



# **TRACER STUDY**

**UNDERGRADUATE  
PROGRAM IN SOCIOLOGY**

**FACULTY OF SOCIAL AND POLITICAL SCIENCES  
UNIVERSITAS NEGERI SURABAYA**

**APPROVAL PAGE**

**TRACER STUDY-USER SURVEY SOCIOLOGY PROGRAM SURABAYA  
STATE UNIVERSITY**

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Approved by, Head of  
the Sociology  
Program,



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## CHAPTER I

### INTRODUCTION

#### A. Background

Universitas Negeri Surabaya (Unesa) as a higher education institution that produces graduates in accordance with the competencies of existing study programs, its existence, progress, and sustainability are largely determined by the absorption of its alumni by industry and the world of work (Iduka). Unesa also cannot be separated from the support of graduates and *stakeholders* as users of graduates. Unesa must collect data on the absorption of its alumni, both recent and long-term graduates. Unesa must also be able to establish good cooperation with various *stakeholders*. As users, *stakeholders* are more aware of the competencies needed in Iduka. Input from *stakeholders* will provide feedback for improvements related to the competencies of graduates needed by Iduka.

*Alumni Tracer Study* (TS) is an effective medium used to track the absorption rate of university alumni in Iduka. In addition, TS can be used to track the whereabouts and conditions of alumni one year after graduation. TS also plays an important role in gathering various information as material for evaluation and development of higher education institutions. Thus, TS results can provide an overview of the existence of higher education institutions. TS data is used as a basis for curriculum improvement, learning quality enhancement, as well as adjustment and improvement of the learning system. Meanwhile, *the graduate user survey* (US) is also an effective medium used to determine the satisfaction of Unesa alumni users. In addition, US can be used to track the whereabouts and conditions of alumni one year after graduation. US also plays an important role in gathering various information for the evaluation and development of higher education institutions. Thus, US results can provide an overview of the existence of a higher education institution.

TS-US must be conducted periodically as an effort to bridge the gap between graduates and graduate user needs in order to support the achievement of Unesa's vision, namely "To become a strong, adaptive, and innovative university based on entrepreneurship." The data indicators required in IKU 1 "graduates obtain decent jobs" consist of employment, further study, and entrepreneurship. The achievement of IKU indicators related to graduates obtaining decent jobs will later be obtained from the Directorate of Belmawa through data services on the Ministry of Education, Culture, Research, and Technology's Tracer Study application.

## **B. Objectives**

The objective of TS-US Unesa refers to *the "Gold Standard"* in accordance with IKU 1, namely "Graduates Obtain Decent Employment (working, entrepreneurship, and continuing education)". In general, TS aims to determine the following:

- a. Educational *outcomes* that align with industry needs (including job waiting periods and the process of finding first employment), current employment status, and the application of competencies in the workplace;
- b. Educational *output*, which is self-assessment of mastery and acquisition of competencies;
- c. Educational *process*, which involves evaluating the learning process and the contribution of higher education to competency acquisition;
- d. Educational *inputs* related to further exploration of graduates' socio- geographical backgrounds.

Based on these general objectives, the Unesa TS aims to explore information on:

- a. The time and process of obtaining employment, as well as the number of applications submitted;
- b. The waiting time required (before and after graduation) to obtain employment;
- c. The current status of alumni (employed/entrepreneurs/pursuing further studies);
- d. The suitability of graduates' competencies with their

fields of work; Furthermore, US aims to find out about:

- a. *Input* related to further exploration of the socio-geographical aspects and the skills of Unesa graduates' immediate supervisors;
- b. *Processes* related to mapping US satisfaction;
- c. *Output* assessment self of competence students and the sustainability of inter-institutional cooperation.

Based on these general objectives, US Unesa aims to gather information on:

- a. Data on alumni workplaces;
- b. Assessment of alumni attitudes during employment;
- c. Evaluation of graduate *output/outcome*;
- d. Suggestions for the development of Unesa's services and infrastructure in the future;

## **C. Benefits**

### **a. Tracer Study**

The expected benefits of the Unesa Tracer Study are to obtain information regarding:

- 1) Obtaining information about the gap between graduate competencies and the actual needs of graduate users so that

curriculum improvement efforts can be made, the quality of educators can be improved, and the learning system at Unesa can be adjusted and improved;

- 2) Additional competencies (non-academic) that Unesa must provide to graduates in line with the competencies required in the workplace;
- 3) Evaluation materials for international accreditation;
- 4) As a reference for building an alumni network.

#### **b. User Survey**

The expected benefits of the US Unesa are to obtain information regarding:

- 1) For Unesa, the results of user feedback from graduates are useful as a primary reference for organizing *focus group discussions* (FGD) both internally and externally, to determine future plans and follow-up improvements;
- 2) For graduates, as a reference for developing graduate capacity based on user input;
- 3) For users, it provides information to users about the competencies of graduates provided by the user institution in accordance with the desired competencies.

These benefits are used as a basis for thinking and policy-making for educational development at Unesa as a step to anticipate and adapt to developments in the world of work and business in the future.

#### **D. Success Indicators based on the Gold Standard**

The "Gold Standard" target is the target for each Key Performance Indicator that is set as a benchmark for excellence. Each type of PTN has different "Gold Standard" targets. The targets for each Key Performance Indicator and each type of PTN are regulated by separate regulations, decisions, circulars, or guidelines. The following are the gold standards for the TS-US Bachelor's & Diploma programs at Unesa in 2024:

**Table 1. Gold Standard Tracer Study Program for Diploma & Bachelor's Degree**

Level	Gold Standard IKU 1 Achieved	University, Faculty, and Program Study Targets (%)		
		Response Rate (TS)	Gold Standard (TS)	User Survey (US)
Bachelor's Degree & Diploma	Graduates Employed $\leq$ 6 Months & Salary 1.2 times the Minimum Wage (based on company location) (after diploma issuance date)	95	80	10 (**)
		University, Faculty, and Study Program Targets (%)		

Level	Gold Standard IKU 1 Achieved	Response Rate (TS)	Gold Standard (TS)	User Survey (US)
	≤ Entrepreneurship Alumni 6 Months & Income 1.2 UMP <sup>(*)</sup> (after the date of graduation)			
	Alumni Continuing Education ≤ 12 months (after the date of graduation)			

**Notes:**

\* In accordance with the Governor's Decision (SK) of each Province Alumni Employed

\*\* The *User Survey* target of 10% is set by Unesa as per Letter of Determination B/37492/UN38.I.2/AK.01.01/2024; however, the percentage may change based on national or international accreditation criteria and requirements as determined by faculty policy.

The Gold Standard IKU 1 calculation refers to the Decree of the Minister of Education, Culture, Research and Technology Number 210/M/2024 concerning Key Performance Indicators for Higher Education Institutions and Higher Education Service Institutions in Kemdikbudristek and the Decree of the Director General of Higher Education, Research and Technology No. 173/E/KPT/2024 concerning Technical Guidelines for Measuring and Calculating Academic IKU Incentives at the Directorate General of Higher Education, Research, and Technology. The calculation of the Gold Standard & Minimum Respondents uses the following formula:

minimum number of respondents	<ul style="list-style-type: none"> <li>Minimum number of tracer study respondents that must be met: <math display="block">n = \frac{N}{Nd^2 + 1}</math> <p>n=Minimum number of respondents N=Number of graduates d=margin of error (2.5%)</p> </li> <li>If the Higher Education Institution does not meet the minimum number of respondents, the achievement of KPI 1 will be calculated as 0.</li> </ul>
Formula	$\frac{\sum_1^i n_i k_i}{t} \times 100$ <ul style="list-style-type: none"> <li>n = respondents who are Bachelor's and D4/D3/D2/D1 graduates who successfully gained employment, continued their studies, or became entrepreneurs.</li> <li>t = total number of Bachelor's and D4/D3/D2/D1 graduate respondents successfully collected (there is a minimum number of respondents that must be met).</li> <li>k = weight constant</li> </ul>

**Figure 2. Calculation of *Gold Standard* & Minimum Respondents**

## CHAPTER II

### RESPONDENT PROFILE

#### A. Response Rate & Gold Standard

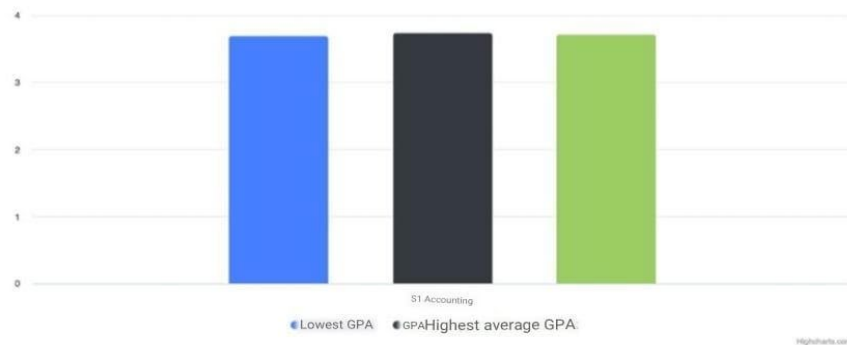


**Figure 1. Response Rate Achievement of Unesa Sociology in 2024**

Figure 1 shows that out of 86 graduates recorded as the Population of the Unesa Sociology Tracer Study 2024, 86 (100%) have been successfully traced.

