**Tridev Multiple Campus**

**Mechinagar - 13, Jhapa**

**A report on**

**Graduate**

**Tracer Study Report**

**2017 AD**

**Submitted to**

**University Grant Commission**

**Sanothimi, Bhaktapur**

**Nepal**

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**Acknowledgments**

Learning is a never ending Process. In every pace of life, we learn something new that becomes very significant to our life, as well as a part of our asset and step forward to the successful path.

Tridev Multiple Campus, in course of acquiring QAA certification has commenced ot record and analyze the status of pass out students within six months of their result. Being a part of duty, the campus has set a mechanism & active team to accomplish the task.

We are ever grateful to the MC of TMC for the decision of tracer study in public level and for the managerial and budgetary support as well. I'd like to appreciate the active and dynamic Tracer Study Task Team. The team has been working hard to prepare the data of all students regarding their further study, job involvement, nature of job and many other areas of personal profile. Similarly, I'd like to admire and express my cordial gratitude to HERP secretariat head and his official team for analyzing the data and script urizing them in production level.

Last but not the least; I'd like to thank the administrative personnel of this campus, Computer operator, Students, Lecturers and Guardians for their invaluable help in case of need.

Thanks.

Madhab Pyakurel

Campus Chief

**CHAPTER ONE**

**INTRODUCTION**

**1.1 Background**

Success of an academic institution depends on the quality education it provides, deserving people for work, crafting their skill for their professional life. The quality of education offered by an institution affects not only the employment rate of its graduates but also their performance in the competitive market. The employment condition of the graduates therefore is closely linked to the efficiency of the educational institutions.

Tridev Multiple Campus (TMC) lunched various program of study in the faculty of education and management with the motive of empowering students with quality education and preparing them as successful professional. Moreover it plays a vital role to contribute to the society with the academic and social awareness. As the modern commercial industry, the higher education institution like TMC most perform the characteristics of an industry and produce academic professionals that can compete in the market of higher education institution. TMC has served as an education center with the aim of modernizing society.

TMC has been benefited from the regular supportive program of University Grant Commission (UGC) in the process of being awarded with QAA certificate. TMC has been implementing Higher Education Reform Project (HERP) and improving its infrastructure and systematic development with the grants.

This tracer study has been conducted as the part of HERP program maintaining individual profile of its pass out students, assessing the result of this campus on the basis of the graduates it produce, In this way it helps to find out about the graduates' working position and the connection between education qualification and required work skills. The information of trend from the result of the tracer study indicates the deficits in the program offered by the campus and prepare the effective improvements on the basis of market value or use value of education hence it helps improving the quality of campus program enhancing the satisfaction of the future graduates.

With the vision of all round development and improving the quality of campus, TMC has undertaken this study with the assistance of UGC,Nepal. We have

attempted to carry out an analysis of to what extend the graduates are employed or pursuing further studies and how long it takes them to secure employment in the job market. We have also endeavored to assess the relative standard of living of the different categories of graduates such a gender are program of study, area of employment and so on.

**1.2 Objectives of study**

The main objectives of this study are to:-

* Find out the employment condition of the graduates
* Evaluate the academic program of the campus
* Trace out the relevancy of the courses in practical life.
* Examine the experience expectations and aspiration of the graduates.
* Evaluate quality and relevance of higher education program.
* Measure the contribution of the programs to the graduate's personal development.
* To get feedback for the betterment of the institution
* Find out the strengths and weakness of the institution.

**1.3 Institutional Arrangement to conduct the Study:-**

In order to carry out the study of the graduate batch 2017,TMCcampus management committee has formed a study team consisting of the following faculties from the campus.

1. Mr.GyankumarKhatiwada Co-coordinator

2 . Mr. PrakashBastola Member

3 . Mr. KeshavBhurtel Member

4. Ms. RupaPoudel Member

5. Mr. MatrikaPokhrel Member

**1.4 Graduate Batch taken For the Study**

The study has targeted the graduates from both faculties-Education and Management of the year 2017. The regular pass out students of education faculty and partial pass out students both faculty in 2017 have been chosen as the respondents of the study. The list of the graduates from each faculty of 2017 has been presented in appendix-2.

