

The Suitability of Faculty Performance to Student Graduate Profiles: A Tracing Study of IIM Surakarta Students

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ABSTRACT. This study aims to determine the suitability of the work fields of IIM Surakarta graduates in improving the quality and relevance of the higher education curriculum. This quantitative descriptive research uses a survey approach. In general, the implementation of this tracer study includes three steps: 1) development of concepts and instruments; 2) data collection; 3) data analysis and reporting. This research was conducted at the Faculty of Tarbiyah IIM Surakarta. Respondents and samples consisted of 25 graduates drawn from a total population of 110 graduates. The primary data in this study were all respondents who were taken randomly (random sampling). As for secondary data, researchers took scientific research sources in books, journals, proceedings, and others. Data were obtained by making an online questionnaire, and the results of data collection were then analyzed. At the same time, the study results revealed that the alumni's assessment of the performance of the Tarbiyah Faculty IIM Surakarta was from 25 respondents and consisted of nine indicators, 67% very good, 25% good, and 7% adequate. Absorption data revealed that 100% of alumni have worked and are spread across various fields for 60% of teachers, 16% of lecturers, 8% of company employees, 4% of civil servants, and 12% of the private sector. Alumni satisfaction data also show very good numbers. Furthermore, the relevance of the curriculum at the Tarbiyah Faculty includes 1) Alumni assessment of the suitability of lecture material with the work they are engaged in, showing 79% of alumni assessing the suitability of course material and work > 86%. A total of 17% stated that the suitability was 76%-85%, while 4% stated that the suitability was less than 50%. 2) Most alumni need information technology and English language skills in the workplace. 3) Get input and suggestions from alumni. The tracer study results for IIM Surakarta graduates shows a good category. The types of work are diverse but are dominated by education. The relevance of the Tarbiyah Faculty IIM curriculum is quite good, especially in terms of technical ability, confidence, and theoretical knowledge.

Keywords: *Tracer Study, Quality, Curriculum Relevance*

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INTRODUCTION

As education service providers, universities need to conduct studies to improve service quality, update curriculum, and improve the quality of graduates (Syam, 2017). More specifically, the aspect of the relevance of graduates to the world of work is one of the studies that are expected to provide input on efforts to improve the quality of higher education. (Ministry of National Education, 2002). According to Latif (2010), tracer studies are carried out to determine how much higher education graduates can take part in development according to the relevance of their education. Tracer studies are conducted for college graduates to get feedback to evaluate

higher education outcomes and improve the quality and quality assurance of higher education institutions (Khasanah, 2019). In this case, every institution must always try to improve the system and improve quality. One way to improve this quality is to seek feedback from alumni through tracer study activities (Schomburg, 2011).

To optimize its role and function, the Tarbiyah Faculty of the Mamba'ul 'Ulum (IIM) Surakarta Islamic Institute has consistently conducted tracer studies since 2017. Various useful information will be available to evaluate the process and results of this tracer study. The various information is then expected to be used for quality improvement and assurance, especially at the Tarbiyah Faculty of IIM Surakarta, which is always relevant to the community's needs (Setyotini et al., 2012). The Tarbiyah Faculty of IIM Surakarta has produced many graduates along the way. The distribution of graduates can be known through tracer study activities. Tracer activities are carried out by the Quality Assurance Institute of the Tarbiyah Faculty IIM Surakarta. From the tracer study conducted by IIM Surakarta in 2021, the level of alumni participation (response rate) is still not significant. In 2018 graduates, the participation rate is only 18%. Then, in 2019 graduates, the participation rate is 23%. In 2020 graduates, the participation rate is 28%. This low participation rate needs to be addressed so that the Tarbiyah Faculty of IIM Surakarta gets optimal feedback from alumni. The response rate that is considered feasible in implementing the tracer study is 50%; it describes half of the characteristics and profiles of respondents (Ika, 2022).

