



# **TRACER STUDY**

## **PRODI S1 KEPERAWATAN & NERS**

# **2024**

**GUGUS PENJAMINAN MUTU**  
PRODI S1 KEPERAWATAN  
PRODI PENDIDIKAN NERS

**FAKULTAS KEPERAWATAN**  
**UNIVERSITAS AIRLANGGA**

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## BACKGROUND

One of the efforts to improve the quality of learning is to carry out continuous evaluation from the learning period until the time of student graduation. The graduation evaluation, commonly known as a Tracer Study, has been routinely conducted by the Faculty of Nursing. There are two stages of the Tracer Study implementation, namely those conducted for the graduates of the Faculty of Nursing and those conducted for the users of the graduates. The Tracer Study for alumni is carried out simultaneously across all faculties at Universitas Airlangga through DPKKA. Meanwhile, the Tracer Study for graduate users is conducted by the Faculty in coordination with the graduates to obtain data from the employers or users of the graduates.

The Tracer Study form for graduates consists of several types of questions, including identity, further studies, first employment, current employment, and suggestions for the development of the study program and the Faculty of Nursing. The identity section includes entries such as name, year of university admission, year of nursing graduation, place of origin, current address, phone number, and email address. The further studies section includes the level of study, month and year of enrollment, field of specialization, and the name of the university or institution where the graduate continues their studies. The first employment section includes the month/year of application, month/year of acceptance, name of the institution, department/unit, institution scale, institution address, phone number, position, and first salary received.

The Tracer Study form for graduate users includes several assessment aspects, such as Ethics, Competence in the Field of Study, Foreign Language Proficiency, Information Technology Utilization, Communication Skills, Teamwork, and Self-Development. The implementation of the Tracer Study should be conducted regularly for new graduates of the Faculty of Nursing, Universitas Airlangga, to obtain feedback from both alumni and graduate users. The results of the Tracer Study serve as a cross-sector evaluation source within the faculty and provide essential data for Division I as a basis for assessing the educational process that has been implemented, as well as recommendations for improving academic quality.

In Division II, Tracer Study data from graduates can be used to evaluate lecture facilities and infrastructure, as well as provide input for general or laboratory facility improvements. Division III, which deals with collaboration, can use the tracer data as a basis for establishing partnerships with relevant institutions to enhance the competencies of Universitas Airlangga Faculty of Nursing alumni. The significant benefits gained from conducting the Tracer Study make it an inseparable part of the overall educational process.

## RATIONALE OF THE ACIVITY

1. As an effort to maintain an up-to-date alumni database and to build as well as expand the alumni network at Universitas Airlangga.
2. As an effort to establish collaborations with institutions that employ graduates
3. As an effort to provide input for improving the educational curriculum
4. As an effort to determine strategies for improving the quality and competitiveness of graduates

## SUCCESS INDICATORS

### **Qualitative Indicators:**

- a. All items in the form are completed and returned by the alumni to the Faculty of Nursing, Universitas Airlangga
- b. The completed forms can be interpreted and utilized as the basis for preparing the self-evaluation report of the Bachelor of Nursing and Professional Nurse Study Programs, as well as the Faculty of Nursing, Universitas Airlangga.

### **Quantitative Indicators:**

It is expected that from the total number of alumni samples to whom the forms are distributed, more than 50% will return the completed forms to the Faculty of Nursing through the faculty ambassador.

## IMPLEMENTATION OF THE ACTIVITY

### Activity Stages:

#### 1) Preparation

- a) Identify the phone numbers and email addresses of graduates as the destination for sending the tracer study forms
- b) Prepare the Tracer Study forms and cover letter
- c) Prepare the personnel responsible for implementing the tracer study

#### 2) Implementation

The distribution of tracer study forms to alumni is carried out by the student affairs section when graduates process their graduation documents. The appeal for completing and returning the Tracer Study form is also coordinated with the class coordinators, announced through social media groups, and conducted through direct phone contact with each graduate concerned.

#### 3) Reporting

- a) Document the Tracer Study data
- b) Recap the Tracer Study data
- c) Prepare the final report

## RESPONDENT PROFILE

	Total	Percentage
Total Target Population (a)	130	
Number of Uncontacted Population (b)	3	
Target Subjects (c=a-b)	127	
Number of Respondents Who Completed the Form (d)	127	
Number of Respondents Who Did Not Complete the Form	0	
Gross response rate { $e=(d/a)*100$ }		97,69%
Net Response rate { $f=(d/c)*100$ }		100%

The results of the tracer study show that out of a total target population of 130 alumni, three could not be contacted, resulting in 127 effective respondents. All target respondents successfully completed the tracer study questionnaire in full, with no incomplete responses. This condition produced a gross response rate of 97.69% and a net response rate of 100%. This excellent achievement demonstrates that almost all targeted alumni were successfully reached and provided complete data. The high response rate reflects the strong commitment and active participation of the alumni in supporting the institutional evaluation process, as well as the effectiveness of the communication mechanisms and implementation of the tracer study conducted by the Bachelor of Nursing and Professional Nurse Study Programs, Universitas Airlangga. With such a high-quality response rate, the obtained data possess strong reliability and can serve as a solid basis for strategic decision-making related to curriculum development, service improvement, and the strengthening of alumni relations.

