

# TRACER STUDY IPB GRADUATES OF 2019



DIRECTORATE OF COLLABORATION AND ALUMNI AFFAIRS

IPB UNIVERSITY

2021

## MESSAGE FROM THE RECTOR



**RECTOR OF IPB UNIVERSITY**

**Prof. Dr. Arif Satria, SP.M.Si**

Assalamu'alaikum warahmatullahi wabarakatuh

The revolution of Industry 4.0 has caused disruptions in various fields and posed as both a challenge and an opportunity, including for the millennial generation. The biggest disruption caused by Industry 4.0's technological revolutions has changed the lifestyle of the new generation. This era of disruption has also changed many aspects of IPB University. On the aspect of education, IPB University is formulating policies and technical methods for the IPB 4.0 Education which aims to educate the millennial generation to be fast and resilient learners. On the aspect of research and innovation developments, IPB University is continuously developing IPB 4.0's research and innovations.

To develop better innovations for education and research, especially for our students, a tracer study has been conducted to understand our graduates better. This study was done to collect information related to our graduates' career paths. The information obtained from this study is also being used to evaluate the results of IPB University's education programs while also posing as useful information for our stakeholders, and to fulfill requirements of higher education institution accreditations.

The tracer study program aims to understand acceptance rates, process, and positions of our graduates in the working field, allowing us to prepare our students according to the necessary competencies needed to succeed in the working field, and help us to plan our teaching strategies to suit the demands of the working field.

As we work to develop and improve our innovations, we are open for any constructive criticisms and suggestions for better results in the future.

Wa'alaikum salam warahmatullahi wabarakatuh.

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## IPB DIRECTORATE OF COLLABORATION AND ALUMNI AFFAIRS (DKHA) TRACER STUDY TEAM

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2. Dini shintawati  
3. Fitriyanti  
4. Nurdatul Akmam  
5. Nadia Nur Soraya  
6. Abdul Ghafur

## BACKGROUND

One of the indicators of a university's performance is the performance of its graduates upon finishing their studies. In more detail, such indicators include the waiting time of graduates to secure a job post graduation, correlation of study program to job, position and sum of first payment, proportion of graduates in entrepreneurship, and other activities which can be used as information to better the university's academic performance. Understanding the importance of its graduates' profiles, IPB University through the Directorate of Collaboration and Alumni Affairs (DKHA) is routinely holding tracer studies towards graduates who have undergone the graduation ceremony two years prior.

In IPB University's strategic plan, tracer study is meant to be implemented as one of the action programs under the developing initiative to recruit new graduates in institutions and national/multinational companies. This initiative is related to the strengthening of graduate competencies and the development of graduates' entrepreneurship program. Therefore, the tracer study data must be analysed to gather input which can be utilized to strategize on the realization of this initiative.

The evaluation of graduate tracing can also act as the base to make further analyses on the students' necessary competencies, academic programs, and accreditations of both departments and faculties. This evaluation would make a strong base to continue developing strategies for IPB University's departments, faculties, and the university itself.

The goal of the Tracer Study is to collect data on the careers and performances of IPB University's graduates on a periodic, annual basis through alumni tracer activities and the companies employing our alumni which is then processed to align the needs of the working field to graduate competence. Another important goal of this study is the socialization of the resulting data to our internal stakeholders.

## TRACER STUDY METHODOLOGY

The method used in the implementation of the tracer study is by surveying all 2019 graduates using an online questionnaire. The processing of data was done using the SPSS software and Microsoft Excel. Data analyses was done using statistics and a three cluster method for the first payment and waiting time. The steps implemented/procedure for the tracer study are presented in Figure 1.

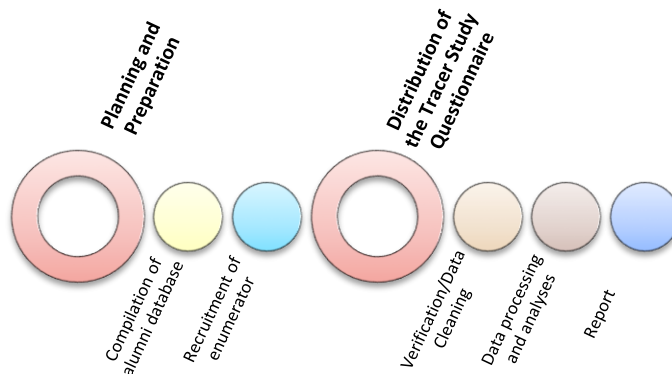


Figure 1 Procedure of the tracer study

## RESPONDENTS

The 2021 tracer study was done towards IPB University graduates which have undergone the graduation ceremony in 2019. This study was done through the distribution of the tracer study questionnaire to all graduates of our undergraduate program. Distribution of the survey was done through the internet and other medias of communication. The targeted respondents of this tracer study was the entirety of IPB University's 2019 graduates of the undergraduate program, consisting of 3.691 people in total. The number of graduates who filled in the questionnaire amounted to 2.312 people or 62,64% of the target respondents who are graduates of IPB University in 2019. The number of respondents which were available to be contacted and had filled in the survey is presented in Table 1.