In the accreditation guidelines, the relevance of the educational curriculum is the level of relevance of program objectives and outputs to normative measurement objectives, which are supported by the determination of input, process, and output elements. The relevance of education means that there is a match in the form of link and compatibility, where education follows the community's needs (Belmawa, 2016). Moreover, education has always been the main element in developing Human Resources (HR) (Cascio & Awad, 1981). Human resources will be considered valuable if they have attitudes, behaviors, insights, abilities, expertise, and skills that follow the community's needs. Thus, the relevance of this education seems always to be related to the level of conformity of education with the work of alumni. It can be seen from the job profile, position (workload), salary level, and useful/supportive courses for alumni in the world of work (Millington & College, 2007).

Furthermore, the relevance of the higher education curriculum for students is related to alumni who will adjust to and participate in the world of work. The relevance of this education can be understood as a dynamic and multidimensional concept of opportunity. As stated by Soesilo & Setyorini (2005), there are three things: (1) Relevance is a multidimensional cognitive concept, which means it is highly dependent on the user's perception of the situation of information needs; (2) Relevance is a dynamic concept that depends on the user's assessment of the quality of the relationship between information and information needs at a given point in time; (3) Relevance is a concept that is approached conceptually and operationally from the user's point of view (Soesilo, 2005). On the other hand, the absorption of alumni by the world of work depends on the quality of graduates who are formed from the integration of skills, knowledge, and competencies. Here, quality, relevance, and competence are three aspects of higher education that are always interrelated (Anwar, 2022). The three of them also contribute directly to increasing the nation's competitiveness in the aspect of human resources (Echols & Shadily, 2014). This increase in the relevance of higher education must always be a serious concern and be part of the overall quality assurance system.

Many previous studies related to tracer studies have been carried out, which are used as material for analysis and enrich the discussion of this research and as a differentiator from the research conducted. Research conducted by Zulhimma, Evi Roviati, Muhammad Ilham Bakhtiar and Suciani Latif, and Maryam Rahim and Meiske Puluhulawa used descriptive percentages in analyzing tracer study data (Zulhimma, 2015); (Roviati, Jalaludin, Fitria, Jaelani, & Sari, 2015); (Bakhtiar & Latif, 2017); (Rahim & Puluhulawa, 2017). Next, Ramadiani conducted a study to

analyze the design of the tracer study system requirements at Mulawarman University, which was adjusted to the information needs in the accreditation process. (Ramadiani & Widagdo, 2016). The results of their research show that the system has the following benefits: 1) meeting the data and information needs of graduates; 2) meeting the needs of higher education accreditation data; 3) facilitating universities in managing graduate data; 4) facilitating universities in supporting decisions in determining strategic planning to improve the quality of graduates (Suharti, 2012). In addition, (Khair et al., 2016) conducted a study entitled "Web-Based Alumni Tracer System: A Case Study of FMIPA." This study aims to design a web-based system that can be used to collect information from alumni. The results of their study show that 1) the system can record data using a database so that alumni data is stored in a structured manner; 2) the system runs as expected by the author; 3) the use of the website can function as a survey media, and through an online website survey activities can be carried out effectively and efficiently (IPEC, 2011).

This study aims to describe alumni's assessment of program implementation performance and service quality, alumni user assessment of the suitability of graduate work fields, alumni working conditions, alumni satisfaction, and the relevance of higher education curriculum in higher education Faculty of Tarbiyah IIM Surakarta. For this reason, this tracer study examines the profile of alumni, assessing the performance of the Tarbiyah Faculty, the absorption of the world of work for alumni, alumni working conditions, alumni satisfaction and the relevance of the higher education curriculum at the Tarbiyah Faculty IIM Surakarta. The tracer study system used in this tracer study system of the Faculty of Tarbiyah IIM Surakarta was developed in 2018. Furthermore, the researchers modified the system to be accessed easily by alumni and assisted by other applications, such as Google forms. Furthermore, the tracer study data were analyzed using mixed methods.