## EMPLOYABILITY RECAP

Note	Total	Percentage
Employed (full time/part time) / previously employed	113	88,98%
Not yet able to work	2	1,57%
Continuing education	8	6,3%
Not working but currently seeking employment	3	2,36%
Entrepreneur / previously self-employed	1	0,78%
<b>Total</b>	<b>127</b>	<b>100%</b>

The tracer study results of the Bachelor of Nursing and Professional Nurse Study Programs, Universitas Airlangga, in 2024 demonstrate excellent outcomes. Out of a total of 127 respondents, 113 graduates (88.98%) are employed, either full-time, part-time, or with prior work experience. This figure exceeds the BAN-PT standard, which requires at least 80% of graduates to be employed within six months after graduation, indicating a very high graduate employment rate.

Additionally, eight graduates (6.3%) are pursuing further studies, aligning with the university's Key Performance Indicator (KPI) 1, which emphasizes graduates' employability and continuation to higher education. Combined, the proportion of graduates who are employed or continuing their studies reaches 95.28%, reflecting the strong relevance of the programs to both workforce demands and academic advancement.

Meanwhile, only 2.36% of graduates are still seeking employment, and 1.57% are not yet able to work, resulting in a remarkably low unemployment rate among alumni. The percentage of graduates engaged in entrepreneurship remains limited at 0.78%, highlighting an opportunity for the programs to further strengthen entrepreneurial and innovation-related competencies in the health sector.

These outcomes indicate that the study programs have successfully met and even exceeded BAN-PT standards while supporting the achievement of the university's performance indicators. Future improvement strategies may focus on career diversification through entrepreneurship training, international networking, and facilitation of postgraduate study opportunities, thereby enhancing graduates' competitiveness at both national and global levels.

Data on how graduates obtained their jobs show that the internet and online advertisements were the dominant channels (34.54%), followed by alumni networks (30.91%). This finding indicates that graduates rely heavily on digital technology and professional networking to access job opportunities. In contrast, job fairs and direct applications contributed only 5.45% each, suggesting that formal recruitment channels are not yet fully optimized.

Interestingly, 9.1% of graduates were employed at the same institutions where they previously completed internships, highlighting the effectiveness of internship programs as a pathway to employment.

These findings suggest that student career development strategies should prioritize digital access, alumni network engagement, and the optimization of internship programs, thereby expanding graduates' employment opportunities and strengthening the university's achievement of KPI 1 related to rapid and quality employment absorption.

## GRADUATE EMPLOYMENT WAITING PERIOD

Waiting Time	Average (Mean) in months	Median in months	Number of Respondents
≤6 bulan	2,87	3	114
>6 bulan	8,5	7	13

Tracer study results indicate that most graduates of the Bachelor of Nursing and Professional Nurse Study Programs, Universitas Airlangga, in 2024 were able to secure employment within a relatively short period. Out of the total respondents, 114 graduates obtained jobs within six months after graduation, with an average waiting period of 2.87 months and a median of 3 months. This achievement demonstrates that the majority of graduates are absorbed into the workforce promptly, exceeding the BAN-PT standard, which requires at least 80% of graduates to be employed within six months of graduation.

13 graduates required more than six months to secure employment, with an average waiting period of 8.5 months and a median of 7 months. However, this proportion is relatively small compared to the total number of respondents, indicating that the program has effectively prepared graduates who are competitive and aligned with the needs of the labor market. Overall, these findings illustrate that graduates possess relevant skills and competencies, ensuring a smooth transition from education to professional employment.

However, attention should be given to the small group of graduates experiencing longer waiting periods. Efforts such as expanding recruitment networks, establishing a more active career development center, and strengthening internship or professional practice programs are recommended to further minimize the employment waiting time in the future.

