TRACER STUDY REPORT OF ALUMNI AND GRADUATE USERS

FACULTY OF ECONOMICS AND BUSINESS

FEB

UNIVERSITAS AIRLANGGA

2021

INTRODUCTION

A. Tracer Study and Portrait of Education

The management of university institutions as educational service institutions is required to be able to apply better quality education standards, especially in terms of graduate quality or graduate standards. The standard criteria for graduates in the tracer study results can be used to determine the relationship between university inputs (learning situations and conditions, student biographies, experience and motivation), university processes (learning and teaching), university outputs (knowledge, skills, motivation and values), as well as university outcomes (transition period into the working world and contribution to society).

In general, the tracer study conducted by FEB Airlangga University (FEB UNAIR) seeks to carry out a track record or survey conducted to find out how graduates or alumni can be informed as a portrait of the results of university activities. The expected result is the availability of useful information for the purposes of evaluating educational outcomes. Furthermore, these results can be used for improvement and quality assurance, as well as information on the relationship between university and the world of professional work, assessing the relevance of university, providing information for stakeholders, and completing the requirements for university accreditation.

The process of implementing the tracer study at FEB UNAIR begins with the preparation of instruments, distributing the instruments through google forms and ending with analysis of the data obtained. The preparation of the instrument was carried out on March 29 to April 5, 2021. The instrument was prepared based on the need to fulfill the quality assurance requirements of UNAIR, IKU, Employee reputation and academic reputation. Furthermore, the instruments that have been approved by the Faculty management on April 6, 2021, began to be distributed to the target respondents of 2016 to 2020 alumni. The questionnaires were filled out for 26 working days from April 6 to May 2, 2021. After the data was collected, data analysis was carried out.

This tracer study was carried out after FEB UNAIR had graduated students (Undergraduate S1, Graduate S2 and Doctoral S3) within the last five years, so that it would be easy to know the condition of graduates and market needs for graduates, because they are considered to have experience and competence in work and knowledge about the working world. This experience and competence in the working world will then become alumni feedback for universities regarding the relationship of university education with various graduate users. The focus of this tracer study is to find out the pattern of graduate development and absorption in the field of professional application.

So that the portraits of graduates and graduate users can be recorded properly, FEB UNAIR makes instruments that are carried out simultaneously by each study program in conducting tracer studies. The benefit of this tracer study is to describe the condition and situation of alumni, especially in terms of job search, current achievements in work, and the level of difficulty in getting a job due to market demand with special competencies. In order to find out more about this information, the results of this tracer study will present in-depth and detailed information regarding the suitability of work both horizontally (between various fields of science) and vertically (between various levels/educational strata) as well as the challenges of the university in designing curriculum as a provision of graduate competencies.

Another benefit of this tracer study is to be able to overcome the problem of the gap in job opportunities among FEB UNAIR graduates and efforts to improve it. Thus, FEB UNAIR will have a database of graduate movement and have programs that will be networked to the professional world, so that the absorption rate of graduates can be increased.

B. Process and Method of Tracer Study at FEB UNAIR

The data collection process during the 2021 tracer study was carried out by setting survey targets, including:

1. FEB UNAIR alumni for Undergraduate S1, Graduate S2, and Doctoral S3 who have graduated in the last five years (2016-2020) according to the sample target per year of graduation:

Undergraduate S1	2020	2019	2018	2017	2016
Development Economics	38	60	65	26	60
Management	89	121	111	58	100
Accounting	94	118	135	74	114
Accounting PSDKU	7	6	10	0	0
Islamic Economics	43	71	53	26	44

Table 1. Undergraduate Alumni Target Respondents

Graduate S2	2020	2019	2018	2017	2016
Accounting	27	24	18	11	27
Economics	11	3	3	2	4
Management	38	25	34	9	23
Management Science	15	10	9	4	8
Islamic Economics	15	10	9	4	8

Table 2. Graduate Alumni Target Respondents

Doctoral S3	2020	2019	2018	2017	2016
Economics	0	2	3	3	4
Management	3	2	1	0	0
Accounting	1	4	5	2	3
Islamic Economics	1	3	0	0	0