Table 1 Respondents of the 2019 IPB University's graduate tracer study

Faculty	Respondents (people)		Percentage (%)
	Target	Responded	
Agriculture	424	232	54,72
Veterinary Medicine	198	129	65,15
Fisheries and Marine Science	471	248	52,65
Animal Science	223	119	53,36
Forestry and Environment	395	273	69,11
Agricultural Engineering & Technology	393	228	58,02
Mathematics and Natural Sciences	712	497	69,80
Economics and Management	491	336	68,43
Human Ecology	331	215	64,95
Business School	53	35	66,04
<b>Total / Average</b>	<b>3691</b>	<b>2312</b>	<b>62,64</b>

## WORK STATUS

Status distribution of IPB University's 2019 graduates is as follows:

- Employee: 66,83%
- Freelancer: 9,34%
- Unemployed: 15,18%
- Entrepreneur: 8,65%

The employee work status including both permanent employee and freelancer are the main choices for IPB University's graduates, making up a total of 76,17% of IPB's graduates working as employees in various fields. While the number of graduates choosing the path of an entrepreneur makes up 8,65% of the total number. The rest of the respondents who have not been employed are presented in Figure 2.

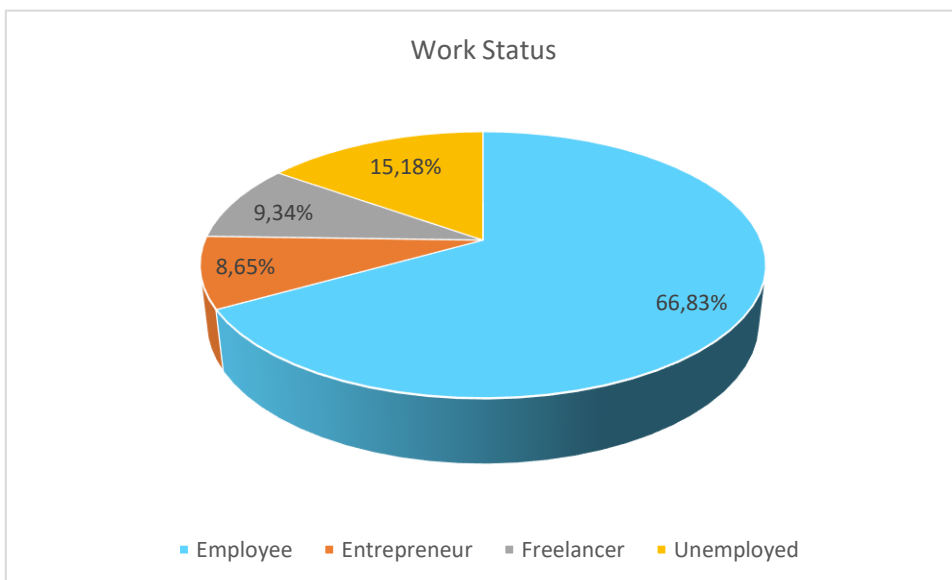


Figure 2 Work status of IPB University's 2019 graduates based on type of work

Generally, the development of IPB University's graduate work status based on result obtained from the tracer studies sees an increase in working graduates in 2021 compared to 2020. The percentage of graduates with their own enterprises (entrepreneurs) also show an increase of 0,01% despite the worldwide pandemic. This shows that there is a tendency of decrease of graduates with other activity statuses.

IPB's 2019 graduates who are not working nor in entrepreneurship, have various other activities. As many as 5,75% of those graduates chose to continue their studies on a higher academic level. While 8,61% of the total number of graduates are still waiting for employment or choose to pursue other pursuits such as becoming a housewife (0,82%).



In conclusion, the status of graduates with other activities besides employment/ entrepreneurship is presented as below:

1. Looking for employment: 8,61%
2. Chose to focus on family and children/marriage: 0,82%.

## IPB UNIVERSITY GRADUATE PROFILE: EMPLOYEES

### 1. Waiting time to the First Job

The waiting time for the first job of graduates with working status is as follows:

1. Waiting time <3 months: 59,82%
2. Waiting time >3 – 6 months: 20,60%
3. Waiting time >6 – 12 months: 16,06%
4. Waiting time >12 months: 3,52%

Details on the waiting time for graduates from each faculty is shown in Figure 3.