## GRADUATES INCOME

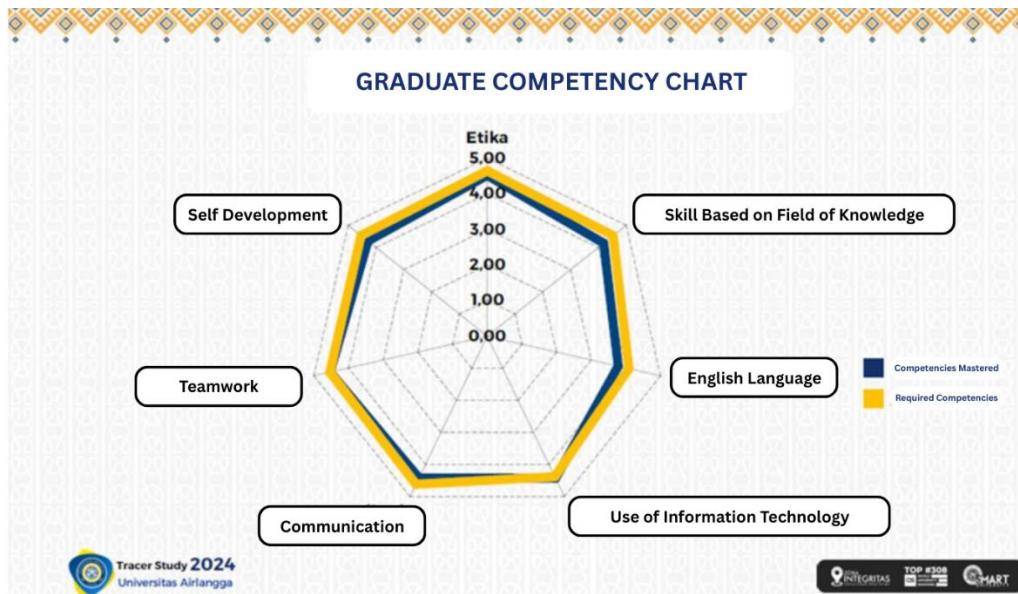
Note	Total
Pendapatan Maksimal	Rp. 50.000.000,-
Pendapatan Minimal	Rp. 1.192.105,-
Rerata Pendapatan	Rp. 5.678.480,-
Lulusan Bekerja Dalam Negeri	108 people
Lulusan Bekerja Luar Negeri	6 people
Bidang Kerja Kesesuaian Tinggi	114 people
Bidang Kerja Kesesuaian Sedang	8 people

Based on the tracer study data, a wide income range was observed among graduates, with minimum earnings of IDR 1,192,105 and a maximum of IDR 50,000,000. The average monthly income of graduates is IDR 5,678,480, indicating that, in general, they earn above the regional minimum wage in East Java. However, the considerable disparity between the lowest and highest incomes suggests a gap in graduate welfare, which may be influenced by factors such as job type, employment sector, and workplace location.

Six graduates are currently employed in developed countries such as Japan, Germany, Korea, and Australia, illustrating that income variation is also significantly affected by the international employment context. Graduates working abroad tend to receive considerably higher compensation than those employed domestically, thereby contributing to an upward shift in the overall average income. This serves as a positive indicator of the graduates' global competitiveness and demonstrates that the study program has successfully produced alumni with qualifications relevant to international job markets.

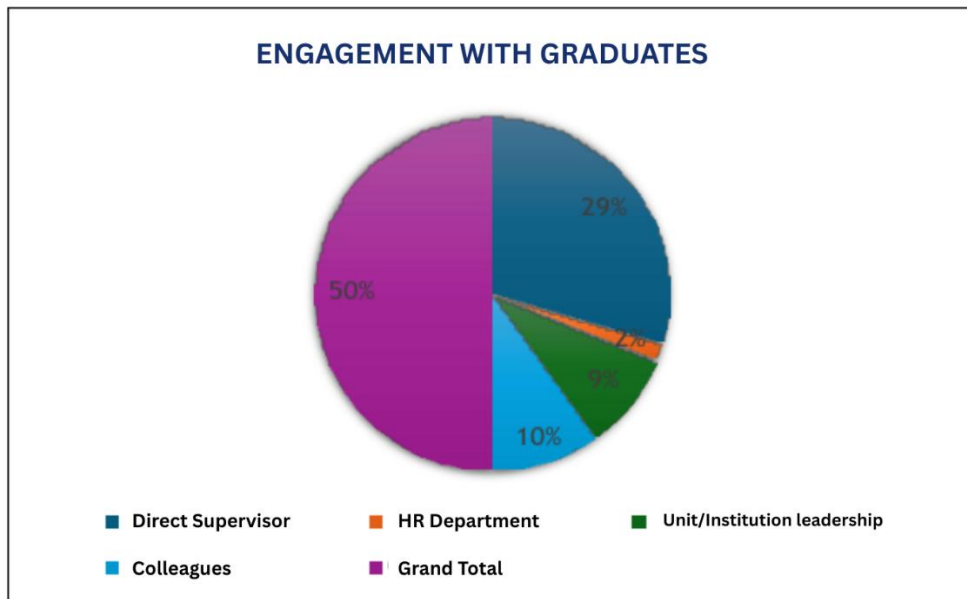
This condition also highlights the importance of strategies aimed at equalizing opportunities and enhancing the capabilities of other graduates to access similar prospects, thereby reducing income disparities. This achievement aligns with the university's Key Performance Indicators (IKU), particularly those related to graduate employment rates and the proportion of alumni working abroad or in multinational companies (IKU 1.2). The presence of six graduates employed in developed countries stands as concrete evidence that the program produces highly competitive human resources at the global level. This outcome not only strengthens the academic reputation and international competitiveness of the institution but also supports the attainment of IKU targets focused on graduate quality enhancement and the expansion of international collaboration networks.