#### B. GPA

The following are the GPAs of Unesa Sociology graduates in 2024, classified into three categories: lowest GPA, highest GPA, and average GPA:

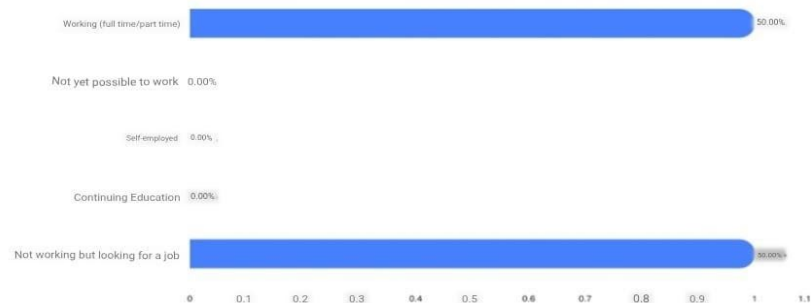


**Figure 2. GPA of 2024 Sociology Graduates from Unesa**

Based on Figure 3.54, it can be seen that the GPA of graduates in Sociology includes the lowest GPA; the highest GPA of 3.93 and the average GPA of 3.5.

#### C. Alumni Status

The following is the classification of Unesa Sociology graduates in 2024 based on their alumni status when filling out the Tracer Study:

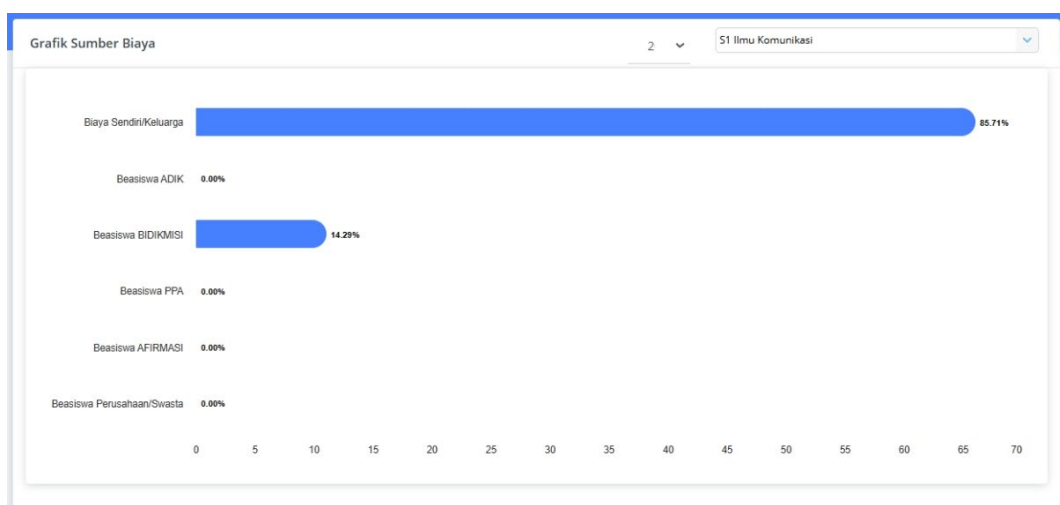


**Figure 3. Status of Unesa Sociology Alumni in 2024**

As shown in Figure 6, 55 graduates (50.00%) of the 2024 Sociology program at Unesa are currently employed (full-time/part-time). 11 graduates (50.00%) are employed but are currently seeking employment.

#### Source of Tuition Funding

The following is the classification of Unesa Sociology graduates in 2024 based on the source of tuition funding when filling out the Tracer Study:

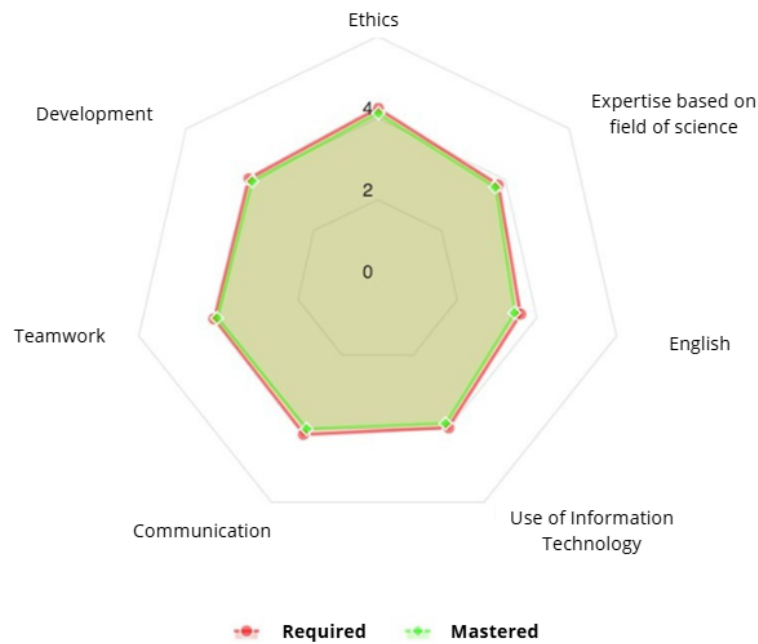


**Figure 4. Sources of Tuition Funding for Unesa Sociology Graduates in 2024** Based on Figure 4, the tuition funding for Unesa graduates in 2024 includes Personal/Family Funding for 65 graduates (75.58%). Bidik Misi Scholarships for 11 graduates ( 12.79%), and Other Funding for 10 graduates (11.63%).



#### D. Alumni Competencies (Mastered & Required)

The following is data on the competencies of Unesa graduates in 2024 based on the competencies they have mastered and those required when working, continuing their studies, and becoming entrepreneurs:



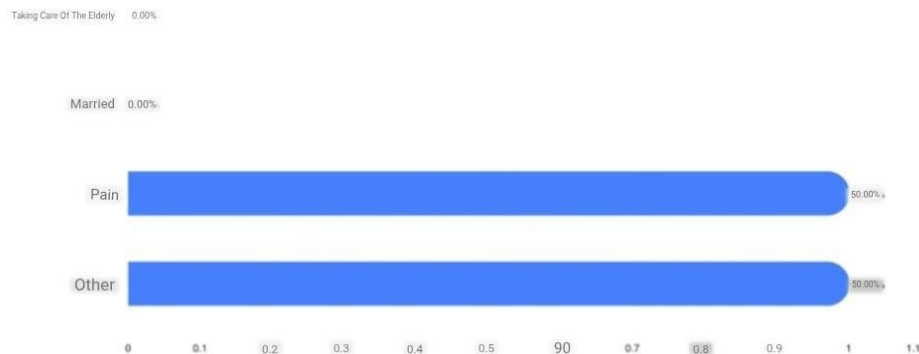
**Figure 5. Competencies (Mastered & Required) of Unesa Sociology Graduates in 2024**

Based on Figure 5, there are 7 (seven) competencies (mastered & required) of Unesa Sociology graduates in 2024 using a 4 (five) scale from 1 to 5, which includes Ethical Competency, mastered at 4.61 and required at 4.76.

