UNIVERSITAS TERBUKA

A Case Study of The Graduate's Readiness for Employment
A Tracer Study at Universitas Terbuka

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Introduction

- Between 1984 and 2012, more than six hundred thousand (600.000) students graduated from Universitas Terbuka.

- UT as an educational institution has a huge responsibility to provide highly educated people required in employment sector.

Introduction

UNIVERSITAS TERBUKA

The aims of this tracer study are:

1. To find out whether or not the output quality of UT's graduates matches with quality competencies required on job.

2. To provide a continued process of UT's performance quality improvement in all aspects

3. To get the accreditation of study programs

Methodology

- UT tracer study conducted in 2009.

- The method : quantitative.

- Population : undergraduate (S1) and postgraduate (S2)

- Total of population : 50.426

- Respondents:

  a. graduate's students

 b. graduate's supervisor at work

  c. graduate's co-worker.

Questionnaire Distribution

- Questionnaires sent by post : 50.426

- Properly returned questionnaire : 16.252

- Uncompleted returned questionnaires : 378

- Undelivered questionnaire by post : 1.369

1. Graduate's competencies

2. Graduate's competitiveness in workplace

UT's Graduates Profile

FMIPA 4%

FEKON 8%

FISIP 15%

FKIP 73%
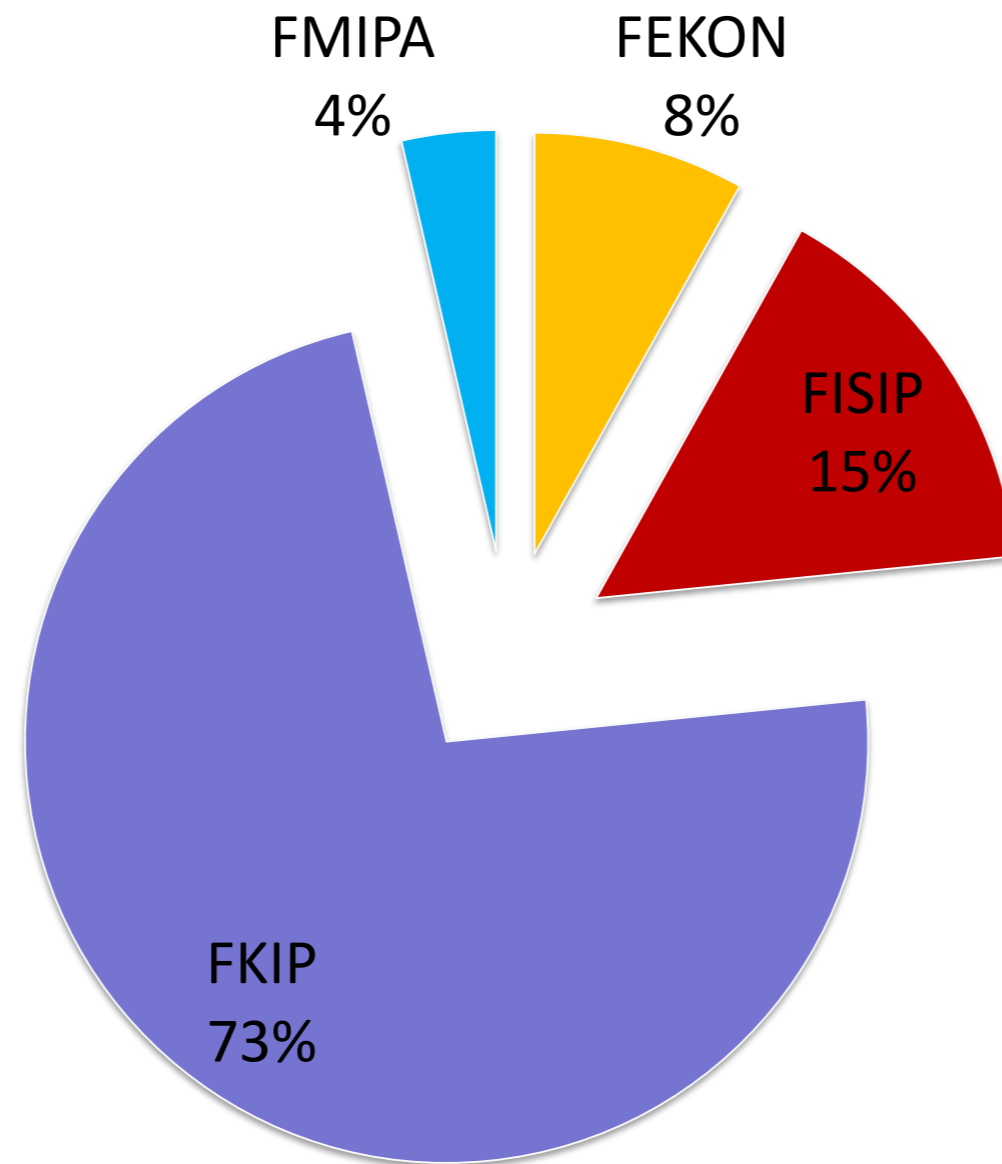