## GRADUATES COMPETENCIES



Based on the graduate competency chart, it can be seen that nearly all competency aspects of graduates from the Bachelor of Nursing and Professional Nurse Study Programs at Universitas Airlangga are close to or aligned with the competencies required by the job market. Ethical competence, field-specific expertise, communication skills, and teamwork demonstrate strong alignment between the competencies possessed by graduates and those expected by employers. This finding indicates that graduates possess integrity, professionalism, and interpersonal abilities that meet workplace expectations. Information technology literacy and self-development capabilities are also at satisfactory levels, although there remains some room for improvement to fully meet market demands. Meanwhile, English language proficiency appears to be the area with the most significant gap, where graduates' abilities are still relatively lower compared to labor market requirements. This highlights the need to strengthen the curriculum and supporting programs focused on enhancing foreign language proficiency to improve the graduates' global competitiveness. Overall, the chart reflects that graduates of the Bachelor of Nursing and Professional Nurse Study Programs at Universitas Airlangga have been equipped with relevant and essential core competencies, with the primary challenge lying in internationalization through the mastery of English language skills

## GRADUATE COMPETENCY ASSESMENT



A total of 61 graduate users out of 130 graduates responded to the tracer study, representing 46.92% of the total. Based on the tracer study data, the majority of respondents were direct supervisors (59.0%), followed by colleagues (19.7%), heads of units or institutions (18.0%), and representatives from the human resources (HR) department (3.3%). This composition indicates that the performance evaluations of graduates from the Bachelor of Nursing and Professional Nurse Study Programs at Universitas Airlangga are primarily provided by individuals who interact directly with alumni in their daily professional activities. Consequently, the assessments are likely to reflect actual performance in the workplace. However, the relatively low participation of HR personnel warrants attention, as their strategic perspective could provide valuable insights into the alignment between graduate competencies and organizational needs. This condition highlights the importance for the study program to expand its tracer study network by involving a broader range of stakeholders, particularly those responsible for human resource management. Such an approach would ensure a more comprehensive evaluation and contribute to the continuous improvement of graduate quality.

No.	Types of Copetencies	User Satisfaction Rate (%)			
		Very Good	Good	Adequate	Poor
1	Ethic	65,57	32,79	1,64	0,00
2	Expertise in the Field of Knowledge	67,21	29,51	3,28	0,00
3	Foreign Language Proficiency	21,31	57,38	21,31	0,00
4	Use of Information technology	59,02	36,07	4,92	0,00
5	Communication Skills	68,85	29,51	1,64	0,00
6	Teamwork	65,57	31,15	3,28	0,00
7	Self Development	57,38	42,62	0,00	0,00
<b>Total</b>		57,84	37,00	5,15	0,00

Based on the results of the graduate user assessments, it is evident that most competencies of graduates from the Bachelor of Nursing and Professional Nurse Study Programs at Universitas Airlangga received high appreciation, predominantly within the “excellent” and “good” categories. Ethical competence, communication skills, and field-specific expertise ranked the highest, with more than 65% of evaluations falling under the “excellent” category. These findings indicate that graduates possess strong professional integrity, academic competence, and effective communication skills in nursing practice. Teamwork and self-development abilities also demonstrated positive outcomes, with the majority of evaluations categorized as “excellent” or “good.” Meanwhile, foreign language proficiency received relatively lower ratings compared to other aspects, with only 21.31% of respondents rating it as “excellent.” However, additional feedback from graduate users suggests that this lower rating does not necessarily reflect a deficiency in graduate competence, but rather the limited opportunities to use foreign languages in the current workplace context. Therefore, these results should be interpreted with caution and not regarded as an inherent shortcoming of the graduates. However, the study program is encouraged to further strengthen strategies for enhancing foreign language proficiency through curriculum enrichment, targeted training, and international-oriented academic activities. These efforts will help improve graduates’ global competitiveness and better prepare them to engage in international healthcare settings.