Development Competency mastered at 4.4 and required at 4.59. Teamwork Competency mastered at 4.56 and required at 4.72. Communication Competency mastered at 4.55 and required at 4.82. Information Technology Competency mastered at 4.39 and required at 4.55. English Language Competency mastered at 3.8 and required at 3.74. Expertise in Scientific Fields mastered at 4.21 and required at 4.26.

### E. Reasons Why Alumni Are Not Yet Able to Work

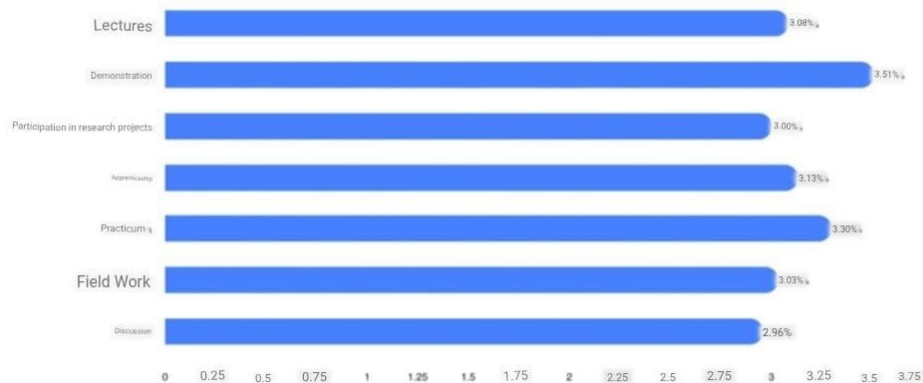
The following are the reasons why Unesa graduates in 2024 are not yet able to work:



**Figure 6. Reasons Why Unesa Graduates of 2024 Are Not Yet Able to Work** Based on Figure 6, the reasons why Unesa Sociology graduates of 2024 are not yet able to work are illness (50%) and other reasons for 50% of graduates.

### F. Learning Method

The following is the classification of Unesa Sociology graduates in 2024 based on learning methods that influence graduate careers, using a scale of 1 to 5:



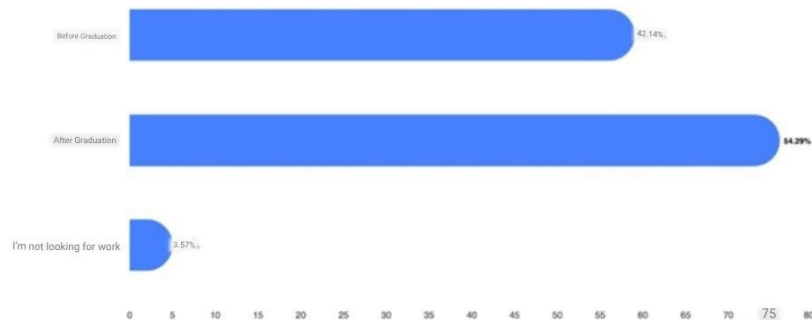
**Figure 6. Learning Methods that Influence the Careers of Unesa Sociology Graduates**

Referring to Figure 6, it can be seen that the learning methods that influence graduate careers include Lectures with a score of 3.06; Demonstrations with a score of 3.51; Participation in Research Projects with a score of 3.00; Internships (3.13); Laboratory Work (3.30); Fieldwork (3.03); and Discussions (2.96).

## CHAPTER III ALUMNI ENTERING THE WORKFORCE

### A. Average Time to Start Looking for a Job

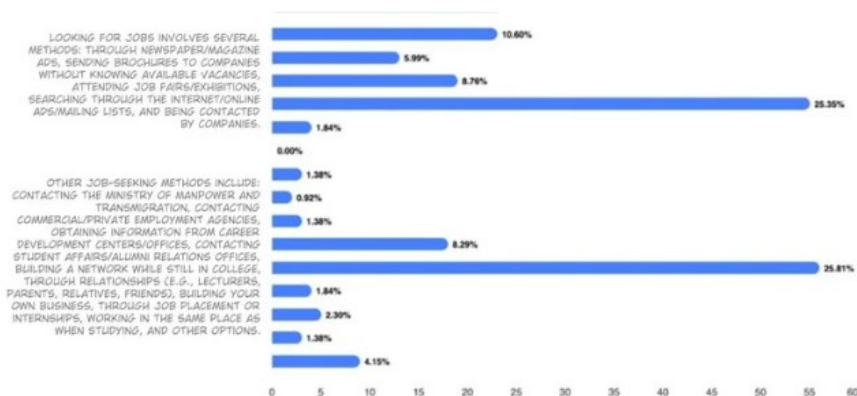
The following is the classification of Unesa Sociology graduates in 2024 based on the average time they started looking for work:



**Figure 7. Average Unesa Sociology Graduates in 2024 Start Looking for Jobs** According to Figure 7, the average Unesa Sociology graduates in 2024 start looking for jobs, including graduates who looked for jobs before graduating, totaling 55 graduates (42.14%), 74 graduates (54.29%) who began searching for jobs after graduation, and 2 graduates (3.57%) who did not seek employment.

### B. Pathways to Employment

The classification of Unesa Sociology graduates in 2024 based on the path to obtaining employment is as follows:

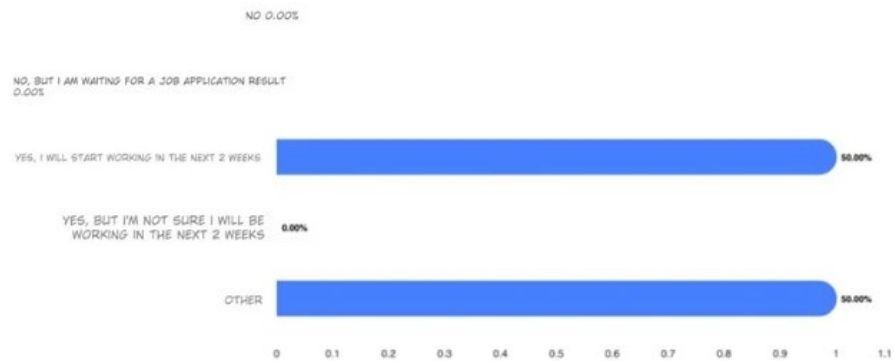


**Figure 8. Pathways to Employment for Unesa Sociology Graduates in 2024** Referring to Figure 26, the pathways to employment for Unesa Sociology graduates in 2024 include Through advertisements in newspapers/magazines & brochures, accounting for 10.60% of graduates; Going to companies without knowing about available vacancies, accounting for 5.99% of graduates; Attending job fairs/exhibitions, accounting for 8.76% of graduates.

Graduates; Searching via the internet/online advertisements/mailling lists: 25.35% of graduates; Contacted by companies: 1.84% of graduates; Contacted commercial/private employment agencies: 1.38%; Obtaining information from the faculty/university career development center/office: 0.92% of graduates; Contacting the student affairs office/alumni relations: 1.38% of graduates; Built a network while still in college: 8.29% of graduates; Through connections (lecturers/parents/siblings/friends, etc.): 25.81% of graduates; Started their own business: 1.84% of graduates; Through job placements or internships: 2.30% of graduates; Working at the same place as during college: 1.38% of graduates; and Others: 4.15% of graduates. Thus, the most effective channels used by graduates to find work were searching via the internet/online advertisements/mailling lists and through connections (lecturers/parents/siblings/friends, etc.).

