



**Kampus
Merdeka**
INDONESIA JAYA

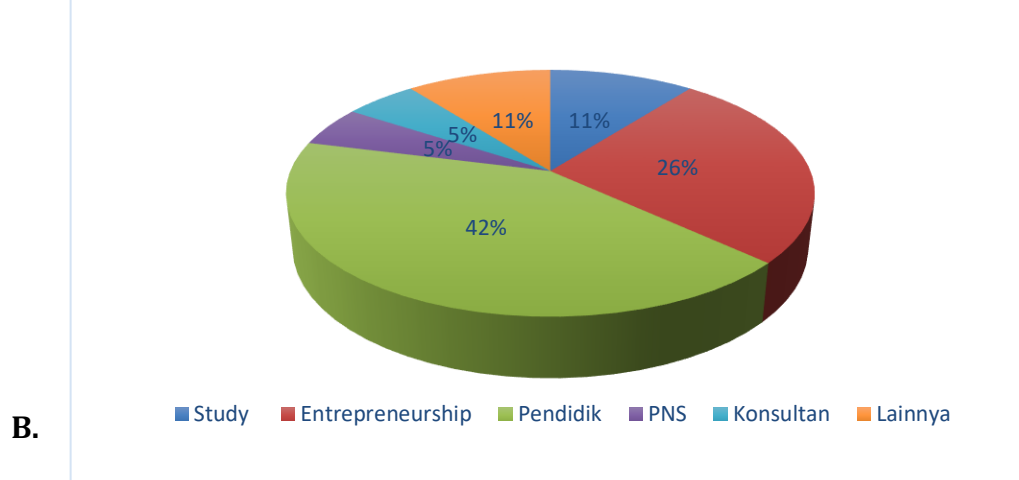
Tracer Study Report Postgraduate Management Study Program



**Pascasarjana
Universitas Negeri Surabaya**

2022

A. The Suitability of the Learning Outcome Program with the Postgraduates' Type of Work



B.

Figure 1 Graduate Job Types

Based on Figure 1, the Postgraduate Management study program Unesa graduates have 22 types of job. Most graduates work as an entrepreneur (26%). Furthermore, graduate also works as an educator (42%). Other graduates also work as civil servant (5%), further study (5%), consultant (11%), and others (11%).

Table 1. The Suitability of the Postgraduate Type of Work with the Postgraduate Profile of Management Study Program

Young Entrepreneur	Financial Management Professionals	Marketing Management Professionals	Human Resource Management Professionals
Entrepreneur	Administration staff	Blogger Content Writer	Non-Civil Servant Employees
Assistant Manager	Property Agent	Sales	Data Analyst
	Auditor	Telecommunication Staff	Planning Staff
	Treasury		Human Resource Staff
	Micro Credit Administration Staff		Unit Development Staff
	Teller/ Customer Service		Functional Staff-Planner
	Administration and Sales Staff		Human Resource Supervisor

Table 1 presents the classification of the graduate types from Postgraduate Management regarding the 4 (four) graduate profiles based on the Strategic Planning of Postgraduate Management Study Program. In the table, the types of work are classified into four (4) Graduate Profiles: Entrepreneurs, Financial Management Professionals, Marketing Management Professionals, and Human Resource Management Professionals. The types of work included in the Young Entrepreneur class are Entrepreneurs and Assistant Managers. Meanwhile, Types of Work included in the Financial Management Professionals are Administration,

Property Agent, Auditor, Treasurer, Micro Credit Administration Staff, Teller/Customer Service, and Administration and Sales Staff. Marketing Management Professionals include Blogger Content Writer, Sales, and Telecommunication Staff. Furthermore, Human Resource Management Professionals include Non-Civil Government Employees, Data Analyst, Planning Staff, Human Resource Staff, Unit Development Staff, Human Resource Supervisor, Functional Staff-Planner, and Human Resource Staff.