METHOD

This research is included in quantitative descriptive research through a survey approach (Muntaha., 2000). In general, the implementation of this tracer study includes three steps: 1) development of concepts and instruments; 2) data collection; 3) data analysis and reporting. This research was conducted at the Faculty of Tarbiyah IIM Surakarta. The primary data in this study were all respondents who were taken randomly (random sampling). Respondents and samples consisted of 25 graduates drawn from a total population of 110 graduates. As for secondary data, researchers took scientific research sources in books, journals, proceedings, and others. The data was obtained by making an online questionnaire, and the data collection results were then analyzed (Ikhwan, 2021).

RESULT AND DISCUSSION

Result

Research findings tracer study was conducted by sending an online questionnaire. The online questionnaire was sent via WhatsApp Chat, email, and telephone. The tracer study of the suitability of graduate employment in this study includes

1. the performance of the Tarbiyah Faculty IIM Surakarta,
2. the absorption of the world of work for alumni,
3. alumni working conditions, and
4. alumni satisfaction with the service quality of the Tarbiyah Faculty.

First: Alumni assessment of the performance of the Faculty of Tarbiyah, IIM Surakarta.

The alumni performance assessment data were filled out by 25 respondents and consisted of nine indicators. Of the nine indicators, mastery of integrity had a better score than the others, i.e., 100% of alumni were in the very good category. Next was professionalism, with an

assessment of 68% being in the very good category, while 32% was in a good category. Then, it was followed by the broadness of insight between disciplines by 76% for the very good category, while 20% was in a good category and 4% was in a good category. In the fourth place was leadership, which was in the very good category, with a percentage of 72%, 16% in the good category, and 8% in the good category. Competence in teamwork was next in line with an assessment of 84% in the very good category, and 16% was in a good category. Then, foreign languages were under teamwork, with an assessment of 20% in the very good category, 44% in the good category, and 36% in the good category. The seventh order was communication competence, with a percentage of 60% falling into the very good category, while 40% was in a good category. The eighth order was information technology with a very good category, having a percentage of 56%. The good category had the same assessment of 36%, while the good category had an 8% assessment. In the last order, self-development competence was 68% in the very good category, 24% in the good category, and 8% in the good category.

Table 1. Alumni Assessment of Faculty Performance

Category	Total							
	Very good	%	Good	%	Pretty good	%	Not good	%
Competence	25	100%	0	0%	0	0%	0	0%
Integrity	17	68%	8	32%	0	0%	0	0%
Professionalism	19	76%	5	20%	1	4%	0	0%
The broadness of insight between disciplines	18	72%	4	16%	2	8%	0	0%
Leadership	21	84%	4	16%	0	0%	0	0%
Teamwork	5	20%	11	44%	9	36%	0	0%
Foreign language	15	60%	10	40%	0	0%	0	0%
Communication	14	56%	9	36%	2	8%	0	0%
Information technology users	17	68%	6	24%	2	8%	0	0%

Second: Data on the absorption of alumni also showed good results, where 100% stated that they had worked.

Table 2. Alumni Absorption

Category	Total	%
Already working	25	100
Have or ever worked and are now looking for a new job	0	0
Never worked and still looking for work	0	0
Have never worked and are applying for further studies	0	0
Used to work, but now further studying	0	0
Total	25	100

Third: The working conditions of alumni

The data on the type of work displayed the variety of jobs that alumni were involved in. Nevertheless, work as a teacher still occupied the highest position with 60%, where alumni competencies were indeed prepared for this type of work.

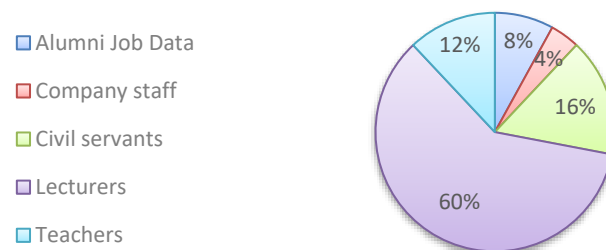


Diagram 1. Alumni Job Data

Fourth: Data on alumni satisfaction with service quality at the Tarbiyah Faculty demonstrated a very good number.