Table 3. Doctoral Alumni Target Respondents

2. Users of FEB UNAIR alumni, namely institutions and employers where they currently work. The survey data mining process includes:

   a. Reviewing and compiling survey instruments that have been used by each study program. This is done to take the best model in the tracer study surveys that has been used by study programs in FEB UNAIR, then analyzed and refined into a survey instrument in extracting graduate information that is equated between all study programs at FEB UNAIR.

   b. Submit the results of the tracer study survey instrument to the Quality Assurance Group (GPM) to be distributed to the Heads of Study Programs (Kaprodi) S1, S2 and S3 in all FEB UNAIR study programs and distributed according to the minimum standard of the number of graduates based on the percentage of Higher Education Accreditation Instruments.

   c. The process of extracting data begins with determining the number of respondents through:

   - Dissemination of survey instruments through the FEB UNAIR website
   - Conducting direct interviews with graduates and graduate users

   d. Processing data based on study programs and graduate batches, and presenting it in tabular form and analyzing survey results according to the needs of each study program at FEB UNAIR.

C. Survey Tracer Study Model at FEB UNAIR 2021

User Survey evaluation is carried out by distributing survey questionnaires through website addresses sent to each user's email or social media and graduate users of FEB UNAIR alumni.

The User Survey questionnaire is divided into five groups of questions; respondent information, work experience while studying, work/entrepreneurial/advanced studies, graduate assessment of the FEB UNAIR curriculum and soft skills mastery and needs.

In respondent's information, the question is more about knowing the profile and personal data of the respondent so that they can find out changes in the data while still a student and after becoming a graduate of FEB UNAIR as well as the background of the graduates during this tracer study.

Furthermore, the results of this questionnaire also inform the experience of working during the study. This is necessary in order to know the level of alumni's introduction to the professional world according to their studies when they were active as students or the level of user needs related to the work experience of FEB UNAIR students.

Data relating to the work of FEB UNAIR graduates explores more information on the level of absorption of FEB UNAIR graduates in the working world, ease of access to jobs, conformity with academic experience at FEB UNAIR, distribution of institutions where graduates work, standard of salary eligibility for FEB UNAIR graduates, and abilities to build a network of graduates from FEB UNAIR both nationally and internationally.

The next questionnaire also explores the graduate's assessment of the FEB UNAIR curriculum, which is related to the learning experience of subjects, skills and soft skills while being a student that can affect work activities as graduates. In addition, this questionnaire also serves to determine the interest in non-academic activities that have an influence on activities as graduates.

RESULTS AND DISCUSSION OF TRACER STUDY

A. GRADUATES/ALUMNI TRACER STUDY
1. NUMBER OF RESPONDENTS
2. RESPONDENT DEMOGRAPHY

Number of Graduates Per Year

Bachelor's Degree Programs (S1)

The number of FEB S1 alumni from 2016 to 2020 has fluctuated except for the Management Study Program. Every year the number of students graduating from the Management Study Program has increased. The Accounting and Islamic Economics Study Program experienced an increase in the number of graduates starting in 2017. On the other hand, the Development Economics Study Program experienced an increase in the number of graduates since 2018 after experiencing a decline in two consecutive years.
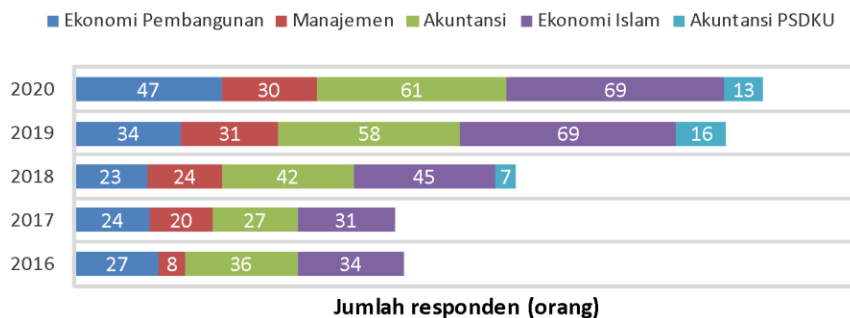
Graph 1. Number of Graduates of FEB UNAIR Bachelor's Degree Programs

Source: FEB UNAIR Tracer Study Result Data, processed.