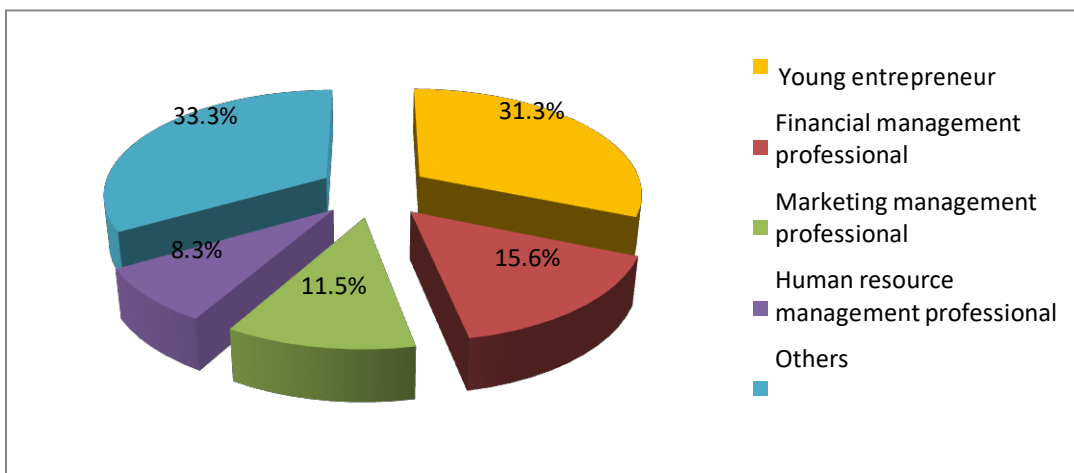


Figure 2. Postgraduate Job Types

Figure 2 presents the job percentage based on the classification dominated by Young Entrepreneurs (31.3%). Financial Management Professional follows it with 15.6%, Marketing Management Professionals with 11.5%, and Human Resource Professionals with 8.3%. Meanwhile, graduates who work outside the classification about 33.3%. It means that 66.6% of the alumni work following the Postgraduate Management Study Program's Graduates Profile.

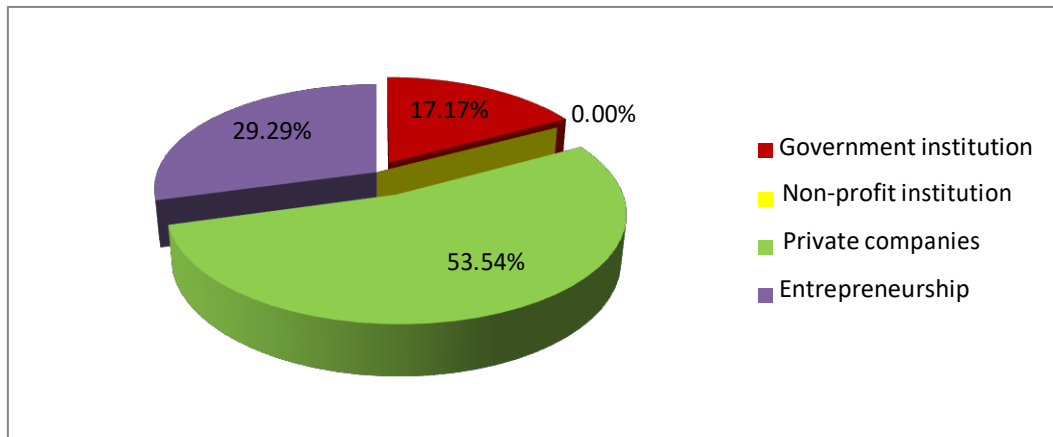


Figure 3. Graduate Job Sector

Figure 3. shows the distribution of graduate job based on sector. Most graduate work in the private company sector (53.54%). Furthermore, the second-largest sector is the Entrepreneurial Sector (29.29%). Graduate also work in the Government Agency Sector (including State-Owned Enterprise)(17.17%), but no one works in Non-Government Organization.

