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Achievement of graduates on skills that have been given by Education University

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Abstract. An important aspect of quality in higher education is the quality of achieved results. Higher education adds value by developing work-related skills and competencies to prepare students for the workplace. Tracer study is an effective medium used to track the absorption of alumni of a university in the world of work. This descriptive study involved graduates of Universitas Negeri Surabaya who completed their formal education in 2018. Contact details of graduates were sought and obtained from various sources, including notes from alumni. The results show that there is a need for an evaluation by Universitas Negeri Surabaya in terms of producing entrepreneurial graduates that need to be improved. Furthermore, this result also shifts the paradigm that education-based universities will produce graduates with the majority of teachers, but in fact most alumni work in private companies at the national level. It is hoped that in the future the university will be able to create programs that encourage prospective graduates to compete for jobs in companies or institutions on a national scale, by forming an international-based curriculum and registering superior departments to be internationally accredited.
Keywords. Tracer Study, Graduates Skills, Education.

1. Introduction
An important aspect of quality in higher education is the quality of achieved results. Higher education adds value by developing work-related skills and competencies to prepare students for the workplace (Aquino et al, 2015; Henard and Leprince-Ringuet, 2008). The success of an institution can be seen from several indicators. One of the indicators is that institutions can produce outputs and outcomes (working graduates) by applying their knowledge in relevant work fields according to the needs of society (Al-Turki & Duffuaa, 2003; Teichler, 2007). This is one of the goals of education whose graduates' knowledge can be useful in professional

societies related to the expertise of graduates. Therefore, it is necessary to do tracer studies every year regularly (Chandra, Renny, & Ruhama, 2014; Zulhimma, 2015).

Tracer study is an effective medium used to track the absorption of alumni of a university in the world of work. Tracer study data will be a reliable initial provision based on various information obtained from alumni. This data will be used for continuous improvement in an effort to address the gap between graduates and the needs of graduate users.

Universitas Negeri Surabaya is a state university that provides academic education and can provide vocational education in various science and / or technology clusters and if it meets the requirements, it can organize professional education (Permenristekdikti, 2017). Tracer studies at the Universitas Negeri Surabaya have been carried out in each department in order to meet accreditation needs. Instrument development is still carried out independently at the department and faculty levels so that the disparity of instruments for each faculty is very high. Tracer implementation still uses the manual survey method causing the data that can be obtained still very low.

This research will further investigate the working conditions of Universitas Negeri Surabaya graduates and the extent to which education is related to the fields they are engaged in. In addition, this study will measure the extent to which the institution contributes to alumni personal in terms of several criteria. This research is to support the commitment of the institution in improving services to students and stakeholders. Tracer study data is a reference for the stipulation of the curriculum used in learning, so that curriculum development can be carried out on the basis of the needs of stakeholders.

2. Literature review

Tracer surveys are studies that collect feedback from graduates of an educational institution to monitor their achievement and progress in their careers and provide important information on agency policy issues (Mubuuke et. Al., 2014). The general purpose of tracking surveys is to evaluate the impact of medium to long term education programs. More concrete goals include improving educational and training content and learning conditions, increasing the transition of graduates from education to the labor market, and better matching the supply of skills with the demand for them (European Training Foundation, 2017).

According to Mubuuke et. Al. (2014) tracer survey results can facilitate the collection of that information. The data from the information obtained above can be used to map or profile graduates and the world of work. The same thing is done by the University of Bahir Dar to see / determine the profile of graduate work placements and the relevance of school-related factors with work placements through tracer study data. (Fenta, Asnakew, Debele, Nigatu, & Muhaba, 2019)

Tracer study has many benefits. Not only limited to universities, but it can provide important information regarding the link between the world of higher education and the world of work. Tracer studies can provide in-depth and detailed information about work fit both horizontally (between various fields of science) and vertically (between various levels / strata of education). Thus, tracer studies can help overcome the problem of job opportunity gaps and efforts to improve them (Badiru and Wahome, 2016).

