



BACHELOR OF NURSING TRACER STUDY REPORT 2023



QUALITY ASSURANCE UNIT
BACHELOR OF NURSING
FACULTY OF NURSING
UNIVERSITAS AIRLANGGA
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APPROVAL PAGE

BACHELOR OF NURSING AND NERS PROFESION TRACER STUDY REPORT 2023

Surabaya, 28 Desember 2023

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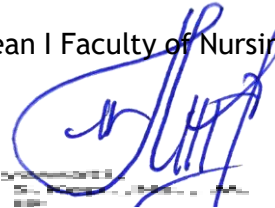
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BACKGROUND

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 suggestions for program and faculty development are divided into several parts, including suggestions regarding the formal skills required by alumni after completing the nursing program, suggestions for curriculum development of the nursing education, suggestions for campus facility improvement, suggestions for alumni fundraising, and suggestions for improving alumni communication and networking.

The Tracer Study form for graduate users consists of items such as Ethics, Expertise in the Field of Study, Foreign Language Proficiency, Information Technology Usage, Communication Skills, Teamwork, and Self-Development. The Tracer Study must be conducted regularly for new graduates of the Faculty of Nursing, Universitas Airlangga, so that the faculty can obtain feedback from both alumni and graduate users. The Tracer Study serves as a cross-sector evaluation tool within the faculty. Tracer data can be utilized by Division I as evaluation material for the educational process that has taken place and as input for improving

the quality of education and curriculum evaluation. 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 ACTIVITY

1. As an effort for self-evaluation regarding the competitiveness of graduates in the job market.
2. As an effort to map the employment absorption rate of graduates.
3. As an effort to determine strategies for improving the quality and competitiveness of graduates.

PERSON IN CHARGE AND IMPLEMENTERS

Person in Charge:

Vice Dean 1 Faculty of Nursing Universitas Airlangga

Implementers:

Faculty Ambassador

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 used as the basis for writing the self-evaluation report of the Bachelor of Nursing Study Program and the Faculty of Nursing, as well as the accreditation report for BAN-PT

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)	177	
Number of Uncontacted Population (b)	2	
Target Subjects (c=a-b)	175	
Number of Respondents Who Completed the Form (d)	175	
Number of Respondents Who Did Not Complete the Form	0	
Gross response rate { $e=(d/a)*100$ }		97.77%
Net Response rate { $f=(d/c)*100$ }		100%

The results of the tracer study show a very high response rate from the Nursing alumni of Universitas Airlangga, reaching **97.77%** from a total of **179 graduates**. Two graduates could not participate due to having passed away, resulting in **177 potential respondents**. This high response rate reflects strong engagement from the alumni and provides a comprehensive overview of the relevance of education, job readiness, and the impact of the nursing program on their professional careers. These data serve as a solid foundation for evaluating the success of the educational program, identifying areas for improvement, and assessing the graduates' preparedness to meet the demands of the workforce.

EMPLOYABILITY RECAP

Note	Total	Percentage
Employed (full time/part time) / previously employed	175	100%
Not yet able to work	0	0%
Continuing education	0	0%
Not working but currently seeking employment	0	0%
Entrepreneur / previously self-employed	0	0,00%
Total	175	100,00%

The data indicate that all 175 alumni who completed the tracer study are employed, but none have engaged in entrepreneurial activities. This reflects the success of the nursing program in preparing graduates for formal employment, typically within healthcare institutions such as hospitals and clinics. However, the absence of entrepreneurial activity highlights an opportunity to develop the curriculum with a focus on entrepreneurship, enabling alumni to establish independent health services, such as private clinics or community-based healthcare initiatives. It also underscores the need to encourage innovation and entrepreneurial skills among graduates.

GRADUATE EMPLOYMENT WAITING PERIOD

Waiting Time	Average (Mean) in months	Median In months	Number of Respondents
≤ 6 months	2,68	2	175
> 6 months	-	-	-

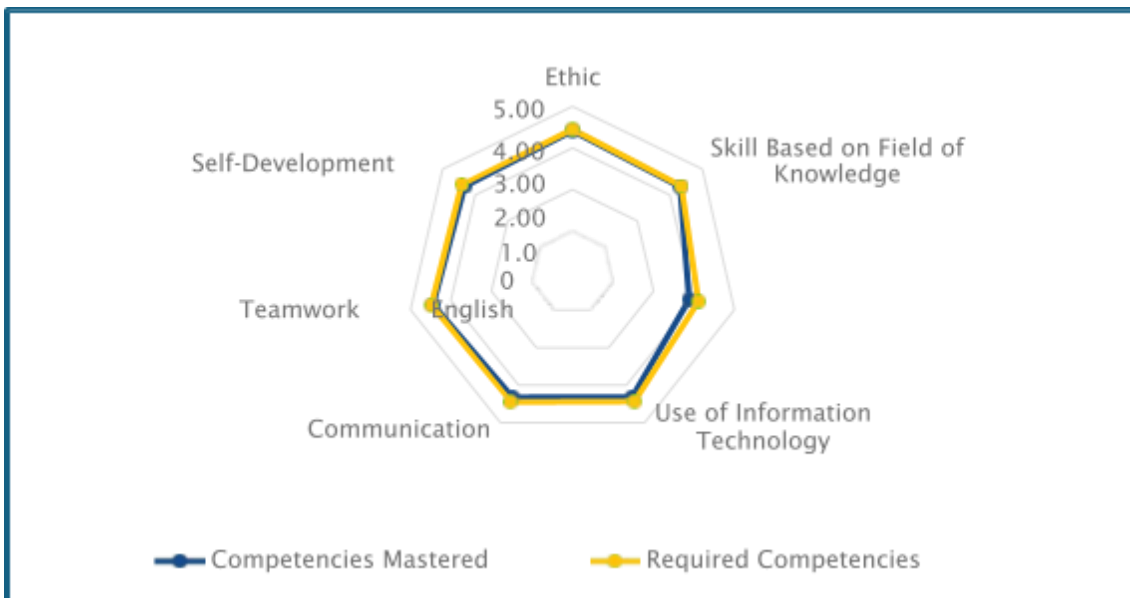
Tracer study data indicate that all alumni secured employment within six months of graduation, with an average waiting time of 2.68 months. This serves as a positive indicator, reflecting the high demand for graduates from the Nursing Program at Universitas Airlangga. The relatively short waiting period also demonstrates the graduates' readiness to enter the workforce and the alignment of their competencies with labor market needs. This outcome can enhance the program's attractiveness to prospective students and strengthen its reputation. To maintain or further reduce waiting time, continuous curriculum development is essential to keep pace with trends and demands in the healthcare industry.