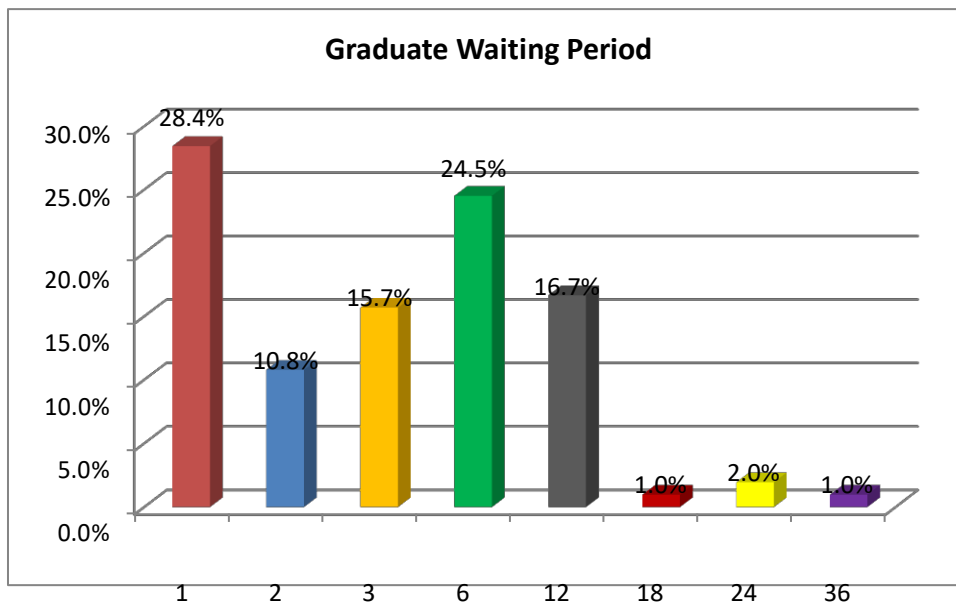


Figure 4. Graduate Waiting Period

Figure 4 presented when the Postgraduate Management alumni got their first job after graduation. There are 28.4% of graduates who get a job after one month of graduation. Then, 10.8% of them get a job after two months of graduation. Furthermore, 15.7% of graduates get a job after three months of graduation.

About 24.5% of graduates get jobs between 4-6 months after graduation. About 16.7% of graduates got a job 7-12 months after graduation. There are also 1.0% of graduates who get jobs between 13-18 months after graduation. Then, there are 2.0% of graduates who get jobs between 19-24 months after graduation. About 1.0% of graduate get jobs 25-36 months after graduation. Postgraduate Management graduate's average waiting period is 5.4 months after their graduation.

A. Feedback of Graduate User

Table 2. Graduate Performance Evaluation from Graduate Users

No.	Skills	Graduate User Feedback				Follow-up Plan of Study Program
		Outstanding (%)	Good (%)	Fair (%)	Poor (%)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Integrity	66.7	33.3	0	0	Strengthening business ethics courses in every concentration
2	Professionalism	33.3	50.0	16.7	0	Increasing the quantity and quality of visiting guest lecturers
3	Foreign language skill	5.6	50.0	38.9	5.6	English Day, English Community, TOEFL Score Improvement
4	Information Technology Skill	11.1	72.2	16.7	0	E-learning

No.	Skills	Graduate User Feedback				Follow-up Plan of Study Program
		Outstanding (%)	Good (%)	Fair (%)	Poor (%)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
5	Communication	38.9	38.9	22.2	0	Economic debate competition, English debate competition, business plan competition, scientific paper competition
6	Teamwork	33.3	66.7	0	0	Strengthening teamwork-based courses: Business Feasibility Study, entrepreneurship, introduction to business
7	Self-Development	33.3	44.4	22.2	0	Soft-Skill Training
8	Performance	53.57	42.86	3.57	0	Strengthening practice-based courses and adding to case study/project learning methods.

No.	Skills	Graduate User Feedback				Follow-up Plan of Study Program
		Outstanding (%)	Good (%)	Fair (%)	Poor (%)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
9	Resilience	35.71	46.43	17.86	0	Improvement of off-campus lectures in thematic-based community service, Internships, and Entrepreneurship activities.
10	Independence	42.86	50.00	7.14	0	Increased involvement in student exchanges between universities.

Source: Tracer Report 2021

Table 2 above describes graduates' user evaluation in which 18 different companies are involved. The evaluations were categorized into seven types of graduate skills: Integrity (Ethics and Morals), Professionalism, Foreign Language skills (English), Information Technology, Communication, Teamwork, Self-Development, Performance, Resilience and Independence. Based on the survey, Management graduate has the highest evaluation (Outstanding) in Integrity aspect (66.7%). This shows the managerial course's effectiveness, especially in organizational behaviour, on how graduates can work in teams and use their potential for organizational progress. The follow-up plan carried out by the Management study program is strengthening business ethics courses in every concentration.

Meanwhile, "Good" evaluation is also given to Management graduates in the aspect of professionalism (50%), foreign language skills (English) (50%), IT skills

(72.2%), teamwork (66.7%), self-development (44.4%), general performance (42.86), resilience (46.43%) and independence (50%). Some follow-up plan that Management study program do are increasing the quantity and quality of visiting guest lecturers, optimizing English Day, English Community, TOEFL Score Improvement; improving E-learning; and Strengthening teamwork-based courses: Business Feasibility Study, entrepreneurship, introduction to business; enhancing soft-skill training, strengthening practice-based courses and adding to the case study/project learning methods, improvement of off-campus lectures in thematic-based community service, Internships, and Entrepreneurship activities, and increase involvement in student exchanges between universities.