3. Method

This descriptive study involved graduates of Universitas Negeri Surabaya who completed their formal education in 2018. Contact details of graduates were sought and obtained from various sources, including notes from alumni books, social media channels such as Facebook and WhatsApp group, as well as from former students. This study involved closed questions using a Likert scale and open-ended questions to explore the respondents' opinions. The instrument

was developed based on official standards from the Indonesian ministry of education and culture and from developments based on input from existing departments at Universitas Negeri Surabaya. The data collection technique involved online survey and 1389 filled it in 2020. Data from the census were analyzed using univariate analysis (Yin, 2011), which is an analysis carried out for one variable or per variable. The results of the analysis were then used as a compilation of the tracer study reports in tables and graphs. The report can be used as a reference for Universitas Negeri Surabaya in curriculum development and increasing accreditation for both APS (Study Program Accreditation) and AIPT (Higher Education Institution Accreditation).

4. Result and discussion

Table 1. Distribution of alumni activities

Item	Number of Students	Percentage
Getting a job before graduation	412	29.66%
Getting a job 6 months after graduation	705	50.76%
Entrepreneurial	170	12.24%
Advanced Studies	102	7.34%
Number of scholars/graduates who filled Tracer	**1389**	

Based on the data on the distribution of alumni activities in table 1, there are 412 alumni who got a job before graduation from a total of 1389 graduates who filled the tracer with a percentage of 29.66%, alumni who got a job 6 months after graduation are 705 people from a total of 1389 graduates who filled in tracer with a percentage of 50.76%. These results indicate that the effective time to get the first job is 6 months after graduation.

The results also show that there are 170 entrepreneurial alumni from a total of 1389 graduates who filled tracers with a percentage of 12.24%. This result is above the level of entrepreneurs in Indonesia, namely 5%. These results are also a measure of the success of Universitas Negeri Surabaya in holding activities related to the creation of new entrepreneurs.

Table 1 data shows that 102 out of 1389 alumni who continued their studies filled the Tracer with a percentage of 7.34%. These results indicate that there are still graduates' efforts to develop knowledge by following education to the master / postgraduate level to equip themselves to compete in the world of work.

Table 2. University contributions to alumni competency

Item	Percentage
A. Contribution	
Current alumni competency	3.99
Contribution of university to the competency	4.24
B. Types of Alumni Job	
Government Agencies (including BUMN)	42.79%
Non-profit organization/NGO	4.70%
Private companies	52.51%
C. Scale of where alumni work	
International	18.60%
Multinational	8.84%
National	72.56%

Based on the data in table 2 above, the university's contribution to alumni competency measured on a scale of 1-5 includes general knowledge skills, English, computer skills, critical thinking skills, working independently, problem solving skills, negotiation skills, and leadership skills with an average of 3.99 and a university contribution to the competence of graduates of 4.13. These results indicate that the competencies possessed by the alumni are very good, 3.99 out of 5.00 and these results also indicate that the university has provided more abilities than what the graduates need in doing their jobs.

The next factor is the type of alumni job which is not only entrepreneurial. The results show that 42.79% of the alumni of Universitas Negeri Surabaya work for government agencies or state-owned enterprises. These results are inseparable because Universitas Negeri Surabaya is an education-based university and a teacher producer in Indonesia, so that many of its graduates also work as teachers in government schools. Furthermore, there are 4.70% of alumni working in non-profit organizations. These results are of a kind minority and many alumni are not interested in working in non-profit organizations. Finally, it is found that the majority of the alumni of Universitas Negeri Surabaya (52.51%) worked in private companies at various levels. The scale at which alumni work shows that the majority of alumni work in companies or institutions on a national scale (it was found that 72.56% of the respondents who filled out the tracer study). Next, it was found that 18.60% of alumni worked for international companies. These results indicate that the good ability of the alumni of Universitas Negeri Surabaya in competing and getting jobs in international scale companies / institutions is higher than the alumni who work in multinational scale companies (8.84%).

5. Discussion

Tracer study can provide in-depth and detailed information about the suitability of the field of education and work (Badiru and Wahome, 2016). The results show that there is a need for an evaluation by Universitas Negeri Surabaya in terms of producing entrepreneurial graduates that need to be improved. Furthermore, this result also shifts the paradigm that education-based universities will produce graduates with the majority of teachers, but in fact most alumni work in private companies at the national level. It is hoped that in the future the university will be able to create programs that encourage prospective graduates to compete for jobs in companies or institutions on a national scale, by forming an international-based curriculum and registering superior departments to be internationally accredited.

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