Table 3. Alumni Satisfaction Data

Category	Service		Competence	
	Total	%	Total	%
Very satisfied	18	72	21	84
Satisfied	5	20	2	8
Quite satisfied	2	8	2	8
Less satisfied	-	-	-	-
Dissatisfied	-	-	-	-
Total	25	100	25	100

The percentage of alumni who assessed being very satisfied and satisfied was in the range of 72% and 20%, and none of the alumni felt dissatisfied with the services provided. It was no different with the satisfaction with the competencies, given that the alumni assessment showed a good category, with the percentage of assessments being very satisfied and satisfied in the range of 84% and 8%, and those who assessed quite satisfied or dissatisfied were at 8% and 0%. However, it did not mean that the study program did not have weaknesses because it turned out that some alumni still stated that they were not satisfied.

The relevance of the higher education curriculum at the Tarbiyah Faculty, IIM Surakarta

First: Alumni's assessment of the suitability of lecture material with the work being occupied, as shown in the table above, revealed that 79% of alumni considered that the suitability of course material and work was >86%. As many as 17% stated that the suitability was 76%-85%, while 4% said the suitability was less than 50%.

Table 4. Curriculum Relevance to Field Needs

Suitability level	Total	%
> 86%	19	79
76 % - 85%	5	17
61 % - 75%	1	4
51 % - 59 %	0	0
< 50%	0	0
Total	25	100.00

Second: An assessment of the need for information technology in work carried out by alumni showed that most of the alumni needed knowledge related to information technology and its application in their work.

Table 5. IT Needs at Work

Category	Total	%
Urgently need	20	86
Need	5	15
Sufficiently need	0	-
Less need	0	-
Do not know	0	-
Total	25	100

Third: The Need for English at Work

Alumni's assessment of the need for English in their work was found that most of the work carried out by alumni required enough English to support their work.

Table 6. Need for English at Work

Category	Total	%
Urgently need	17	68
Need	6	24
Sufficiently need	2	8
Less need	0	0
Do not know	0	0
Total	25	100

Fourth: Alumni Feedback and Suggestions

The alumni's inputs reflected their experience when they graduated and looked for work and even their experiences while working. These included: a) the addition of lecture materials related to competence in the field of human resource development because education outside of school also has the potential to work in HRD in companies; b) balance theory and practice; c) the addition of research-based lectures and journal/scientific paper-based lectures; d) the addition of learning methods, not only lectures but directly to the field (case studies); e) practice/field visits and inviting guest lecturers; f) lectures must be accustomed to using e-learning methods; g) the application of courses in the curriculum/the content of teaching materials should focus more on the competencies expected/mastered/ possessed by professionals; h) theory and practice will be better given in each type of subject; i) facilities and infrastructure should be further improved; j) research capabilities should be further improved; k) commitment from lecturers always to improve their competence; and l) more English language materials should be added.

Discussion

Tracer studies were carried out in this research to obtain the latest descriptions and explanations regarding the suitability of graduates with the field of work. In tracing IIM Surakarta graduates, they can be categorized into several components or competencies; in this case, the researcher takes nine important indicators in data collection, including Competence, Integrity, Professionalism, Broadness of insight between disciplines, and Leadership, Teamwork, Foreign languages, Communication and information technology users. This discussion will be discussed in the following three major points; Alumni assessment of the performance.