UT's Graduates Competency

Graduate's competencies which discussed in this research were analyzed by:

1. Comparing UT's graduates competencies with the competencies required in the job

2. Competencies can also be measured from the behavioral aspects of innovation and responsibility of the graduates students

Table 1: UT's Graduates Competency

No	Indicator	Currently Graduates Competence				Competence in work demands			
		Perceptions of Graduates		Superior perception		Perceptions of Graduates		Superior perception	
		Very good & good	Less & very less	Very good & good	Less & very less	Very good & good	Less & very less	Very good & good	Less & very less
1	The mastery of science	88.13	6.90	90.97	4.26	90.13	4.45	93.61	2.39
2	Analytical thinking	85.61	7.29	89.81	4.52	90.97	2.19	93.55	1.74
3	Performing under pressure	53.16	35.35	62.77	26.84	55.74	32.90	64.45	26.00
4	coordinate the work	87.68	5.10	90.39	3.10	91.03	2.06	92.97	1.23
5	Time management	86.77	5.10	90.00	3.29	91.68	1.35	92.90	0.97
6	Cooperate with others	91.00	8.88	92.08	6.9	92.91	6.52	94.03	5.23
7	Empowering others	75.42	16.52	82.84	9.94	84.26	7.87	97.74	5.74
8	IT	54.97	37.74	58.71	33.74	88.06	4.84	87.81	6.32
9	Problem Solving	87.94	4.52	89.35	3.68	92.13	0.97	93.29	0.84
10	New Ideas	82.97	9.55	85.87	6.90	89.74	3.29	93.16	1.74

- Competency can also be measured from the behavioral aspects of innovation and responsibility.