Based on Graph 2, the highest number of graduates from the Undergraduate Study Programs occurred in 2000. Alumni of the Development Economics and Accounting Study Programs have the highest number of alumni in 2020 as indicated by the highest percentages of 30 percent and 27 percent. The Islamic Economics and Management Study Programs have the most graduates with the same percentage in two consecutive years, 2019 and 2020. On the other hand, the Accounting PSDKU Study Program has the most graduates in 2019 and has decreased in 2020.
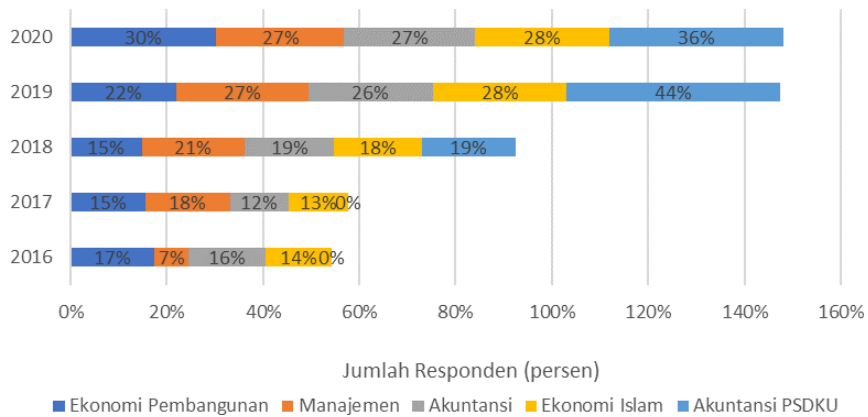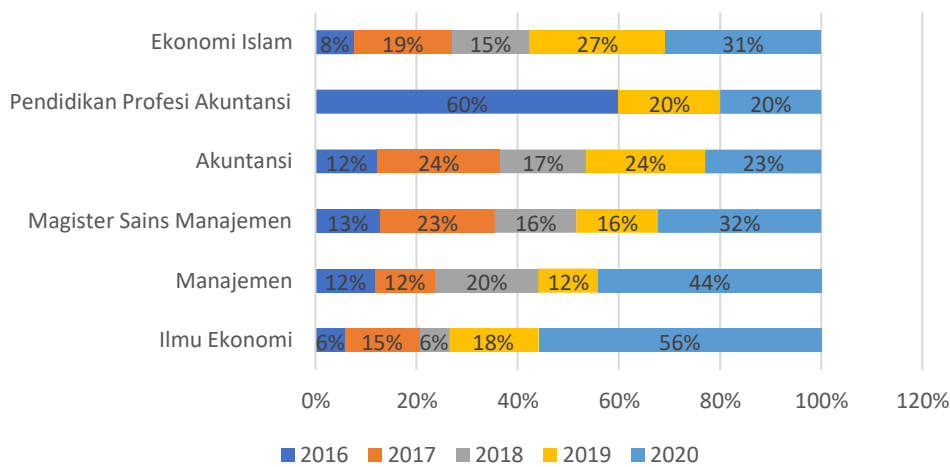
Graph 2. Number of Graduates of FEB UNAIR Bachelor's Degree Programs