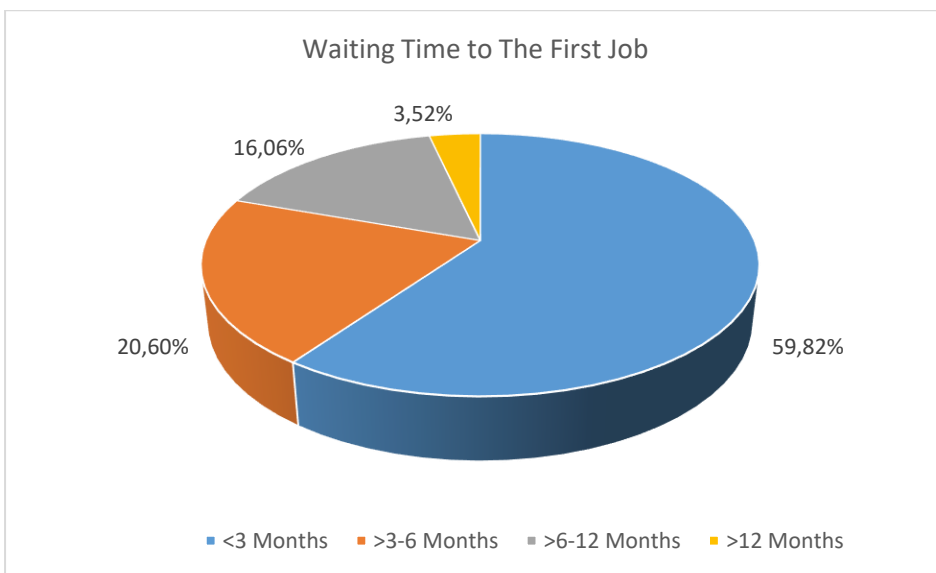


Figure 3 Waiting time of employees from the 2019 graduates

### 2. Correlation of Study Program to Job

The relation between study program and job is highly correlated. The percentage results of study program and job correlation are shown as below:

1. Highly correlated: 28,62%
2. Correlated: 20,45%
3. Sufficiently Correlated: 19,72%

4. Loosely correlated: 25,90%
5. Uncorrelated: 5,31%

As a whole, as many as 68,79% of 2019 graduates who are working as employees state that their study program in IPB University are correlated, with sufficient to high levels of correlation, to the current jobs they are working in. This is shown in Figure 4.

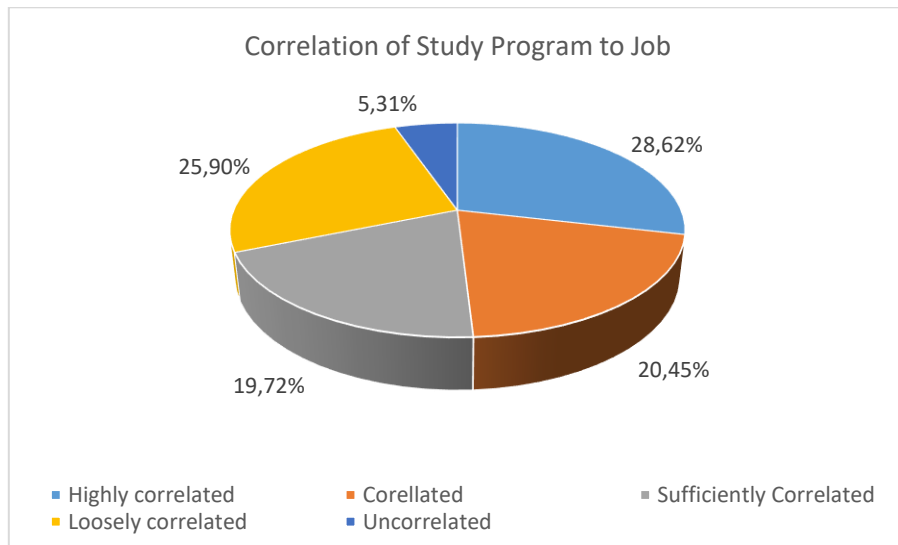


Figure 4 Correlation between study programs of 2019 graduates to their current jobs

### 3. Suitability of education level towards job

The survey results on suitability of education level to the current graduates' jobs are shown as below:

1. A higher level: 8,52%
2. Equivalent level: 85,35%
3. A lower level: 4,99%
4. No requirement of higher education: 1,13%

The results of the survey showed that the majority, making up 85,35% of graduates, state that the education level (undergraduate) they achieved in IPB University are suitable/equivalent to the requirements of the current jobs they are employed in. A visualization of the percentages of education level suitability for job is shown in Figure 5.