**1.5 Data Collection Tools and Procedures**

The tools for the study were tracer study questionnaire which was provided by UGC in the standard format. Photocopies of the questionnaire were used as tools of data collection. Generally mailed approach was used for distribution and collection of the questionnaire. We tried out e-mail, telephone and Facebook method to establish communication with the graduates. Though some of the graduate passed their exam, they have not taken their character certificates, so they are beyond our contact; some of the graduates were working in the remote parts of the country. Thus, interpersonal visit approach was used for data collection. We distributed the sample population among 7 groups, each person from the tracer study team taking responsibility of a group, for finding out the graduates, distributing questionnaire, and collecting team back.

**1.6 Scope and Limitation of the Study**

It is essential to establish the system of tracing its graduates for evaluating the success of the programs launched by the institution. It is also essential to provide recommendation for the reform and future plan for the program. TMC is establishing a system of tracing its graduates and getting feedback regarding the type of work, further study, and other activities they are/were involved since the completion of the study from the institution. Due to the lack of time period, geography related complication; the scope of the study was limited as follows:

* Only 2017 batch was selected for the study.
* This study covers 16 graduates who have passed in the year 2017 and have issued their transcript from the Office of the Controller of Exam.
* The study covers current employment status and passed job information of the graduates.
* The study covers expectation of the graduates after choosing particular program and how far their expectations are met.
* Strength and weakness of the institution pointed out by graduates are also included in the study.
* Further study and reasons for the additional study are also included in the study.

Suggestions from the graduates are collected in the study report that might provide insight for the betterment and improvement of the campus

**CHAPTER TWO**

**DATA PRESENTATION AND ANALYSIS**

The tools of data collection have been the tracer study questionnaire designed by UGC. The responses to the questionnaire from the respondents of the graduates 2017, from TMC have been translated and presented systematically in graph and tables in and this chapter

**2.1 Employment Status of the Graduates**

Among 16 graduates from 2017 batch of TMC, The equal distribution was seen in both faculties. It was observed that out of 16 samples that of 8 (i.e. 50%) graduates were involved in some kind of employment. Among them, 4(i.e. 25%) were male,4(25%) were female. the distribution of the employed graduates by gender and faculty is presented in the following table.

*Table1 :Employed Graduates from Each Faculties*

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Faculty | No of Respondents | | | No of employed | | | % of employed | | |
| Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Education | 2 | 6 | 8 | 1 | 1 | 2 | 12.5 | 12.5 | 25 |
| Management | 4 | 4 | 8 | 3 | 3 | 6 | 37.5 | 37.5 | 75 |
| Total | 6 | 10 | 16 | 4 | 4 | 8 | 50 | 50 | 100 |

On the basis of ethnicity, equal percentage of the employed graduates was there from Brahmin and chetri communities (accounting for 50% of the employed graduates). Ethnic groups found in the study were janajati (50%), Dalit (0%). The distribution of the employed graduates in terms of ethnicity is presented in the following pie-charts.

*Figure 1 :Employed Graduates by Ethnicity*

Of the employed graduates, 07 (87.5%) were working full time and 1 (12.5%) were self employed. The no and percentage of the employed graduates by the type of work are presented in the table no. 2 below

*Table 2 :Employed Graduates by Type of Work*

|  |  |  |  |
| --- | --- | --- | --- |
| Faculty | Full Time | Self Employed | Total |
| Education | 2 (25%) | - | 2 (25%) |
| Management | 5 (62.5%) | 1(12.5%) | 6 (75%) |
| Total | 7 (87.5%) | 1 (12.5%) | 8 (100%) |

Among the various program conducted at TMC,the highest percentage employed graduates were from B.B.S, which was Followed by B.Ed which is shown in Table-3