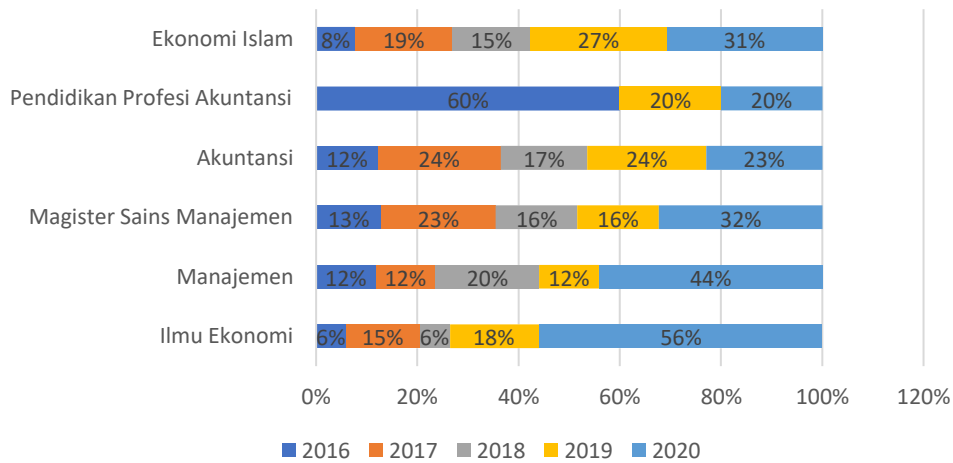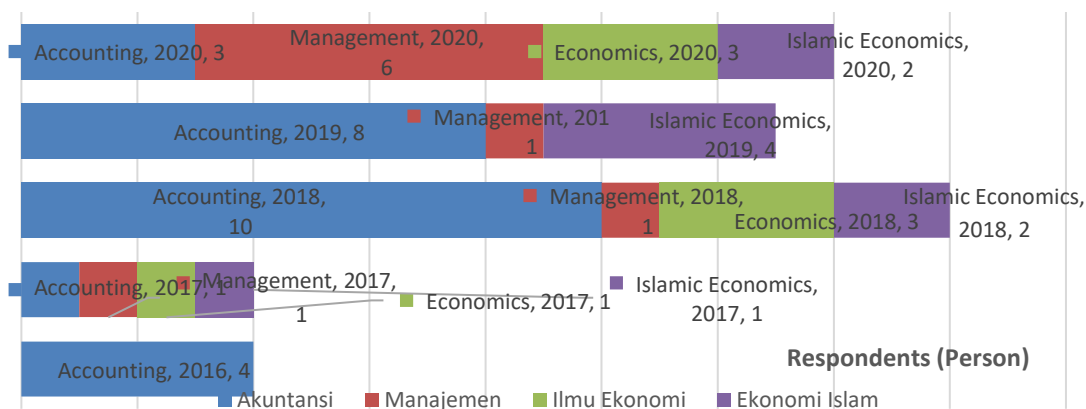*Source: FEB UNAIR Tracer Study Result Data, processed*

Master's Degree Programs (S2)

The Accounting Study Program is a master's degree study program that has the most graduates (Graph 3). Followed by the Management Study Program which has the second most graduates in the last five years. The Professional Accounting Study Program ranks last with the highest number of graduate students in 2016.
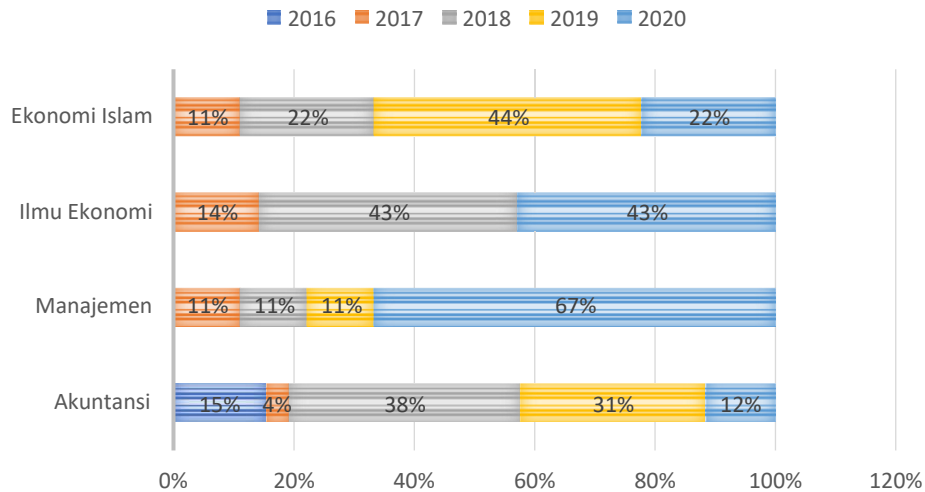

Graph 3. Number of Graduates of FEB UNAIR Master's Degree Programs

Source: FEB UNAIR Tracer Study Result Data, processed

Graph 4. Number of Graduates of FEB UNAIR Master's Degree Programs (Percentage)

Source: FEB UNAIR Tracer Study Result Data, processed

The Economics, Management, Management Science, and Islamic Economics Study Programs have the highest number of graduates in 2020. Graph 4 shows that the Economics Study Program in 2020 has the highest number of graduates even more than 50 percent and Professional Accounting in 2016 reached 60 percent. Unlike other study programs, the Accounting Study Program tends to fluctuate with a different number of graduates every year.