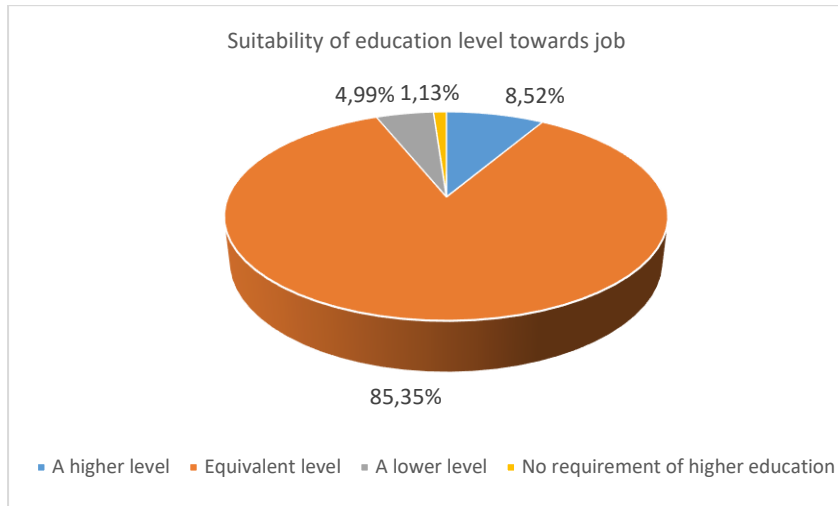


Figure 5 Suitability of 2019 graduates' education level to job

#### 4. Amount of A Start-Up Monthly Salary

The amount of a start-up monthly salary received by 2019 graduates are converted based on the Minimum Regional Payment (UMR) of each othe graduates' working regions. In their current jobs, as many as 45,72% state that their income amounts to more than 1,2 of the UMR, and as many as 29,08% of graduates have an income of 1,2 UMR, while 25,20% of graduates have an income of less than 1,2 UMR. These percentages are visualized in Figure 6.

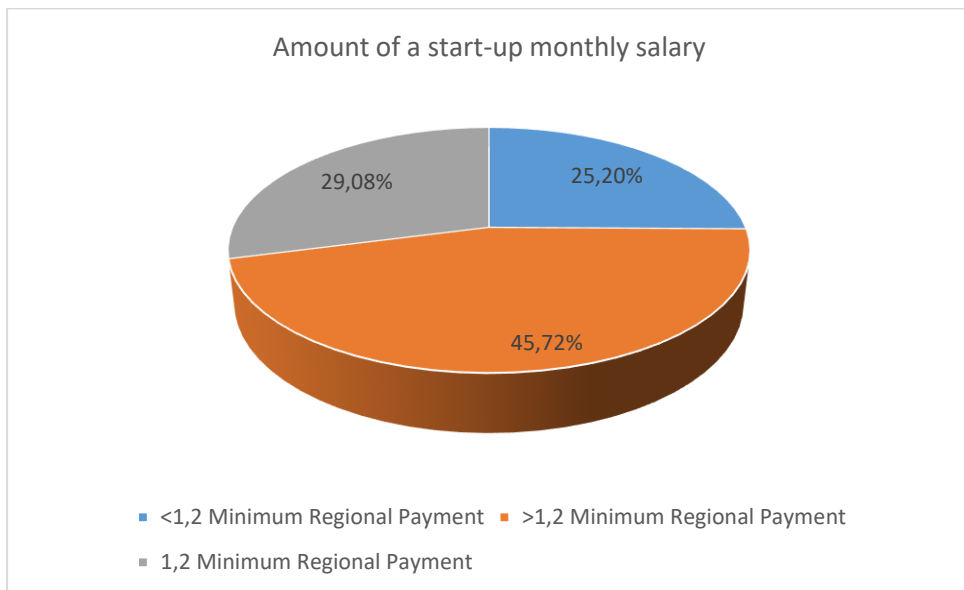


Figure 6 Conversion of 2019 graduates' start-up monthly salary to the UMR

## 5. Type of company/agency/institution of graduates' working place

The types and percentages of company/agency/institution which are working places of the graduates are shown as below:

1. Governmental agencies (including State Owned Enterprises and Municipally Owned Corporations): 22,39%
2. Non-Profit Organizations/Non-Governmental Organizations: 2,09%
3. Private Companies: 73,56%
4. Other sectors: 1,96%

The majority of IPB graduates who are working have chosen to work in private companies, whether in national or multinational private companies. A visualization of graduates' working places is shown in Figure 7.