*Table 3 :Employed graduates by program*

|  |  |  |  |
| --- | --- | --- | --- |
| Faculty | Full Time | Self Employed | Total |
| 3 years B.ED | 2 | - | 2 |
| 4 years B.B.S | **5** | 1 | 6 |
| Total | 7 | 1 | 8 |

**2.2 Issue Related to Characteristics, Expectation, and Aspirations of Graduates**

We tried to find out the connection between knowledge they gain during the study and the skill they needed in their job. Through the graduates response in 7 different areas we tried to evaluate the programs. Most of the graduates reported that they were expecting government sector services that they might find out after choosing their bachelors program. We surveyed the graduates expectation and experience in order to find out significance of the program they studied, in their present job, through the tracer study questionnaire, on the basis of these practical areas. The relevance level was ranged 0-5 point. The following tables revels the experience and its relevancy.

Table-4

Relevancy of the program in the job assignment, TMC, Tracer study, 2017

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| S.N | Particular | Low relevant | Moderate | Highly relevant | Grand total |
| 1 | Enhanced academic knowledge | 0 | 2 | 6 | 8 |
| 2 | Improved problem solving skill | 0 | 1 | 7 | 8 |
| 3 | Improve research skill | 0 | 2 | 6 | 8 |
| 4 | Improve learning efficiency | 1 | 4 | 3 | 8 |
| 5 | Improve communication skills | 1 | 1 | 6 | 8 |
| 6 | Improve IT skills | 4 | 2 | 2 | 8 |
| 7 | Enhanced team spirit | 0 | 2 | 6 | 8 |

Rating: 0-1 (low relevant)

2-3 (Moderate)

4-5 (Highly Relevant)

The table shows the graduates responses in seven different areas. Out of 8 employed graduates, 6 responded the programs they completed in this campus to be highly relevant in terms of the enhancement of academic knowledge, whereas 2 responded the program to be moderate relevant to their job in terms of knowledge enhancement. The graduates gave high rating to improve communication skill, enhance team speed and improved research skill. Highest moderate response is given to improved problem solving skill 7 respondents. Then enhanced academic knowledge, improve learning efficiency, enhance team spirit, improve research skill, improved communication skill are given moderate relevant response by majority of the respondents. The campus programs were low relevant in terms of improve IT skills, according to 4 respondents. In the same way, 1 respondent gave low rating to the campus program in terms of learning, efficiency& improve communication skills.

The campus must make strategies so as to make its program highly relevant to practical life. Emphasis should be given to all seven areas raised in the questionnaire to make the campus program relevant to the graduates' job assignments. The responses are presented in the figure.

Fig :2 Relevancy of the program in job assignment, TMC tracer study 2017.

**2.3 Issues Related to the Employment Experience of Graduates.**

Graduates have been observed to have found employment in public and private sectors. However, they are not enthusiastic to prepare for public service commission competitions. Neither do they develop skills in foreign employment. NGO/ INGOs are also rare in this part of the district. Massive dropout rate among student had been observed while preparing annual report of the campus, due to the adolescents’ strong willing for unskilled foreign employment in different foreign countries. With the accelerated economic development and political stability new jobs have been in the process of creation in the job market. The trend of employed graduates is likely to change massively in the upcoming years. The types of employment the 2017 batch graduates are found to have involved in, can be depicted in the table form:

Table 5 : Distribution of graduates by the types of employment, TMC survey, 2017

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Type | Management | | Education | | Total | |
| Male | Female | Male | Female | Male | Female |
| Private | 1 | 1 | - | - | 1 | 1 |
| Public | 1 | 1 | - | 1 | 1 | 2 |
| Foreign Employed | - | - | - | - | - | - |
| Government | 1 | - | 1 | - | 2 | - |
| Self employed | - | 1 | - | - | - | 1 |
| Total | 3 | 3 | 1 | 1 | 4 | 4 |

Among 8 employed graduates from 2017 Batch, 25% have been found to be involved in private sector, 37.5% in public organization, 0% in foreign employment, 25% in government sectors, 12.5% self employed. The number of graduates this year has not been increased in comparison to the previous year, however the percentages have been observed in fluctuating trend. The trend of public sector employment and Government job has risen significantly this year.