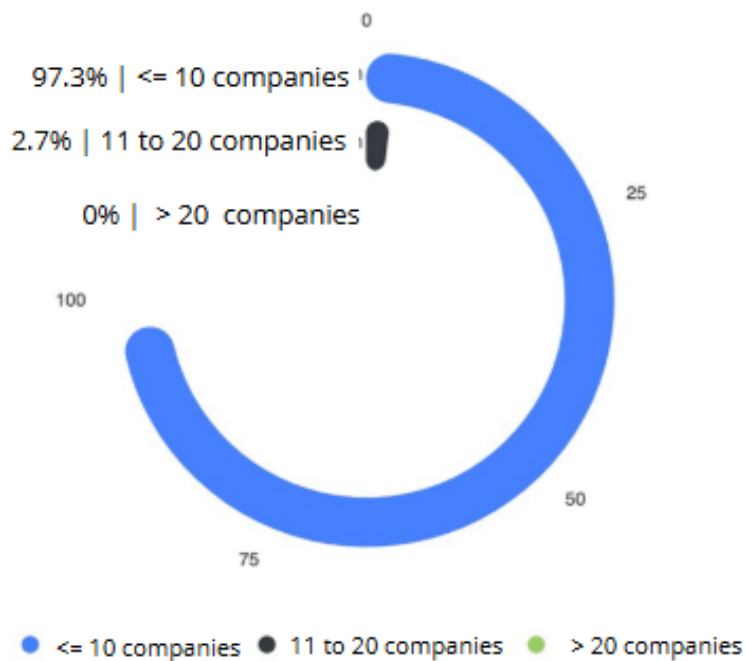
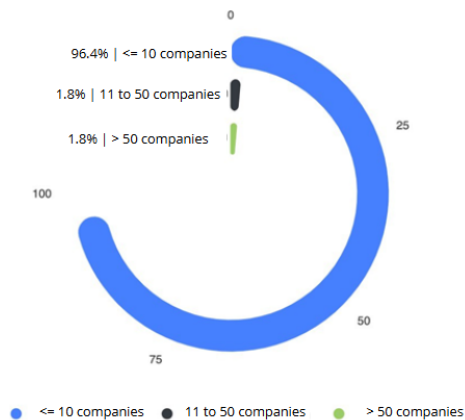
### C. Job Search Period (Actively Seeking Employment, Applying, Responding, Interviewing)

The following is the classification of Unesa Sociology graduates in 2024 based on the job search period (actively seeking work, applying, responding, interviewing):



**Figure 9. Unesa Sociology Graduates of 2024 Who Are Actively Seeking Employment**

According to Figure 9, Unesa **Sociology** graduates of 2024 who are actively seeking employment are classified as follows: "No (seeking employment)" comprising 0.00% of graduates, "No (seeking employment), but waiting for job application results" comprising 0.00% of graduates, "Yes (looking for work), will start working within the next 2 weeks" amounting to 0% of graduates, "Yes (looking for work), but not sure if they will start working within the next 2 weeks" amounting to 50.00% of graduates, and "Others" amounting to 50.0% of graduates.

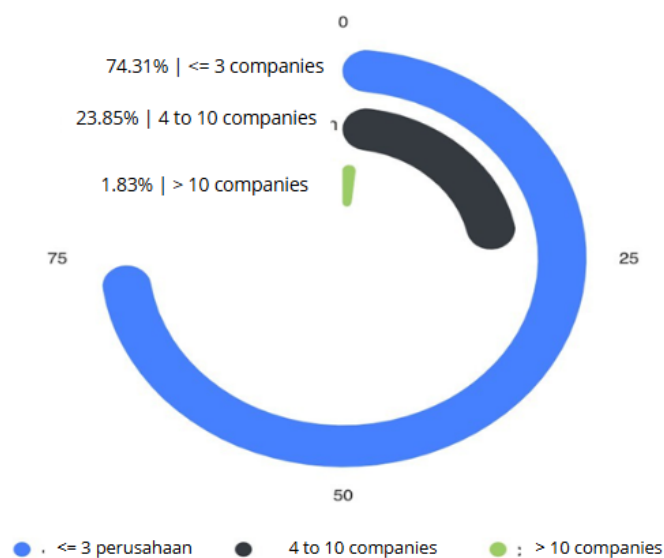


**Figure 10. Companies Applied to by Unesa Sociology Graduates in 2024** Figure 10 shows that companies applied to by Unesa Sociology graduates in 2024 are classified into three categories, namely "graduates who applied to  $\leq 10$  companies" amounting to 97.3% of graduates, "graduates who applied to 11 to 50 companies" amounting to 1.8% of graduates, and "graduates who applied to  $> 50$  companies" amounting to 1.8% of graduates.



**Figure 11. Companies that Responded to Unesa Sociology Graduates in 2024**

Meanwhile, Figure 11 shows that companies that responded to applications from Unesa Sociology graduates in 2024 were classified into three categories, namely " $\leq 10$  companies that responded to applications" amounting to 97.3% of graduates, "11 to 20 companies responding to applications" accounting for 2.7% of graduates, and "> 20 companies responding to applications" accounting for 0% of graduates.



**Figure 12. Companies that Invited Unesa Sociology Graduates in 2024 for Interviews**

Meanwhile, Figure 12 shows that companies inviting Unesa Sociology graduates for interviews in 2024 are classified into three categories, namely " $\leq 3$  companies inviting graduates for interviews"

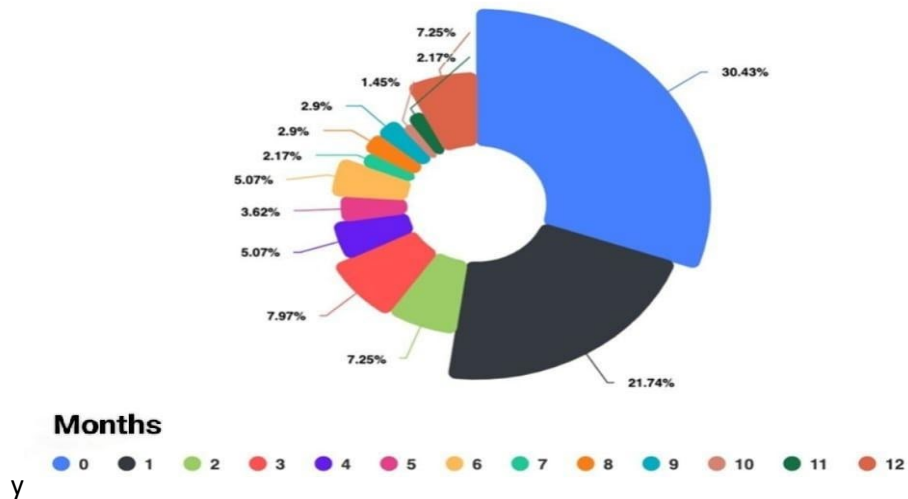
accounting for 74.31% of graduates, "4 to 10 companies inviting graduates for interviews" accounting for 23.85%, and "more than 10 companies inviting graduates for interviews" accounting for 1.83% of graduates.

## CHAPTER IV

### ALUMNI EMPLOYMENT

#### A. Alumni Job Search Duration

The following data shows the waiting period for Unesa Sociology graduates in 2024 to find employment:



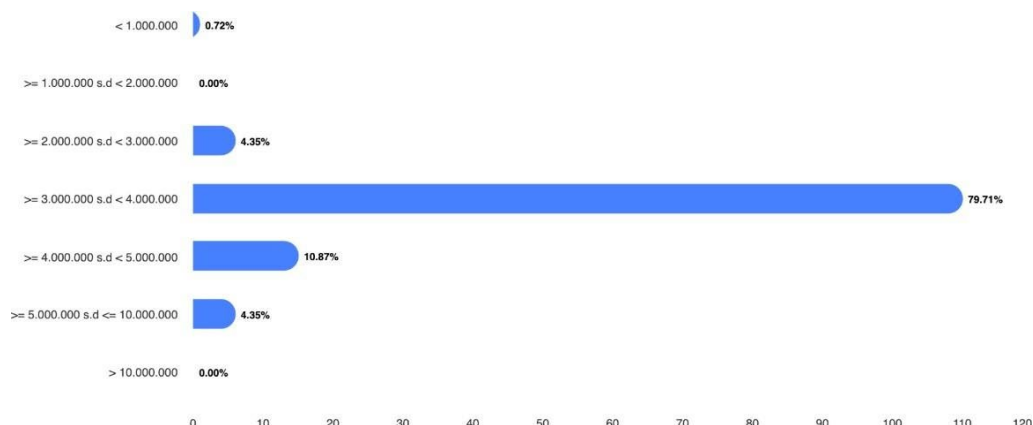
**Figure 13. Waiting Period for Unesa Sociology Graduates in 2024 to Find Employment**

Based on Figure 32, it can be seen that the waiting period for Unesa Sociology graduates in 2024 to find employment includes a waiting period of 0 months for 29 graduates (30.43%), 1 month for 5 graduates (21.74%), 2 months for 1 graduate (7.25%), 3 months for 3 graduates (7.97%), 4 months a total of 3 graduates (5.07%), 5 months with a total of 2 graduates (3.62%), 6 months a total of 3 graduates (5.07%), 7 months a total of 6 graduates (2.17%), 8 months with 0 graduates (2.9%), 9 months with 1 graduate (2.9%), 10 months with 0 graduates (1.45%), 11 months with 0 graduates (2.17%), and 12 months with 2 graduates (7.25%). Based on the waiting period data, the majority of Unesa Sociology graduates in 2024 from the Diploma/Bachelor's program secured employment within 0 months (before graduation).