- 3 aspects that can be measured :
  1. the frequency of giving ideas/suggestions during working time,
  2. the frequency of the idea/proposal being accepted,
  3. and the frequency of innovative behavior
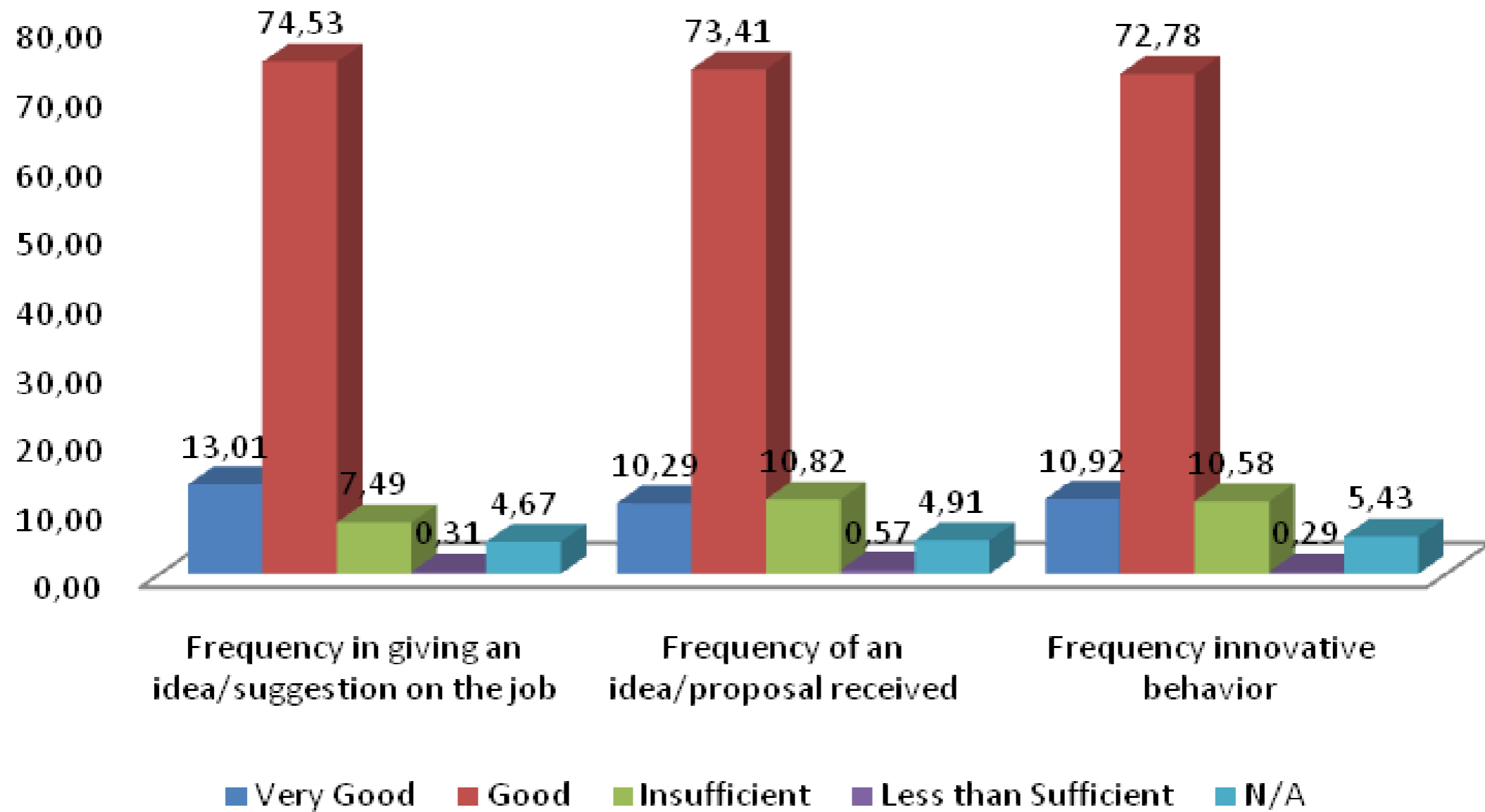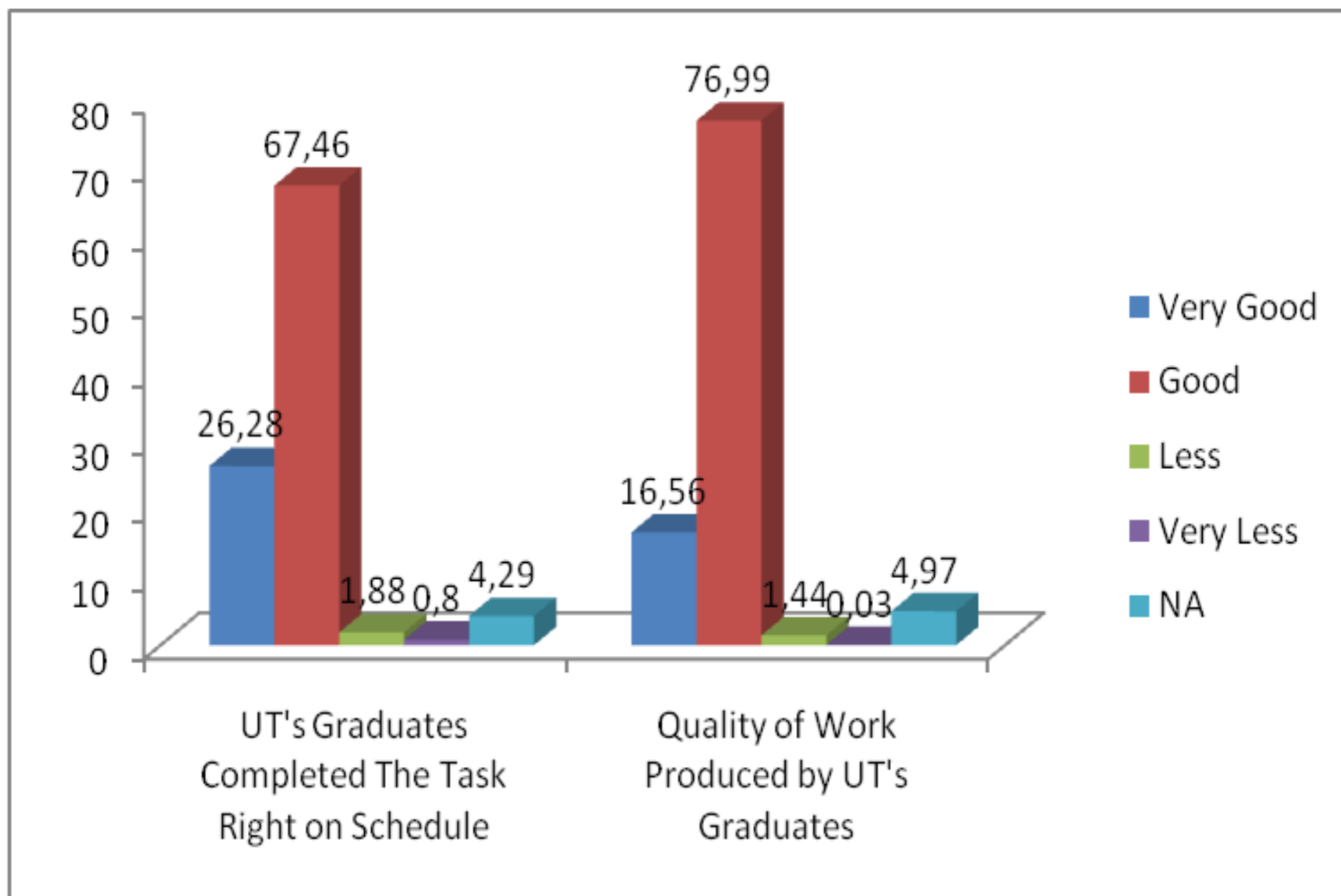
Diagram 1 : Graduate's Innovation Behavioral