**2.4 Issues Related to Quality and Relevance of Higher Education**

We got chances to evaluate our institution and its programs through this tracer study. Graduates were asked which of the following best represent major strengths and weaknesses of the instructional program that you attended. The rating values were ranged from 0 to 5 on given particulars. The following summary table shows the strengths and weaknesses of campus evaluated by the graduates and contribution of educational program in their personal development.

Table6 :Strengths and weaknesses of campus and campus programs, tracer

study, 2017

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| S.N | Particulars | Low value | Moderate | High value | Total |
| 1 | Range of course offered | 3 | 5 | 8 | 16 |
| 2 | Number of optional subjects | 3 | 9 | 4 | 16 |
| 3 | Relevancy of program to professional requirements | 2 | 8 | 6 | 16 |
| 4 | Extracurricular activities | 1 | 8 | 7 | 16 |
| 5 | Problem solving | 2 | 9 | 5 | 16 |
| 6 | Inter disciplinary learning | 3 | 7 | 6 | 16 |
| 7 | Work placement/ attachment | 3 | 7 | 6 | 16 |
| 8 | Teaching learning environment | 1 | 6 | 9 | 16 |
| 9 | Quality of delivery | 1 | 6 | 9 | 16 |
| 10 | Teacher student relationship | 0 | 4 | 12 | 16 |
| 11 | Library/ lab | 2 | 8 | 6 | 16 |

Altogether 16 graduates from the tracer study batch 2017 gave their response in the particulars mentioned on the table. We tried to evaluate the strengths and weaknesses of the campus and campus programs on the basis of the responses. In terms of the range of course offered, 8 graduates rated the institution with high value, 5 of them rated with mid value, and 3 with low value. It shows that most of the students arehighly satisfied with the range of courses offered in the institution. Similarly responses have observed for the second particular, the number of optional subjects offered in the campus, 4 of them have rated high value, 9 rated moderate and 3 rated low value.

Fig:2 Strength and weakness of campus and campus programs, tracer study TMC,2017.

For the third particular, relevancy of programs to professional requirements, 6 graduates rated TMC programs with high value, 8 with mid value, and 2 with low value. In this particular alsoTMC programs get highest number of mid ratings. Particulars like extracurricular activities, problem solving and interdisciplinary learning get similar types of ratings.

In response to the work placement capacity of the programs, 6 graduates chose high rating for TMC, while 7 chose mid rating, and 3 others chose low rating. TMC needs to establish relationship with private and public sector organizations for work placement of its graduates. Guidance and counseling sessions about the preparation of government jobs and international jobs can also be conducted, in order to meet the expectation of the graduates.

Responses on the particulars like teaching learning environment, quality of delivery, and teacher student relationship seem to be most favorable on behalf of TMC. Respondent graduates ranging from 6 to 9 rated high values to TMC in terms of these particulars, while 4 to 6 respondents rated mid value, and 0 to 3 graduates rated low value to TMC. Responses on library and lab facility are also observed to be satisfactory.

The highest number of respondents rated low value for the particulars range of courses offered, numbers of optional subject, inter disciplinary learning and work placement. While the highest value is seen to be rated in teacher student relationship. Average high value in all the particulars has been calculated as 9, the average mid value for all the particulars as 8, and the average low value   
as 2.

**2.5 Education and their Contribution to Graduates’ Personal Development**

On the basis of their condition and their feedback to the campus we tried to analyze the strength and weakness of the institution. Among 16 graduates, 8 have been observed to be employed, about them we mentioned in this report earlier. Some of the graduates continued their further study in 2018. Some others said they have responsibility in the family and there are no institutions for further education nearby. Altogether 7 of the study population were observed to be pursuing further study

Table 6 :Graduates pursuing further study, tracer study 2017, TMC

|  |  |  |  |
| --- | --- | --- | --- |
| Graduates | Management | Education | Total |
| Male | 3 | 1 | 4 |
| Female | 1 | 2 | 3 |
| Dalit | - | - | - |
| EDJ | 1 | - | 1 |

