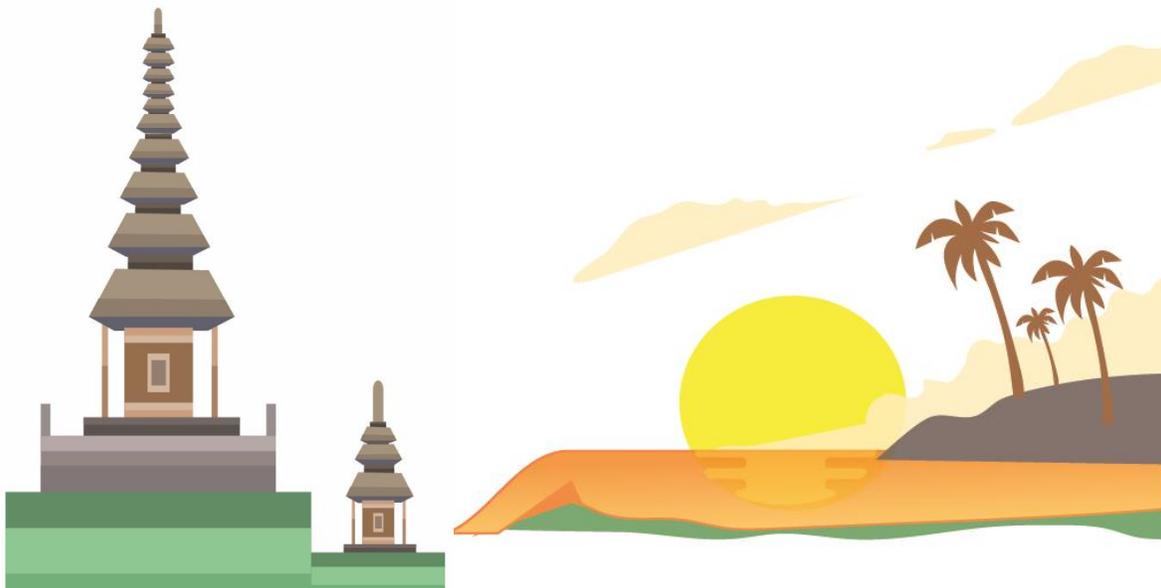
Bali is one of more than 17,000 islands in Indonesian archipelago and is located just over 3,2 kilometres (almost 2 miles) from the eastern tip of the island of Java and west of the island of Lombok. The island, home to about 4 million people, is approximately 153 kilometres (95 mi.) from east to west and 112 kilometres (69 mi.) north to south. Its land area is 5,632 km<sup>2</sup>. The capital city is Denpasar, near the southern coast, its population is around 500,000 people. The second largest city is the old colonial capital, Singaraja, which is located on the north coast and is home to around 100,000 people. The word “paradise” is used a lot in Bali and not without reason. The combination of friendly, hospitable people, a magnificently visual culture infused with spirituality and (not least) spectacular beaches with great surfing and diving have made Bali Indonesia's unrivaled number one tourist attraction.

## Passport

All foreigners wishing to enter Indonesia must obtain a passport for at least six months remaining validity from the date of arrival, along with proof (ticket) onward or return passage. Please contact the Indonesian Embassy / Consulate in your country well before the conference in order to check if you require any immigration documents to visit Indonesia.

## Free Tourist Visa

Non-extendable visa-free entry to Indonesia for 30 days is available for passport holders of: Brunei, Chile, Ecuador, Hong Kong SAR (Special Administrative Region), Macao SAR, Malaysia, Morocco, Peru, Philippines, Singapore, Thailand and Vietnam.



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*The 3<sup>rd</sup>*  
**Exlima**  
2018

Kuta, Bali  
15<sup>th</sup>-16<sup>th</sup> Nov.