Doctoral Degree Programs (S3)

The Accounting Doctoral Program is a study program that has the highest number of graduates, almost every year in the last five years (Graph 5). The Management Program has the same number of graduates in a period of three years; 2017, 2018, and 2019, which then increased in 2020. This is different from the case of the Islamic Economics and Economics Programs which have a varying number of graduates within the last five years.

Graph 5. Number of Graduates of FEB UNAIR Doctoral Degree Programs

Source: FEB UNAIR Tracer Study Result Data, processed

The number of graduates of the FEB Doctoral Program varies greatly. The highest number of graduates from the Accounting and Economics Doctoral Programs occurred in 2018, with 38 percent and 43 percent, respectively. The Economics Doctoral Program in 2020 has the same number of graduates as in 2018. In the Management Doctoral Program, the highest number of

graduates occurred in 2020 and reached 67 percent. Lastly, graduates of the Islamic Economics Doctoral Program in 2019 reached 44 percent.


Graph 6. Number of Graduates of FEB UNAIR Doctoral Degree Programs

Source: FEB UNAIR Tracer Study Result Data, processed
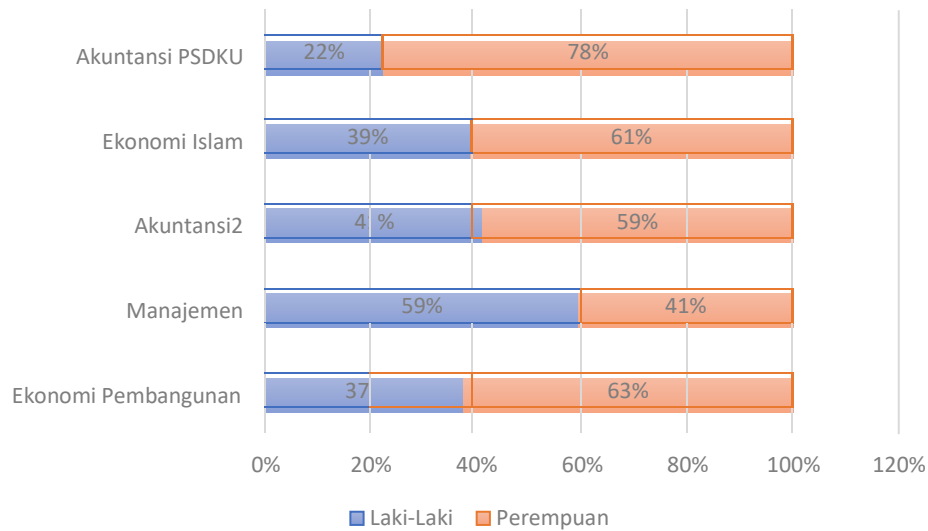
Gender

Bachelor's Degree Programs (S1)

2016-2020 undergraduate alumni of FEB in all study programs are dominated by women. A total of 455 (59 percent) alumni are women (Graph 7). Only the Management Study Program has more male alumni than female ones. This shows that the number of female undergraduate FEB students who graduated from 2016 to 2020 is higher than male students.
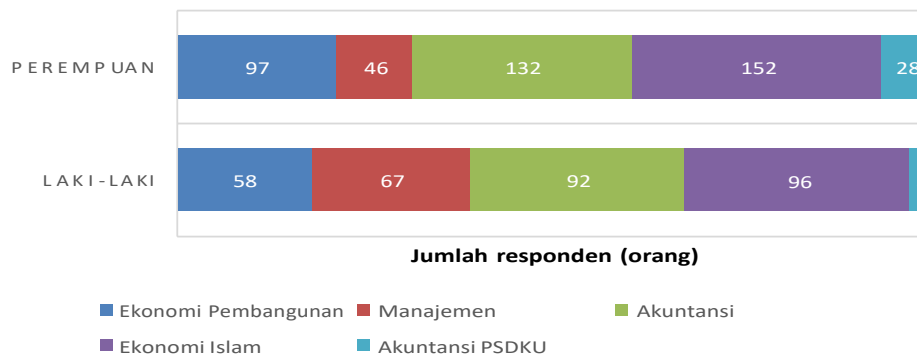
Graph 7. Gender of FEB UNAIR Undergraduate Alumni