The number of male graduates pursuing for further study has been observed to be the highest. The total numbers of female graduates has been 10, and among them 3 have been found to be in further study, that is the figure of 30%. The male graduate population is6& 4 have been pursuing the further study.Out of the total male graduate population, 4 have been observed employed, that is 66% of the graduate male have been found employed. So the figure of males pursuing for further education seen to be the most. In the same way, 30% of the female graduates have been employed (3 out of 10), & 30% of female graduates are seen to be pursuing higher study.

**CHAPTER THREE**

**MAJOR FINDINGS**

**3.1 Employment Status of the Graduates**

Total graduates collected for tracer study of the batch 2017 were 16. Among them, 8 graduates have been found to be employed in different sectors. The distribution of employed graduates has been found to be 4 males out of 6, and 4 females out of 10.

Among 8 employed graduates made & 2 female were in private organizations, 1 males and 1 female in public organizations, 2 males in government jobs, &1 female in self employment.

Graduates have been observed to have found employment in public, private government and self employed. However, they are not enthusiastic to prepare for public service commission competitions. Neither do they develop skills in foreign employment. NGO/ INGOs are also rare in this part of the district. Massive dropout rate among student had been observed while preparing annual report of the campus, due to the adolescents’ strong willing for unskilled foreign employment in foreign countries.

The number of graduates this year has not been increased in comparison to the previous year, however the percentages have been observed in fluctuating trend. The trend of public sector employment government job and self employment has risen significantly in the year 2017 in comparison to the year 2016. Total number of graduates getting employment also grew significantly in 2017, in comparison to the previous year. With the stability in politics and accelerated economic growth the trend is likely to change massively in the upcoming years.

**3.2 Issues Related to Characteristics, Expectations, Aspirations of Graduates, and Relevancy of Higher Education**

In the tracer study efforts had been made to find out whether educational program they completed was significant for their present job. Graduates found campus programs to be highly relevant in terms of improved communication skill and enhanced team spirit, as more than 60% of the employed graduates rated campus programs to be so. Remaining graduates also rated these particulars with mid value.

In the particulars like enhanced academic knowledge, improved problem solving skills, and improved learning efficiency, 40% to 60% of the employed graduates find the campus programs to be moderately relevant for their present job; although 15% of the graduates’ expectations have not been met at all by the education they got, in terms of these particulars. And yet more than 60% of the employed graduates find their education as highly relevant to their present job.

The causes of the differing responses from the graduates have been observed due to the mismatch between the education and the type of job they are compelled to do. They do whatever jobs are available in the local level. It may be also because the campus has not developed the efficiency in delivering as per the expectations of the students in practical field.

In the particulars like improved IT skills and improved research skills, maximum number of employed graduates rated low relevancy level to the campus programs. In them minimum number of graduates rated mid value and high value.

Equal percentage of female graduates was found to be employed in comparison to male graduates. As a result, highest numbers of female graduates were found to be pursuing further study.

**3.3 Issues Related to the Employment Experience of Graduates**

**3.4 Issues Related to the Quality and Relevance of Higher Education**

**3.5 Education and their Contribution to Graduates’ Personal Development**

These three topics in this chapter are matching with the topics in the previous chapter, and have been dealt within detail in the previous chapter.

**CHAPTER FOUR**

**IMPLICATIONS TO THE INSTITUTIONAL REFORM**

Higher education institutions in the Western countries remain ideal places for the graduates throughout their life. The institutions should make the values and their ideals worth remembering. Then the graduates will talk about the institution freely in society and in their job field. How can we form such inspiring values of the institution? Graduates’ response and feedback can inspire us.

The campus must make strategies so as to make its programs highly relevant to practical life. Emphasis should be given to all seven areas raised in the questionnaire to make the campus programs relevant to the graduates’ job assignment.