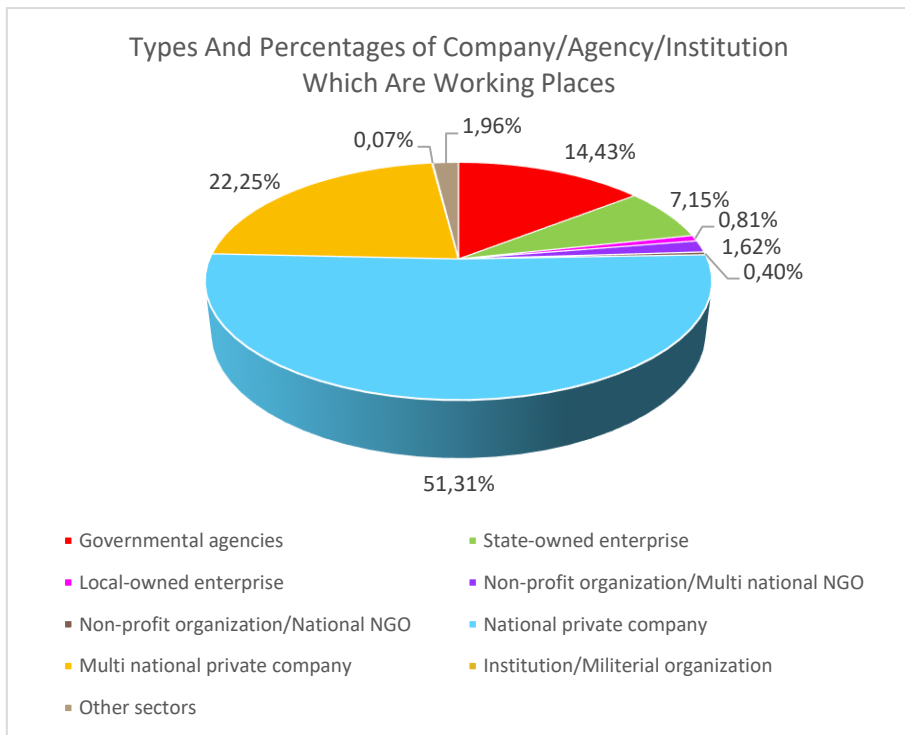


Figure 7 Type of company/agency/institution of the 2019 graduates' working place

## 6. Employee Status at Working Place

The employee status of IPB graduates are divided to the following categories:

1. Permanent employees: 38,80%
2. Contract employees (determined/undetermined working period): 46,63%
3. Part time employees: 12,15%
4. Others: 2,43%

A visualization of employee statuses of graduates is shown in Figure 8.

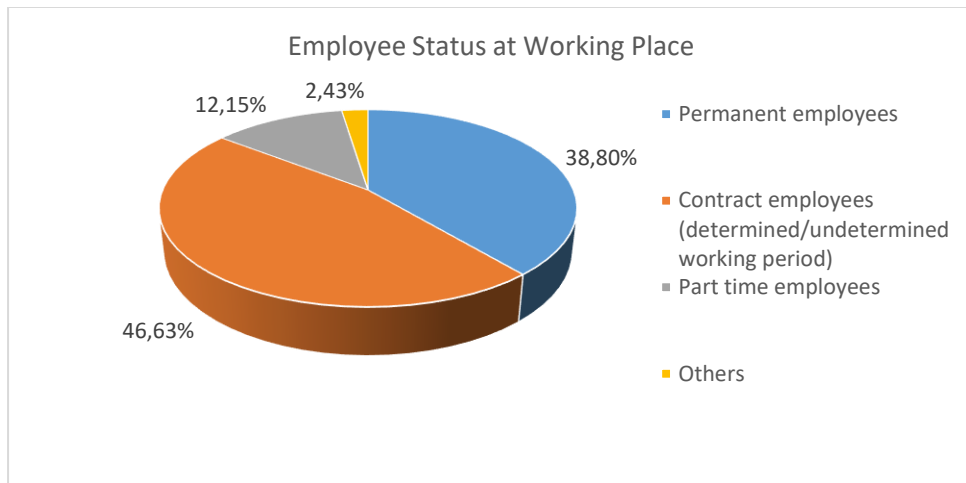


Figure 8 Category of employee status in the first jobs of 2019 graduates

## FREELANCERS

### 1. Work status

Besides employees, graduates of IPB University have also chosen to be freelancers. This proportion of graduates working as freelancers are then specified into several categories as described below:

1. Freelance consultants: 45,59%
2. Independent experts/specialists: 13,24%
3. Art creators: 9,31%
4. Others: 31,86%

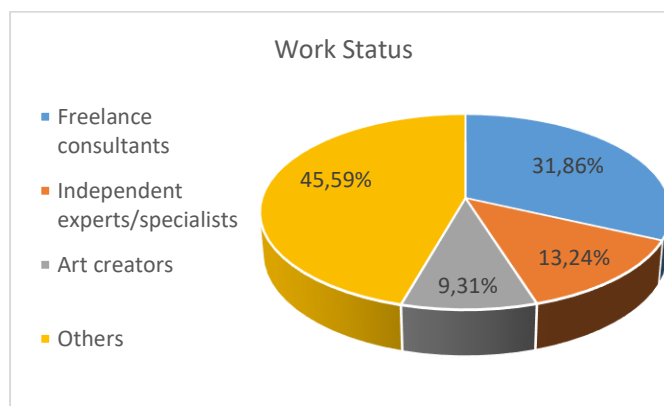


Figure 9 Percentage of graduates based on type of freelance work

## 2. Waiting time

The waiting time of the majority of graduates who are working as freelancers is less than 3 months with a percentage of 66,19% of the total graduates. While the percentage of graduates with a waiting time of >3 – 6 months is 19,05% and the remaining percentage of graduates were able to get jobs after 6 to 12 months or after more than 12 months. Based on this, it can be assumed that over 85% of IPB graduates who are working as freelancers have a relatively short waiting time of less than 6 months to secure their current jobs.

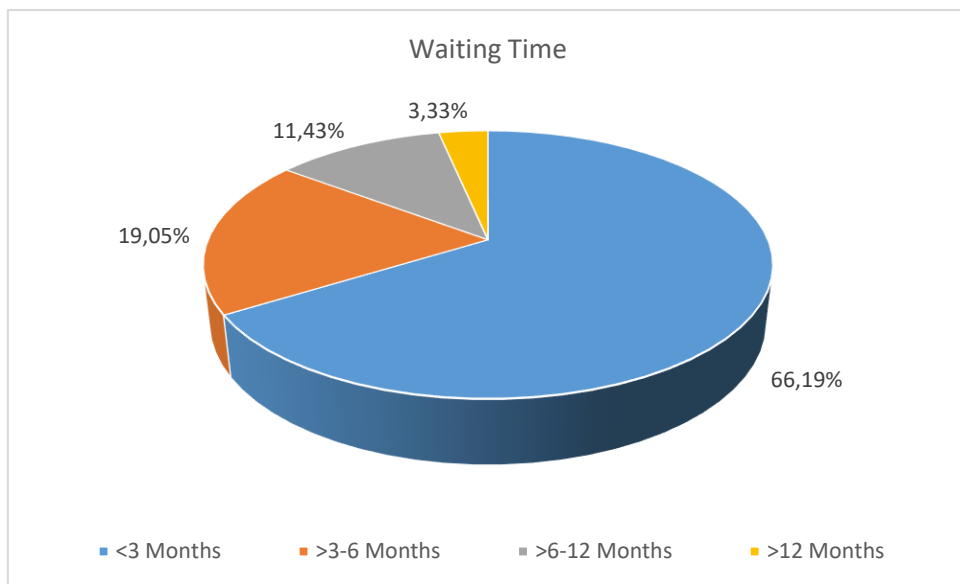


Figure 10 Waiting time for graduates to secure freelancing jobs

## 3. Correlation of study program to job of current graduates

From the percentage of IPB graduates working freelance jobs, as many as 55,56% state that their study program does not correlate to their current jobs. While 44,44% of freelancing graduates state that their current jobs still have sufficient to high correlations to the study programs they underwent in IPB. A visualization of these percentages is presented in Figure 11.