## B. Average Take-Home Pay of Employed Alumni

The following is the average take-home pay for Unesa Sociology graduates in 2024 who have secured employment:

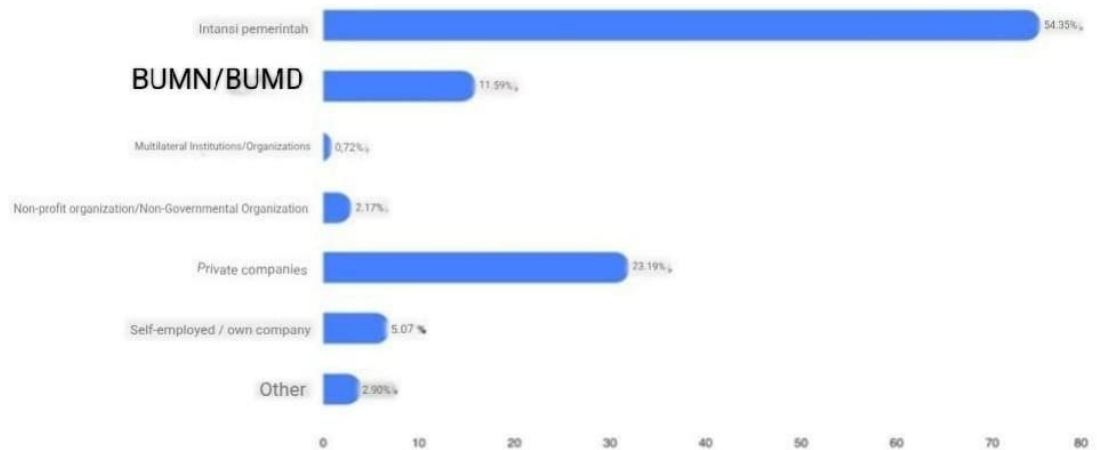


**Figure 14. Average Take-Home Pay of Unesa Sociology Graduates in 2024 in the Diploma/Bachelor's Program**

According to Table 14, the average take-home pay of graduates is classified into 7 (seven) categories, including average take-home pay  $\leq 1,000,000$  for 1 graduate (0.72%),  $\geq 1,000,000$  and  $< 2,000,000$  for 0 graduates (0.00%),  $\geq 2,000,000$  and  $< 3,000,000$  for 6 graduates (4.35%),  $\geq 3,000,000$  and  $< 4,000,000$  for 13 graduates (79.71%),  $\geq 4,000,000$  and  $< 5,000,000$  for 14 graduates (10.87%),  $\geq 5,000,000$  and  $\leq 10,000,000$  totaling 5 graduates (4.35%), and  $> 10,000,000$ : 0 graduates (0%), so the highest average take-home pay for Unesa 2024 graduates is in the income range of  $\geq 3,000,000$  and  $< 4,000,000$ .

## C. Types of Institutions Where Alumni Work

The following are the types of institutions where Unesa Sociology graduates in 2024 found employment:

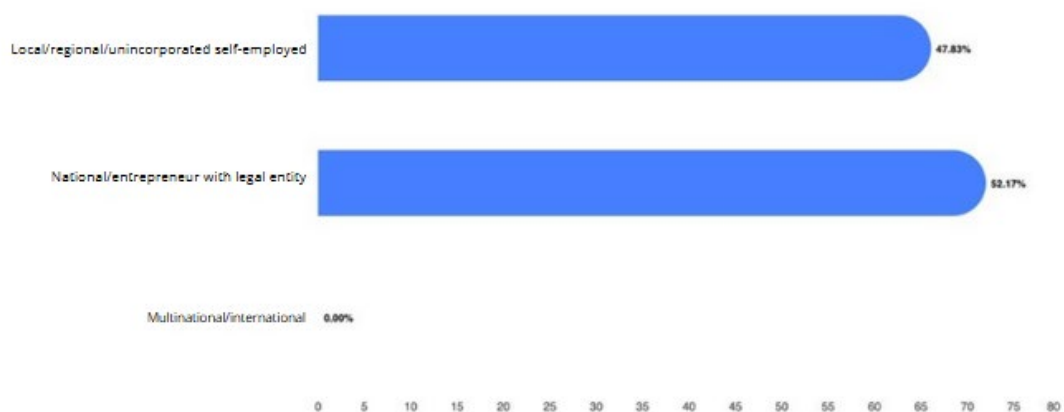


**Figure 15. Types of Institutions Where Unesa Sociology Graduates of 2024 Work in the Diploma/Bachelor's Program**

Based on Figure 15, the types of institutions where Unesa graduates work are classified into seven types, including 70 graduates (54.35%) working in government agencies, 18 graduates (11.59%), Multilateral Institutions/Organizations with 3 graduates (0.72%), Non-Profit Organizations/Non-Governmental Organizations with 6 graduates (2.17%), Private Companies with 30 graduates (23.19%), self-employed/own businesses (9 graduates, 5.07%), and others (5 graduates, 2.90%). Thus, the type of workplace for graduates is dominated by private companies.

#### **D. Employment Rate of Alumni**

The following is the employment rate of Unesa Sociology graduates in 2024 who have secured employment:



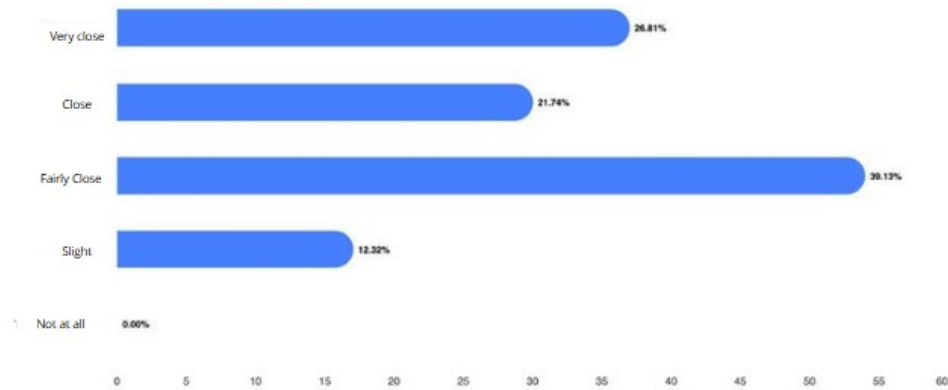
**Figure 16. Employment Levels of Unesa Sociology Graduates in 2024 in Diploma/Bachelor's Programs**

Figure 16 shows that the employment rate of graduates is classified into 3 (three) categories: Local/Regional/Self-Employed

Non-Incorporated Entities: 67 graduates (47.83%), National/Legal Entity Entrepreneurship for 74 graduates (52.17%), and Multinational/International for 0 graduates (0.00%). Therefore, the employment level of Unesa graduates in 2024 is at the National/Legal Entity Entrepreneurship Company/Institution level.

#### **E. The Relevance of Fields of Study to Employment**

The following is the relevance of field of study to employment for Unesa Sociology graduates in 2024 who obtained employment:

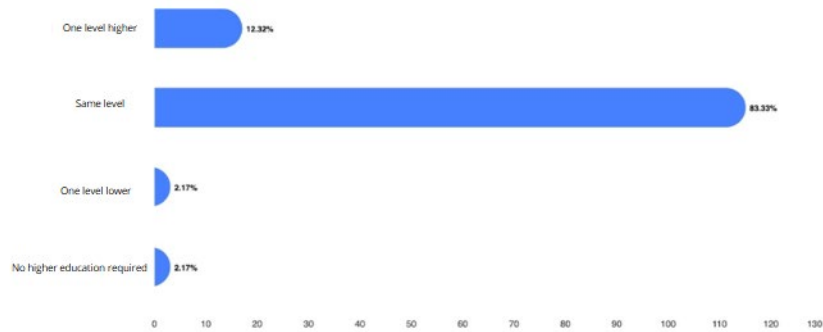


**Figure 17. The Relevance of Field of Study to the Occupations of Unesa Sociology Graduates in 2024**

Based on Figure 17, the relevance of the field of study to the jobs of Unesa graduates includes "Not at All" for 0 graduates (0.00%), "Not Very Relevant" for 16 graduates (12.32%), "Somewhat Relevant" for 51 graduates (39.13%), "Close" for 27 graduates (21.74%), and "Very Close" for 36 graduates (26.81%). Therefore, the relevance of the field of study to the jobs of 2024 graduates can be said to be "Very Close" to their jobs.