TMC needs to establish relationship with private and public sector organizations for work placement of its graduates. Guidance and counseling sessions about the preparation of government jobs and international jobs can also be conducted, in order to meet the expectation of the graduates.

Tracer study finding can be helpful in formulating institutional reform in terms of program evaluation and revising the campus strategies. We can check the relevancy of the campus programs and make them up to date, with new methodology and motivation.

Along with the enhancement of academic knowledge and learning efficiency, campus programs must be oriented to competition culture. Present day market seeks the manpower that is smart in IT skills and research skills. Learners must be equipped with communication skills, team work, and decision making skills. Graduates with all these skills become confident personality.

When students become IT consumers, they get information about foreign employment. They get information about jobs in banking sectors, marketing sector, and NGO/INGO. Campus extra activities need to be directed to encourage students and make them smart.

Campus can make relationship with different organizations that recruit manpower on regular basis. We can join hands with private sector. We can focus on the qualities, attributes, subjects and programs to empower the graduates, so as to guarantee job placement.

We must encourage students to set goal and prepare themselves accordingly to pursue the goal. Students without goal become ready to do whatever job they find. As a result they face negative transfer of higher education to the job they pursue.

TMC must introduce and enhance technical education that has high value in employment. Moreover, graduates must be equipped with IT skills and communication skills. For that we are planning to introduce Science education, CTEVT technical vocational programs in the campus.

We plan to enhance research culture in the campus. Faculties are encouraged to conduct research. Faculty and students are given incentives for research activities. Faculties involve students in collaborative research as well.

General trend has been observed that there is mismatch between the programs students study and the type of job they pursue. For example, after passing BBS, the graduates are ready to accept the job of teaching. Effective guidance and counseling desk in the campus is needed.

**CHAPTER FIVE**

**CONCLUSION AND RECOMMENDATIONS**

We can conclude the report in the positive light. Our campus is in the process of institutional improvement, internal systemic reform, and improvement in the delivery of quality. Success of our campus depends on the quality of product it yields, the quality of research culture it incorporates, and the type of ideals and values it formulates.

If we compare the previous tracer study report and this one, we can notice substantial improvements. When we made this sort of study for the first time, we had been puzzled about what to do and how to do. Now we understand its implications for the institutional improvement. The idea of taking feedback, response, and criticism from graduates seemed strange in the past. Now we realize that the stakeholders can see the gaps and loopholes to be filled. Now we realize that higher education institutions need to do a lot more than just teaching learning. It has big responsibility for the community. The insights this study developed will be helpful in formulating campus strategies in the days ahead.

On the basis of the study we can recommend some suggestions:

* Campus should make strategies to raise the number of graduates, and keep their record in systematic ways, with their personal profiles.
* Make strategies to empower students with academic knowledge and learning efficiency.
* Equip students with IT skills, research skills, communication skills, team work, decision making, and so on, through co-curricular activities.
* Establish information center in campus, along with guidance and counseling cells.
* Establish relationship with private sector, public sector, (I)NGO, and join hands with them to prepare manpower as per their expectations.
* Provide further education opportunity for the graduates in the campus.
* Encourage students for government jobs and highly competitive international jobs.
* Introduce highly demanding programs in the campus.
* Run the existing programs with new zeal, enthusiasm, and motivation.
* Enhance cooperative, moral, respectful, and humanistic culture among teachers and students.
* Encourage students to set goals and prepare for life accordingly, help them develop confident personality.
* As the relevancy of campus programs in job assignment has been found poor, about 50% of the employed graduates place moderate response to all the particulars on the section, campus should make necessary improvement to raise the level of response to highly relevant. Make the campus programs highly relevant to the job assignment has been recommended.
* In the section related to strength and weakness of the campus programs and their relevancy, among 16 graduates from 2017 batch, more than 50% have given moderate value to almost all of the 10 particulars. Campus programs should emphasize the particulars so as to raise the level of response to high value. Improvement on the areas of all 10 particulars has been recommended.
* To raise the number of Dalit, Women, and EDJ graduates, emphasis should be given on incentives and scholarship of different sorts.