Diagram 2 : Graduate's Job Responsibility

Indicators of competitiveness of UT's graduates can be seen by answering how often UT's graduates:

❑ obtain job and get further study information,
❑ get the opportunity to follow the selection,
❑ get the chance to be selected,
❑ get work achievements

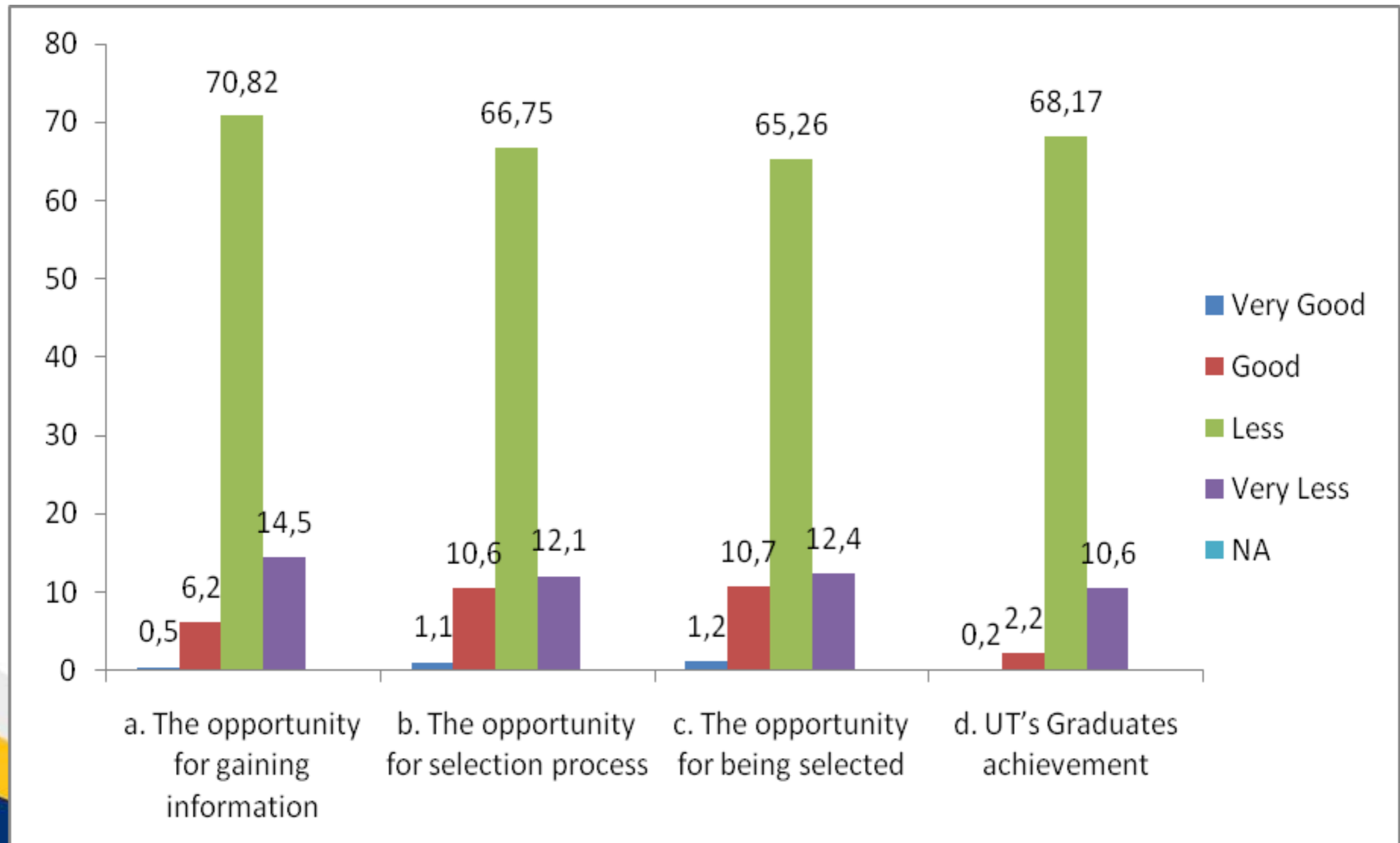# Diagram 3 : Graduate's Perception about Their Ability to Compete

Legend:
- Very Good
- Good
- Less
- Very Less
- NA

Categories:
- a. The opportunity for gaining information
- b. The opportunity for selection process
- c. The opportunity for being selected
- d. UT's Graduates achievement

Values:
- a: 0,5 / 6,2 / 70,82 / 14,5
- b: 1,1 / 10,6 / 66,75 / 12,1
- c: 1,2 / 10,7 / 65,26 / 12,4
- d: 0,2 / 2,2 / 68,17 / 10,6