### F. Educational Level Suitability with Employment

The following is the Alignment of Educational Level with the Employment of Unesa Sociology Graduates in 2024



**Figure 18. Suitability of Education Level with the Jobs of Unesa Sociology Graduates in 2024**

Meanwhile, the alignment of educational level with graduates' jobs according to Figure 2 includes "No Higher Education Required" for 1 graduate (2.17%), "One Level Lower" for 2 graduates (2.17%), "Same Level" for 110 graduates (83.33%), and "One Level Higher" for 16 graduates (12.32%), so it can be said that the alignment of educational level with the employment of Unesa graduates in 2024 is at the same level.

### G. Alumni Occupations

The following are the professions of Unesa Sociology graduates in 2024:



**Figure 19. Careers of Unesa Sociology Graduates in 2024**

Based on Figure 19, the career paths of Unesa graduates in 2024 include Village Officials, Hamlet Heads, Staff, Service Section Heads, Civil Servants, Drivers, and others.

## CHAPTER V

### ALUMNI CONTINUING THEIR STUDIES

#### A. Waiting Period for Alumni Continuing Their Studies

The following is the waiting period for Unesa Sociology graduates in 2024 to continue their studies:

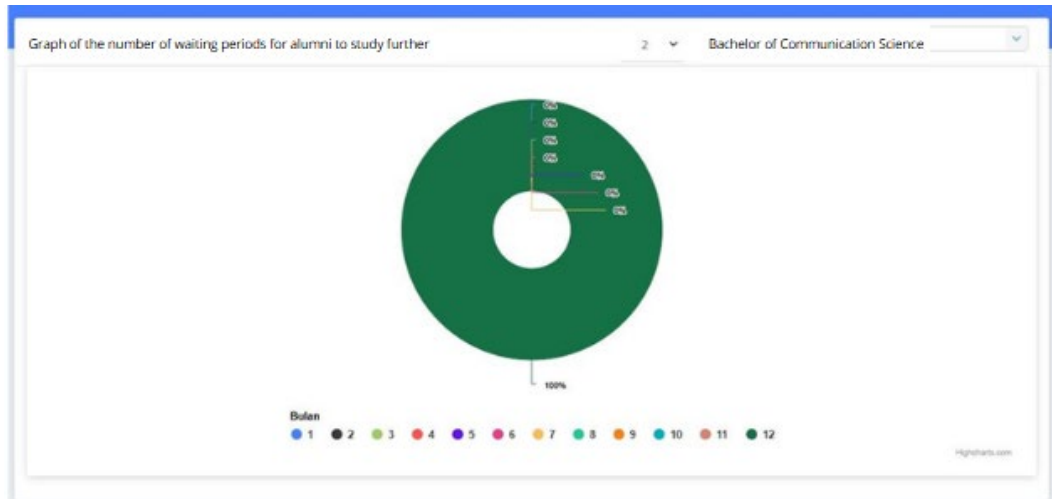


Figure 20. Waiting Period for Unesa Sociology Graduates in 2024 to Continue Their Studies

Based on Figure 20, the waiting period for Unesa graduates in 2024 to continue their studies includes a waiting period of 0 months for 0 graduates (0%), so that the majority of Unesa Sociology graduates in 2024 have a waiting period of 0 months to continue their studies.

#### B. Sources of Funding for Further Studies

The following are the sources of funding for Unesa Sociology graduates in 2024 who wish to continue their studies:



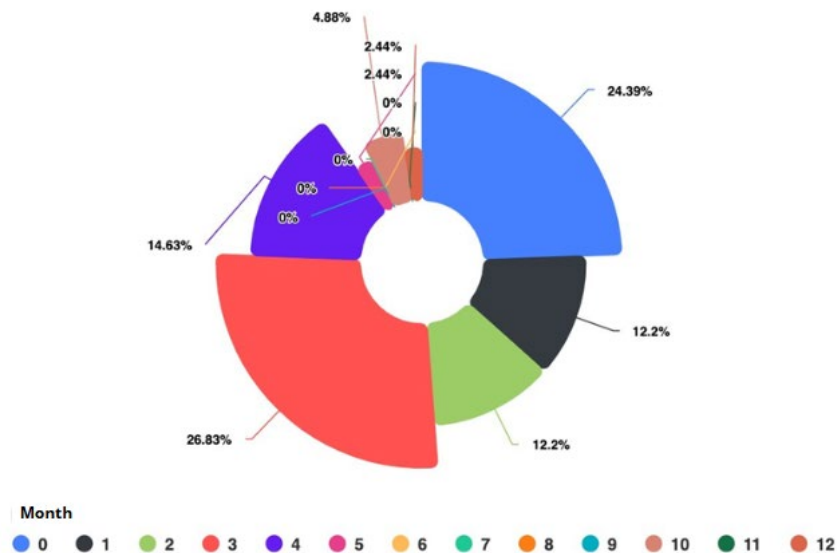
Figure 21. Sources of Funding for Further Studies of Unesa Sociology Graduates in 2024

As shown in Figure 21, the sources of funding for further studies include personal funds for 3 graduates (75%) and scholarships for 1 graduate (25%), meaning that the majority of funding for graduates continuing their studies comes from personal funds.

## CHAPTER VI ALUMNI ENTREPRENEURSHIP

### A. Period When Alumni Started Entrepreneurship

The following is the period when Unesa Sociology graduates of 2024 start entrepreneurship:



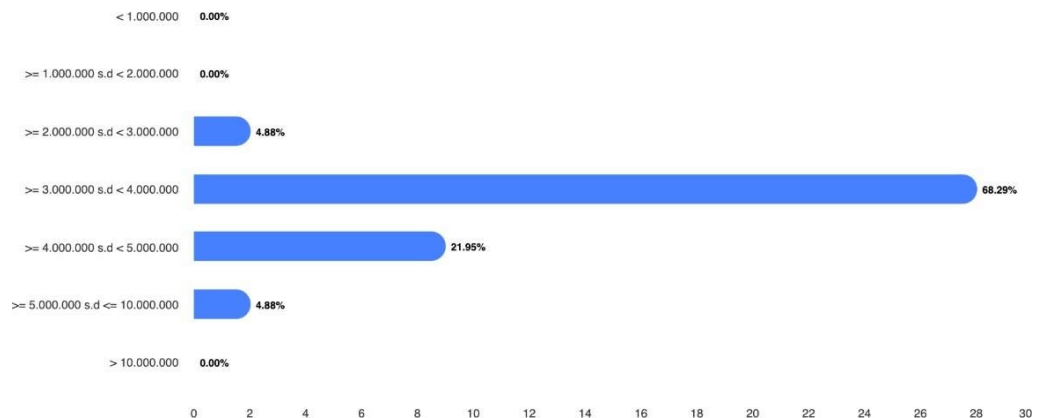
**Figure 22. Period when Unesa Sociology graduates of 2024 started their businesses**

Figure 22 shows that the period when Unesa graduates started their businesses includes a waiting period of 0 months for 10 graduates (24.39%), 1 month for 5 graduates (12.22%), 2 months for 6 graduates (12.22%), 3 months for 11 graduates (26.83%), 4 months for 9 graduates (14.63%), and 1 graduate (0%) started within 5 months, meaning that the majority of Unesa Sociology graduates in 2024 started their businesses within 0 months.