Quality aspects that graduates must improve are communication aspects which graduate users consider outstanding (38.9%), good (38.9%) but also fair (22.2). The follow-up plan that can be done is to involve students with more Economic debate competition, English debate competition, business plan competition, scientific paper competition to improve communication skills.

Table 3. Tracer Study Respondent (Graduate Users)

No	Company List
1	PT. Bank Mandiri (Persero) Tbk
2	PT. Bank Syariah Indonesia Tbk.
3	PT. Bank Central Asia Finance
4	PT. PLN (Persero) ULP Lakawan UP3 Pinrang UIW SSTB
5	Pemerintah Kabupaten Sidoarjo
6	PT. Permodalan Nasional Madani (Persero)
7	PT. Agrinusa Jaya Sentosa Japfa Group
8	PT. Jasamarga Tollroad Operator Area Surgem
9	PT. Berjaya Catur Perkasa
11	PT. Asahimas Flat glass Tbk.
12	PT. Multiutama Disposindo Jaya
13	PT. Panggung Electric Citrabuana

14	PT. Sumber Waarits Abadi
15	Tribun Kaltim
16	CV. Mandala Cipta Aditama

Table 3 shows 16 different companies that became respondents in the Undergraduate Management study program's user survey in 2021.

1. Evaluation of courses, evaluation of study programs, changes in community needs

Describe what new courses/skills/competencies need to be added to the Unesa Management Curriculum to anticipate progress in the fields you manage?	Graduate User Recommendation
Marketing	The graduate should not only mastering theoretical knowledge but also practical knowledge, especially about how to socialize and communicate
Practical management skills	Increasing practical skills, so that graduate can then directly engage in their working environment
Leadership training	Nurturing millennial young people as future leaders in organization/company
ESQ and applied technology-based Human Resource	Do more scientific research based on current technology.
Public speaking	Public speaking skills improvement
Time Management at Work	Unesa graduate has good skills based on their job description
Digitization & Managerial Decision Making	Management graduate master this skill very well.
Work-ethic	Improve all learning related to accuracy and speed at work

Financial services-related course	Graduate hard skills or soft skills must continue to be developed and added
Programming Development Program	A profound understanding of Information Technology is required.
Operational Management, Transportation Management, Stress Management	The graduate must be more adaptable to a real working environment by having more internship and leadership experience.
IT	Management graduate already has a good fundamental IT skill.
Business communication	Graduate must embrace more business communication practice by involving in many organizational events
Production Analysis	The graduate should increase their sense of belonging to the organization for triggering a better morale
Knowledge of the export-import process in Indonesia	The graduate should have managerial experience before by having an internship or running their own business based on their abilities and interests.
Leadership	A graduate's leadership skill is already promising.
Foreign language	The graduate should improve their active English/communication in a foreign language

Some of the courses recommended by graduate users are included in the management curriculum structure: (1) ESQ and applied technology-based Human Resource (2) digitization & management decision making, (3) Programming Development Program, (4) Financial services, (5)) Operational Management, Transportation Management, Stress Management, (6) Information Technology, (7) Business Communication, (8) Export-Import, (9) Leadership, (10) Foreign Language (English).

The soft skills required by industry are (1) Social skills, (2) Working experience, (3) Scientific research skills based on current technology, (4) Public speaking skills, (5))

Information Technology, (6) The Sense of Belonging, (7) Managerial skills and character/personality.

2. Graduate User Evaluation of Quality Assurance

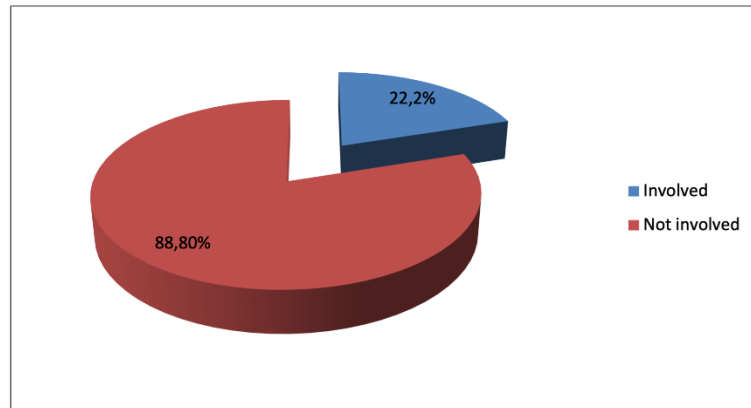


Figure 5. User involvement in graduate quality assurance

Figure 5 shows that 88.8% of graduate users feel that they are not involved in the Undergraduate Management study program graduates' quality assurance supervision, while the remaining 22.2% feel involved.