Diagram 4: Stakeholders' Perception of UT's Graduates Opportunity to Compete

CONCLUSION
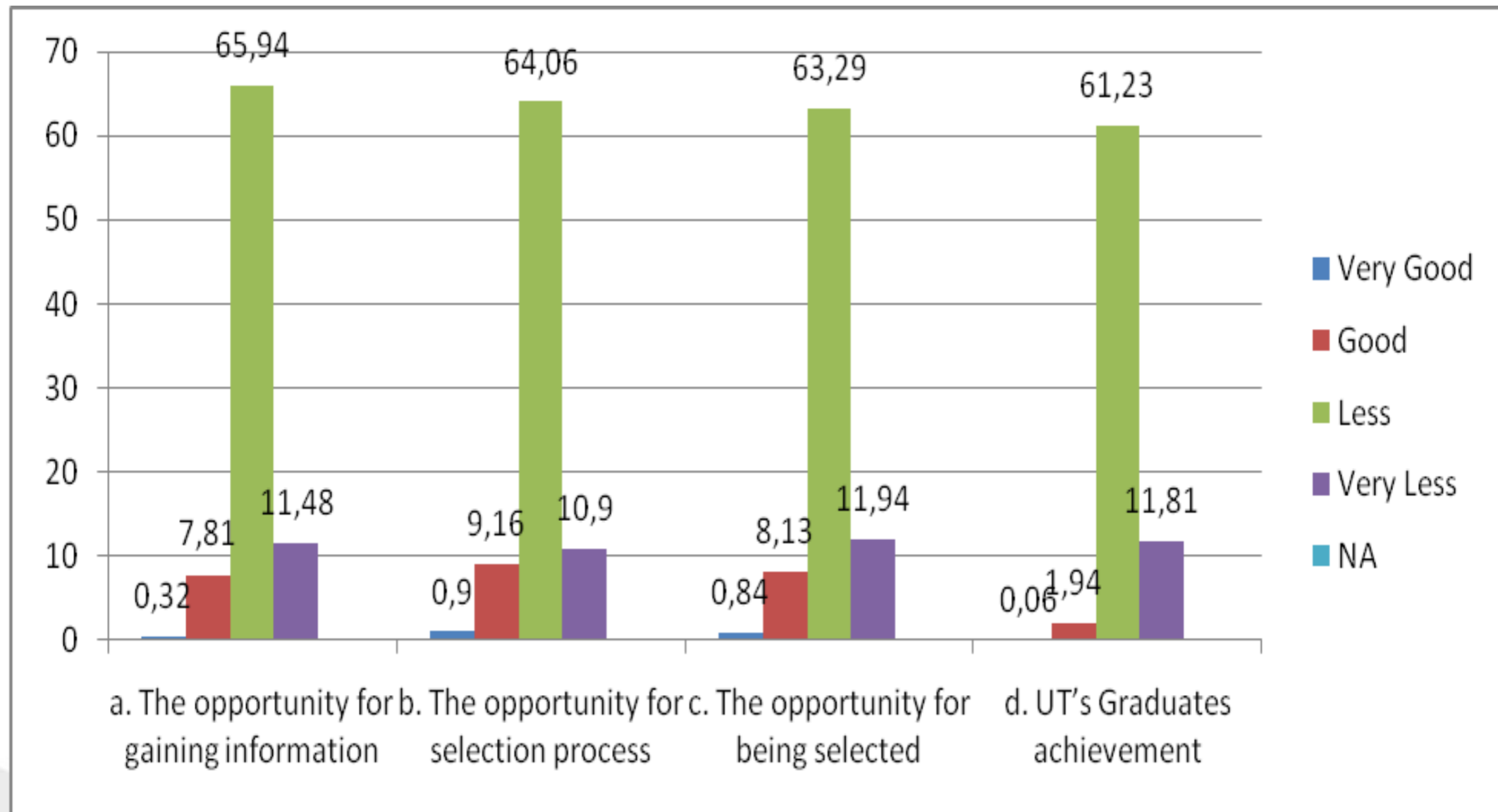
1. Learning outcomes organized by UT can be seen from the perceptions of UT's graduates' about their competencies and competitiveness in the workplace. Based on the data, the competencies and competitiveness of UT's graduates can be categorized as GOOD
2. UT's graduates are considered to have the competencies and competitiveness suitable with the demands of the job
3. The results of this study indicate that UT as a higher education institution has a significant contribution in providing high educated workers in Indonesia

Thank You