### B. Average Take-Home Pay of Alumni Entrepreneurs

The following is the average take-home pay of Unesa Sociology graduates in 2024 who are entrepreneurs:



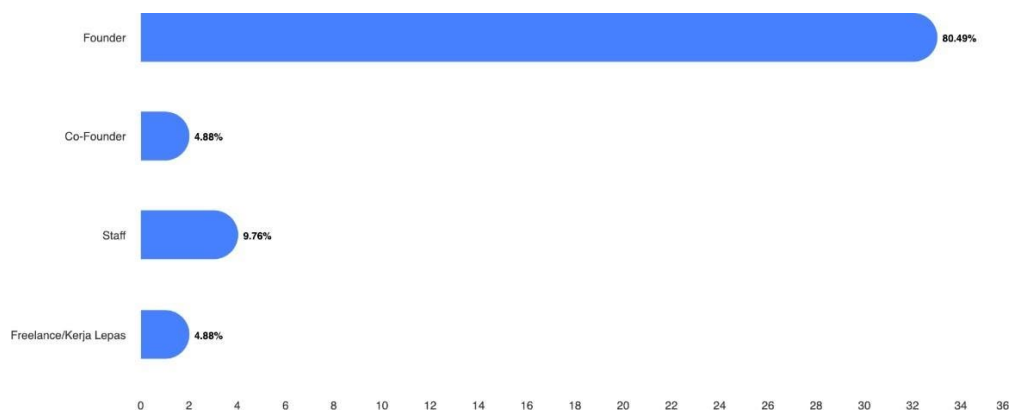


**Figure 23. Average Take-Home Pay of Unesa Sociology Graduates in 2024 Who Are Entrepreneurs**

According to Table 23, the average take-home pay of graduates is classified into 7 (seven) categories, including average take-home pay < 1,000,000 for 0 graduates (0%), ≥ 1,000,000 < 2,000,000 for 0 graduates (0.00%), ≥ 2,000,000 < 3,000,000 with 1 graduate (4.88%), ≥ 3,000,000 < 4,000,000 25 graduates (66.29%), ≥ 4,000,000 < 5,000,000 9 graduates (21.95%), ≥ 5,000,000 ≤ 10,000,000 for 2 graduates (4.89%) and > 10,000,000 for 1 graduate (0.00%), so that the highest average take-home pay for Unesa 2024 graduates at the diploma/bachelor's level is in the income range of ≥3,000,000 to < 4,000,000.

### C. Position/Job Title: Self-Employed

The following are the positions/roles of Unesa Sociology graduates in entrepreneurship for the year 2024:



**Figure 24. Positions/Jobs of Unesa Sociology Graduates in 2024** Based on Figure 24, the positions/jobs of Unesa graduates in entrepreneurship include the position/job of "Founder" for 32 graduates (80.49%), "Co-Founder" (2 graduates, 4.88%), "Staff" (4 graduates, 9.76%), and "Freelance/Freelancer" Freelancer" with 2 graduates (4.88%)



%), so that the positions/roles of graduates in entrepreneurship are predominantly as founders of the businesses they run.

#### D. Alumni Business Fields

The following are the business fields of Unesa graduates in 2024:



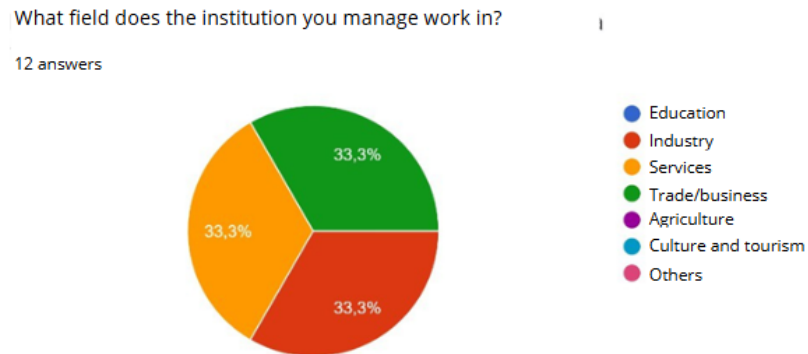
**Figure 25. Business Fields of Unesa Sociology Graduates in 2024**

Based on Figure 25, the business fields of Unesa Sociology graduates in 2024 include culinary, fashion, fashion bags, snacks, syar'i fashion, food, transportation, wedding gifts and dowry, beauty, transportation, tourism services, technology, livestock farming, government, photocopy printing, online clothing stores, catfish farming, breeding, furniture, wedding gifts and dowry, beauty, transportation, services, tourism, technology, livestock farming, government, photocopy printing.

## CHAPTER VII

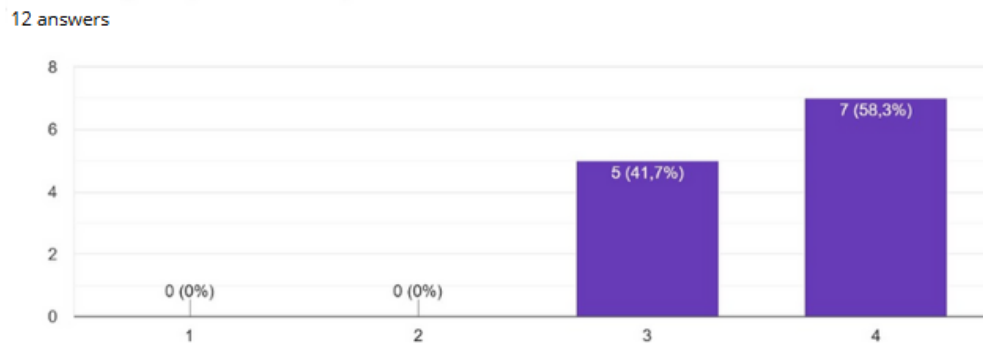
### ALUMNI USER SURVEY

The alumni user survey for Diploma, Bachelor's, Master's & Doctoral programs was conducted in accordance with the Unesa Tracer Study guidelines, which require a minimum of 10% of the total target population for the Tracer Study in the year of implementation for each faculty within Unesa. The following are the results of the alumni user survey based on the Unesa user survey instrument with 12 respondents:



**Figure 26. Fields of Institutions where Sociology Graduates Work in 2024** Based on Figure 26, the types of institutions where sociology graduates work include industry (33.3%), services (33.3%), and trade/business (33.3%).

Please rate our alumni's abilities for each of the following types of abilities: Integrity (Ethics and Morals)

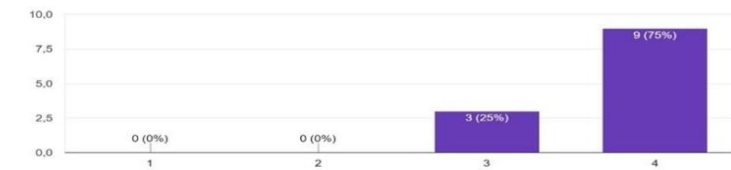


**Figure 27. Work Skills of 2024 Sociology Graduates from Unesa**

Figure 27 shows that there are 7 (seven) work skills of graduates, including "Integrity (Ethics & Morals)" with 58.3% of graduates having very good integrity and 41.7% having good integrity.

Please rate our alumni's abilities for each of the following types of abilities: Expertise  
Based on Field of Study (professionalism)

12 answers

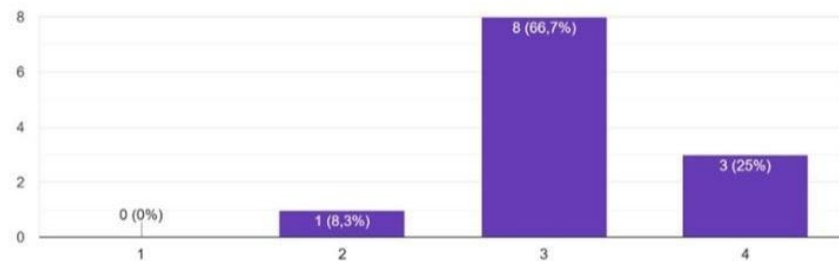


**Figure 28. Work Skills of Unesa Sociology Graduates in 2024**

Figure 28 shows that there are 7 (seven) graduate competencies in the workplace, namely "Field-Based Expertise (Professionalism)", with 75% of graduates having excellent professionalism and 25% having good professionalism.

Rate our alumni's abilities for each type of ability  
following: English Language Ability

12 answers

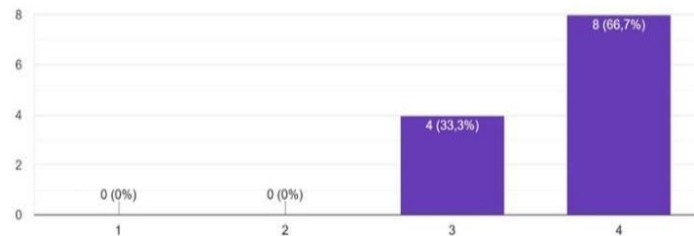


**Figure 28. Work Skills of Unesa Sociology Graduates in 2024**

Figure 28 shows that there are seven graduate skills in the workplace, namely "English Language Skills." Twenty-five percent of graduates have excellent English language skills, while 66.7% have good skills.