MONTHLY INCOME OF GRADUATES

Status	Average (Mean) Rupiah	Median Rupiah	Number of Respondents
Employed	Rp4.771.884,34	Rp4.500.000,00	175
Entrepreneurship (Revenue)	-	-	-

With an average salary of IDR 4,771,884.34, graduates of the Nursing Program at Airlangga University receive compensation exceeding the minimum wage in East Java. This indicates that graduates are valued for their skills and competencies, reflecting the high professional worth of nurses in the labor market. The above-average salary also serves as an additional motivation for prospective students interested in the nursing program and underscores the graduates' strong competitiveness within the healthcare industry.

ACQUIRED COMPETENCY VS REQUIRED COMPETENCY

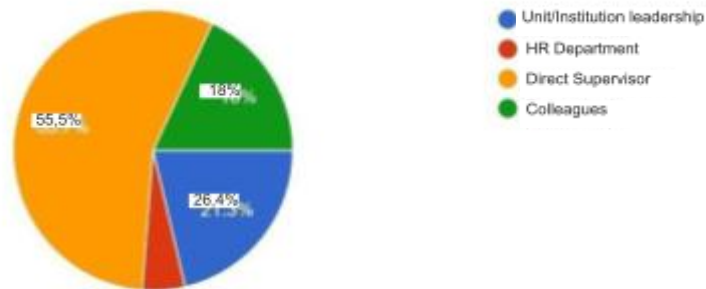


Alumni assessments showing high scores in competencies such as ethics, field-specific expertise, English proficiency, information technology usage, communication, teamwork, and self-development indicate that graduates possess the skills highly sought after in the healthcare industry. With scores above 4.4 on a 5-point scale, these competencies reflect the graduates' readiness to work effectively in increasingly digital, collaborative, and global environments. This strengthens their potential for employment both domestically and internationally, as these skills are key requirements in modern healthcare institutions. Graduates with strong communication and English skills are better prepared for global healthcare networks, while technology proficiency and teamwork are essential for implementing technology-based services and multidisciplinary care.

TRACER RESULTS ON GRADUATE USERS

1. Profile of Graduate Users

The relationship with graduates
Respondent 155 people



The tracer study results show that the majority of evaluations of graduates come from direct supervisors (55.5%), followed by unit/institution leadership (26.4%), colleagues (18%), and the HR department. The predominance of assessments from direct supervisors reflects that graduates' performance is primarily judged based on their daily contributions and effectiveness in the workplace. This indicates that Universitas Airlangga nursing program graduates are evaluated on practical and collaborative skills observed through direct interactions at work. The evaluator profile also provides valuable insights into how graduates' skills and work ethics are recognized across different management levels, including colleagues who assess collaboration and teamwork. This demonstrates a high level of trust in graduates across operational and leadership levels within their institutions.

2. Graduate Competency Assesment

No	Types of Competencies	Very Good	Good	Adequate	Poor
1	Ethic	91.61%	8.39%	0	0
2	Expertise in the Field of Knowledge	94.84%	5.16%	0	0
3	Foreign Language Proficiency	96.77%	3.23%	0	0
4	Use of Information Technology	92.26%	7.74%	0	0
5	Communication Skills	99.35%	0.65%	0	0
6	Teamwork	92.90%	7.10%	0	0
7	Self-Development	97.42%	2.58%	0	0
	TOTAL	665.16%	34.84%	0	0

The results of the graduate user assessment show that the majority of competencies of Universitas Airlangga nursing graduates are rated very good, particularly in communication skills (99.35%), self-development (97.42%), and foreign language proficiency. This indicates that graduates excel in fundamental aspects that are highly important in the healthcare work environment. Competency in information technology use is also rated highly at 92.26% very good, reflecting strong adaptability to advancements in health technology.

The assessment of foreign language proficiency indicates an area for improvement, with only 96.77% rated very good and 3.23% rated good. This reflects the need to strengthen foreign language programs to enhance graduates' competitiveness at the international level. Overall, the results show that graduates generally possess competencies aligned with industry needs, though there is room for development in areas such as foreign language skills and professional ethics.

The Nursing Study Program at Universitas Airlangga has incorporated English courses into its curriculum as an effort to strengthen this competency. Additionally, the university provides a language center accessible to both students and alumni to further improve their foreign language skills. With these facilities, graduates are expected to be better prepared to meet global demands, especially considering the importance of cross-cultural communication in healthcare. Greater utilization of the language center can further enhance foreign language proficiency, enabling future graduates to be more competitive at the international level.