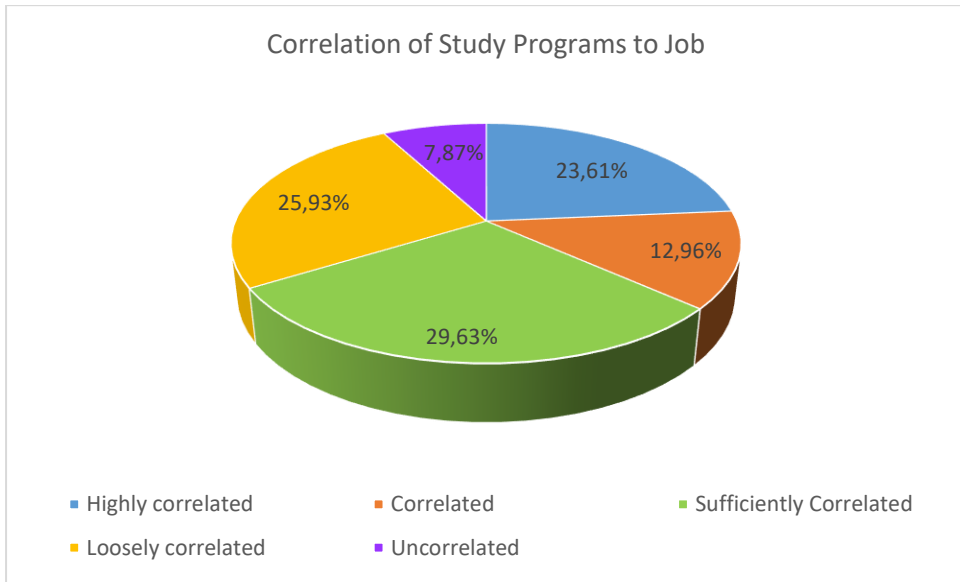


Figure 11 Correlation of study programs to job of freelancing graduates

#### 4. Suitability of education level to current job

The majority of freelancing graduates, consisting 74,77% of the total percentage state that their current education level is highly suitable and sufficient for their current jobs. While 6,54% of freelancing graduates state that their current jobs do not require the education level which they had achieved. This is shown in Figure 12.

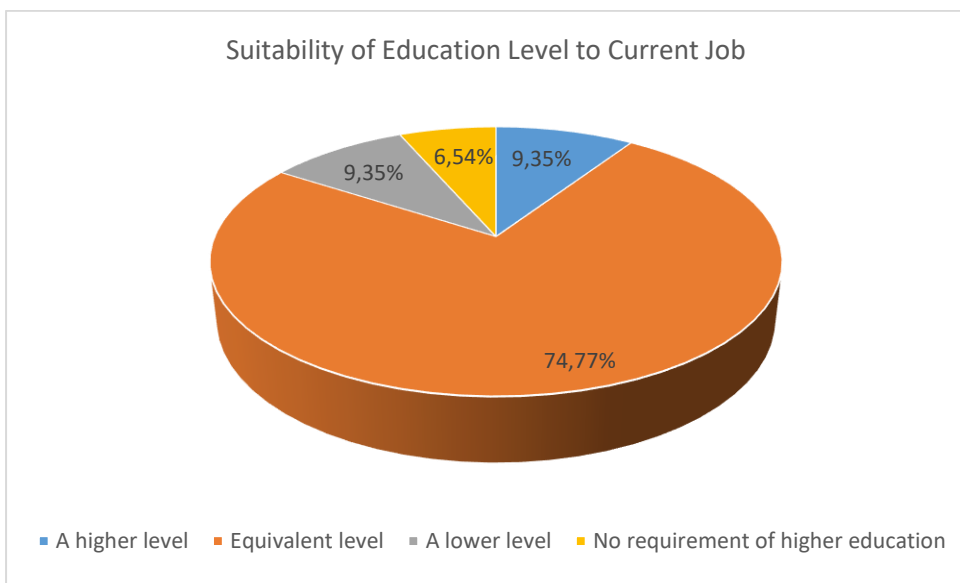


Figure 12 Suitability of education level of current freelancing graduates

5. Amount of a start-up monthly salary received by freelancing graduates from their current jobs

The amount of a start-up monthly salary received by graduates who are working as freelancers are converted based on the Minimum Regional Payment (UMR) of each regions where the graduates work. The results show that as many as 43,52% are receiving payment amounting to 1,2 UMR to >1,2 UMR, while 56,48% state that the income they receive amount to less than 1,2 UMR. This is shown in Figure 13.

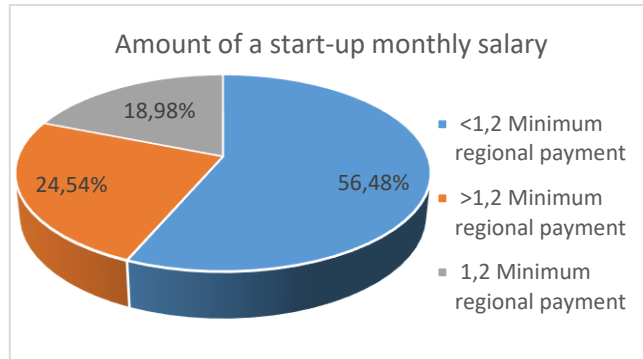


Figure 13 Conversion of freelancing graduates income to UMR

## ENTREPRENEURS

### 1. Time to Start of Entrepreneurship

Graduates of 2019 who chose to pursue entrepreneurship after their education in IPB University have mostly started their enterprises subsequent to their graduation. A percentage of 61,87% of entrepreneur graduates started their enterprises less than 3 months to 6 months after graduation. While the remaining percentages started their enterprises after more than 6 months to 12 months after graduation. These percentages are shown in Figure 14.