The questionnaire results from respondents on the alumni's assessment of the performance of mastery of integrity obtained a perfect score so that it can be said that graduates of IIM Surakarta have high integrity towards the performance of the Tarbiyah Faculty of IIM Surakarta or can also be notarized very well. The mastery of professionalism from the alumni's assessment of the performance of the Tarbiyah faculty did not rank first in this context. Professionalism, 68% of respondents considered the performance of Faculty Tarbiyah very good, and 32% rated it good. The performance of national insight was considered very good to adequate by the respondents, and the performance leadership mastery of the Tarbiyah Iim Surakarta faculty. Mastery in teamwork is inseparable from the organization. Cooperation allows the implementation of teaching and learning processes and others to run according to the expected goals according to the leadership's instructions; in the Tarbiyah Faculty of IIM Surakarta, this can be quite good. The next category is mastery of foreign languages. Language is a window of communication, especially the use of foreign languages. An organization that is already large has a cooperative relationship with external parties. So it requires workers who are proficient in foreign languages. Mastery of a foreign language will then be better balanced with situational communication techniques, understanding the conditions with whom dealing and the other person. The use of technology and information and self-development according to the performance that is occupied is a complement to the previous overall competencies. Mastery of technology and being able to keep up with increasingly advanced developments is one of the competencies that must always be possessed to

update one's skills and not miss current trends. Besides that, the data acquisition results on the absorption of alumni of the Tarbiyah faculty of IIM Surakarta showed good results. All respondents stated that they worked after graduation.

In this regard, the working conditions of alumni of the Tarbiyah faculty of IIM Surakarta show various conditions, including staff of well-known companies, civil servants, lecturers, and teachers. It can be seen that the dominance of graduates of the Tarbiyah faculty of IIM Surakarta is in the field of education; this shows their suitability with the field they were engaged in when they were students. The data findings in the previous discussion show that alumni satisfaction with the services of the Tarbiyah Faculty of IIM Surakarta is in the very good category, and none of the respondents stated a negative response. It is no different from satisfaction with competence, considering that the alumni assessment shows a good category, with the assessment percentage being very satisfied. Nevertheless, that does not mean the study program does not have weaknesses.

Regarding the next discussion, namely the relevance of the curriculum of the Faculty of Tarbiyah IIM Surakarta, it is grouped into 4; Alumni assessment of the suitability of lecture material with the work occupied, assessment of the need for information technology in work carried out by alumni, need for English in the workplace, alumni feedback and suggestions. *First*, the suitability of lecture material with employment can be known when graduates start working at certain institutions. This suitability becomes very important if the work is parallel to the majors taken during college. The materials received during lectures will be applied in their respective worlds of work. *Second* is the need for technology and information in work. Knowledge of technology gained during college or other external experiences is a strong provision in a new workplace, where the system is applied differently for each agency. So the need for technology for graduates is mandatory and proficient application. *Third*, as technology needs, the use of foreign languages today is a way to understand technology programs that all use foreign languages. It is rare to find today's technology products that use Indonesian. In addition, mastery of language in the work environment is needed in almost all institutions and the world of education. *Fourth*, alumni input reflects the alumni's experience when they graduate and are looking for work and even their experiences while working. Suggestions and input from alumni are then used as reasons for evaluating and developing both the system and curriculum applied at IIM Surakarta to be better in the future.

CONCLUSION

Tracer Study is one of the methods used by several universities, in this case, IIM Surakarta, to assess the suitability of the alumni's field of work to improve and the relevance of the higher education curriculum. Alumni of the Faculty of Tarbiyah IIM Surakarta Data on the absorption of alumni shows that they are per their respective jobs. The relevance of the Tarbiyah Faculty of IIM Surakarta curriculum is quite good, especially in terms of technical ability, belief, and theoretical knowledge. At the same time, what is not felt is recognition (prestige). The suitability of the lecture material with the world of work is also very good per the work of alumni, considering that most alumni work in education, both as educators and education staff. The need for knowledge and skills related to information technology is also very important, as is the ability to speak English. These two types of knowledge are indispensable in carrying out work, developing careers, and increasing institutional productivity. As the results of this study, the researcher hopes to benefit the world of education, especially those related, and can be used as a reference for further research.

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