B. Career Development

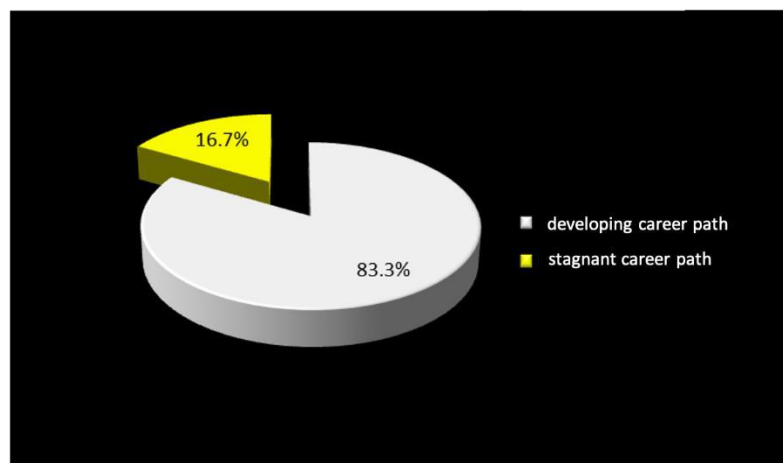


Figure 6. Career Path Progress

Figure 6 shows that Undergraduate Management graduates mostly have developing career paths (83.3%), which means that the study program has prepared the necessary skills needed to adapt to industry demand. Nevertheless, Unesa always

supports them with career publication information through the Unesa Career Centre's career division and management alumni. Graduate can also access the latest vacancies and some alumni relations information and nurtured by many career preparation workshop provided by study programs such as Personal Branding workshop for Financial Management Professionals, Company management and Introduction to Occupational Health and Safety workshop for Human Resource Professionals, Online Marketing Communication for Marketing Management Professionals, and Planning and Budgeting workshop for Financial Management Professionals.

C. Education Development for Graduate

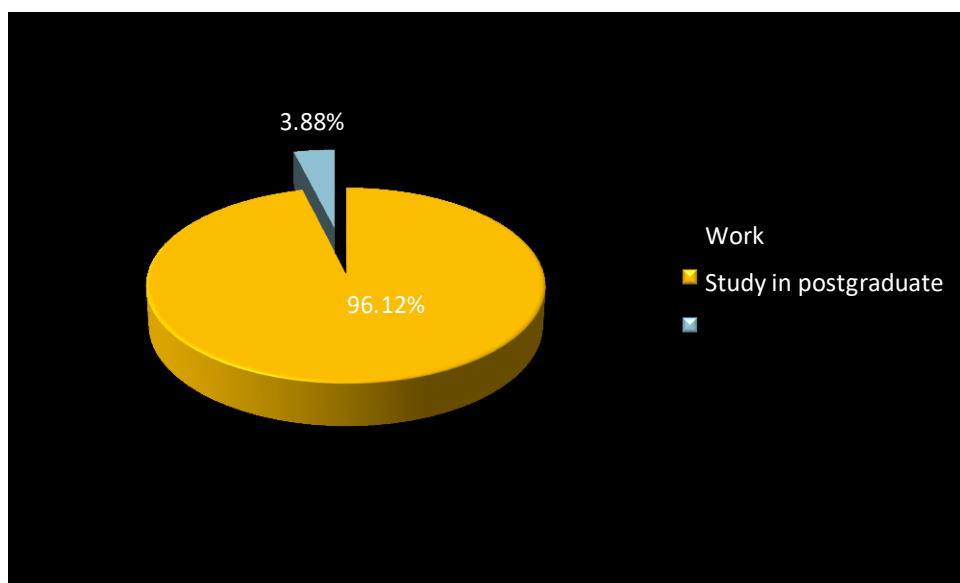


Figure 7 Graduate Education Development

Figure 7 shows that most graduate (96.12%) prefers work to continue their education in postgraduate degree (3.88%). Nevertheless, the Undergraduate Management study program supports educational development for the graduate and gives alumni priority and recommendation to continue their further studies at the Postgraduate Management Study Program.