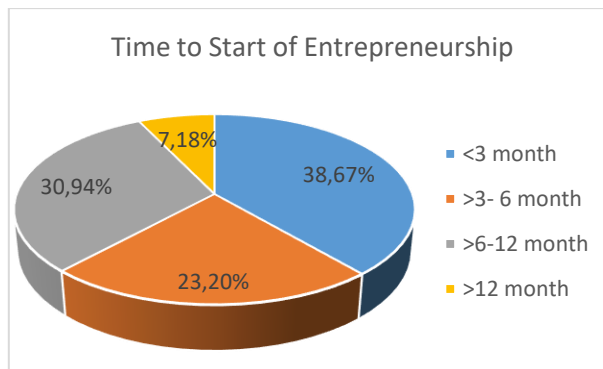


Figure 14 Waiting time to start of entrepreneurship of 2019 graduates



## 2. Monthly Net Income

The monthly net income of graduates in entrepreneurship are highly varied with 61,2% of the them making on average more than 1,2 UMR to 1,2 UMR monthly. While 38,80% of entrepreneur graduates are still making a monthly average of under 1,2 UMR. A visualization of the varied net income of graduates in entrepreneurship is shown below:

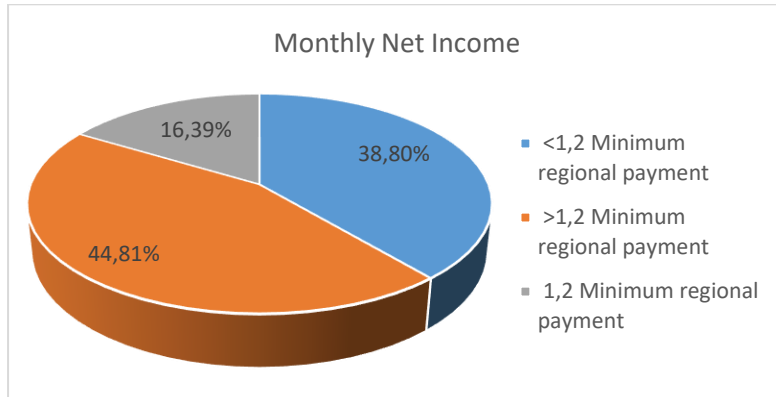


Figure 15 The net income average of 2019 graduates in entrepreneurship (converted to UMR)

## 3. Correlation of study program to the enterprises run by graduates

This tracer study shows that 61,77% of entrepreneur graduates feel that their study programs in IPB University sufficiently to highly correlate to the enterprises they had established, while 31,41% state that their study program are only loosely correlated. The remaining 6,81% state that their study program are uncorrelated to their enterprises. These percentages are shown in Figure 16.

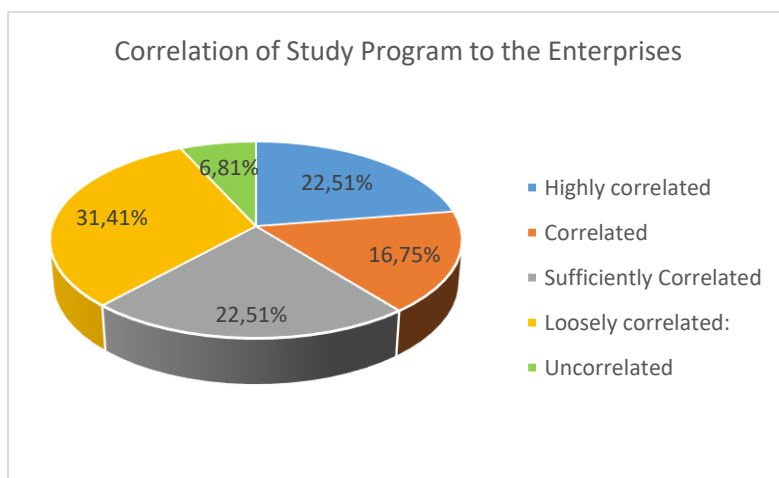


Figure 16 Correlation of study program to enterprises established by entrepreneur graduates of 2019