Please rate our alumni's abilities for each of the following types of abilities: Ability to Use and Utilize Technology

12 answers

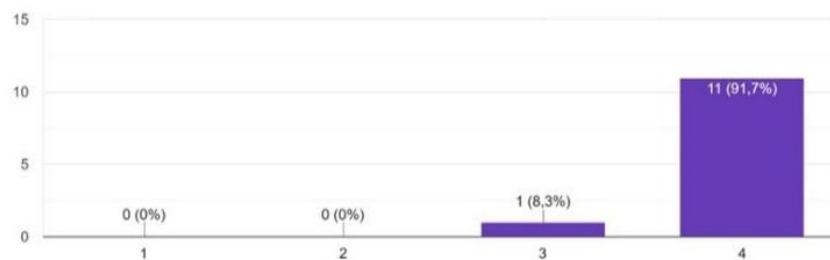


**Figure 29. Work Skills of Unesa Sociology Graduates in 2024**

Figure 29 shows that there are seven graduate competencies in the workplace, namely "Technology Use and Application Competency," with 66.7% of graduates having excellent IT skills and 33.3% having good skills.

Rate our alumni's abilities for each of the following types of abilities: Communication Skills

12 answers

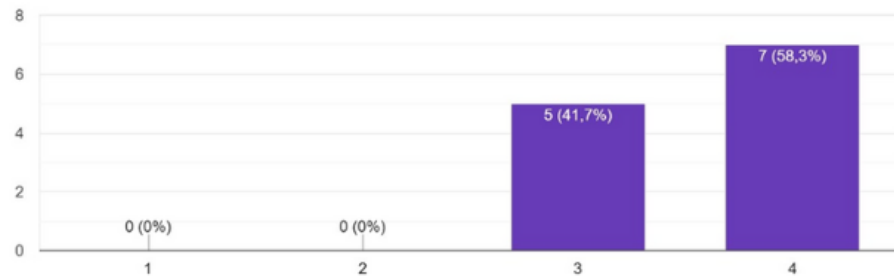


**Figure 30. Work Skills of Unesa Sociology Graduates in 2024**

Figure 30 shows that there are seven graduate competencies in the workplace, namely "Communication Skills," with 91.7% of graduates having excellent communication skills and 8.3% having good communication skills.

Please rate our alumni's abilities for each of the following types of abilities: teamwork ability

12 answers

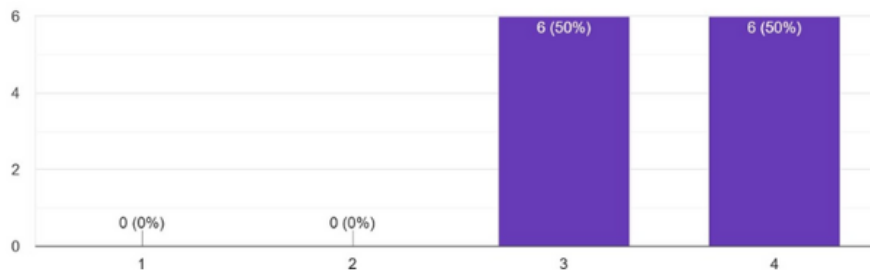


**Figure 31. Work Skills of Unesa Sociology Graduates in 2024**

Figure 31 shows that there are seven graduate skills in the workplace, namely "Teamwork Skills," with 58.3% of graduates having excellent teamwork skills and 41.7% having good teamwork skills.

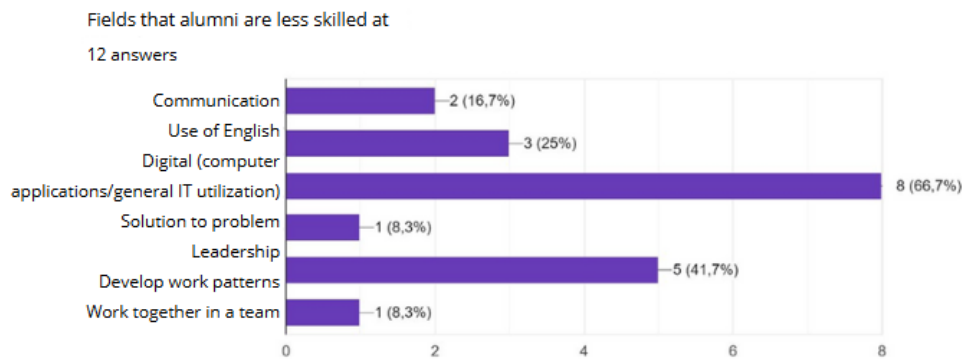
Please rate our alumni's abilities for each of the following types of abilities: self-development

12 answers



**Figure 32. Work Skills of Unesa Sociology Graduates in 2024**

Figure 32 shows that there are seven graduate competencies in the workplace, namely "Self-Development," with 50% of graduates having self-development skills to support their work in the excellent category.



**Figure 33. Areas Less Mastered by Unesa Sociology Graduates in 2024** Based on Figure 33, the results of the alumni user survey show that the areas less mastered by graduates include "Communication (Presentation, especially the use of English)" by 16.7% of graduates, "Digital (Computer Applications/General IT Utilization)" at 25% of graduates, "Numerical (Reasoning and Problem- Solving Analysis)" accounting for 66.7% of graduates, "Leadership" accounting for 8.3% of graduates, "Developing Work Patterns" accounting for 41.7% of graduates, "Teamwork" accounting for 8.3% of graduates, and "Other Fields" accounting for 3.70% of graduates. Therefore, the most needed field in the workplace is reasoning and problem-solving analysis.



## **CHAPTER VIII**

### **CONCLUSION**

#### **A. Conclusion**

The implementation of the Tracer Study in 2024, which is aimed at 2024 graduates, ran smoothly and according to schedule. The obstacles encountered during the alumni tracing process were (1) The alumni's phone numbers/contact details registered in SIMYUDISIUM were inactive or sometimes belonged to their parents, which hindered follow-up, coordination, and assistance in filling out the questionnaire; (2) Some alumni have changed jobs or resigned; there are still alumni who have not completed the questionnaire (status "ON GOING"), not yet "FINISHED", and coordination for finalizing the questionnaire is hampered because the phone number entered is inactive or has changed; (4) Alumni who need extra attention and assistance, such as special activities for completing the Tracer Study; (5) Alumni emails are still registered as unesa emails. There needs to be a policy requiring alumni to use non-unesa emails when filling out SIMYUDISIUM so that it is synchronized with alumni devices/gadgets; and (6) The Tracer Study reporting system for program accreditation needs is not yet presented in detail.

Follow-up actions for the issues that arose include (1) The Faculty's tracer study PIC follows up on the completion of the tracer study through the alumni WhatsApp group and the IKA Unesa organization; (2) Dissemination of information and completion of the tracer study is included in the series of Faculty Graduation activities, and graduates are also informed to fill in their non-Unesa email addresses and active mobile phone numbers; (3) Coordinating with the Vice Dean 1 of Unesa to inform graduates about filling out graduation registration data using non-Unesa email addresses, ensuring and verifying that the contact numbers entered are active; (4) Developing the display and reporting features of the tracer study results in accordance with accreditation requirements through the website [tracerstudy.unesa.ac.id](http://tracerstudy.unesa.ac.id); and (5) Providing assistance with the completion of the form, accompanied by alumni meetings in each faculty.

#### **B. Recommendations**

The recommendations provided are based on the alumni tracking process that has been carried out, the obstacles encountered, and the follow-up actions that have been implemented in response to these obstacles, including: (1) A special policy should be formulated to hold simultaneous scheduled meetings with alumni (Alumni Week) in each faculty to increase Unesa's engagement with alumni; (2) In the process of completing graduation documents on SIMYUDISIUM, it is necessary to ensure that the telephone numbers and email addresses of graduates listed are active and connected to each alumnus's communication device; each semester, students should be equipped with reasoning and problem-solving analysis skills to support their abilities when working.