Source: FEB UNAIR Tracer Study Result Data, processed

Based on each study program, the Development Economics, Accounting, Islamic Economics, and Accounting PSDKU Study Programs have more female alumni with percentages of 63 percent, 59 percent, 61 percent, and 78 percent, respectively (Graph 8). Meanwhile, the Management Study Program has more male alumni than female alumni, which is 59 percent.

Graph 8. Gender of FEB UNAIR Undergraduate Alumni

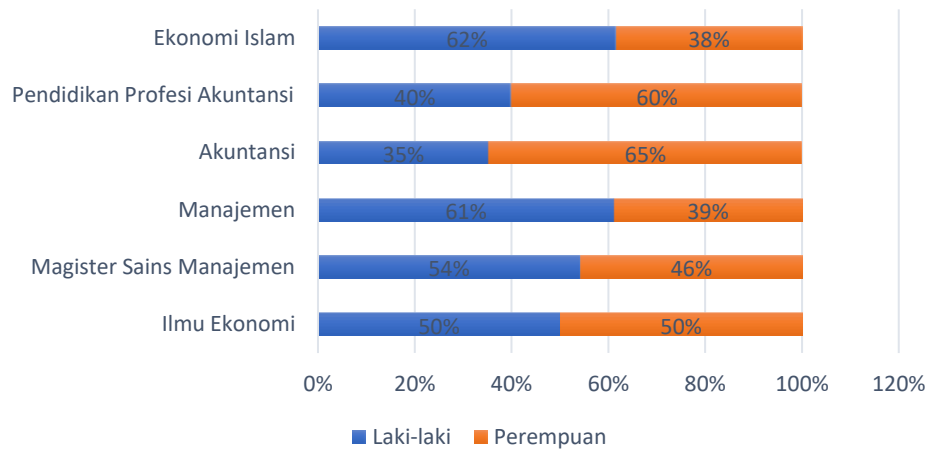*Source: FEB UNAIR Tracer Study Result Data, processed*

Master's Degree Programs (S2)
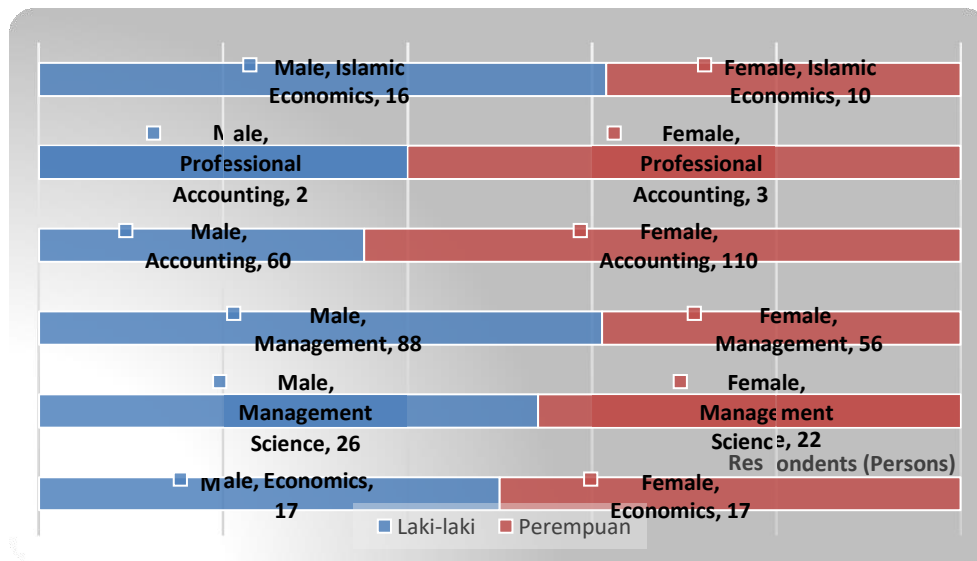
Graph 9. Gender of FEB UNAIR Graduate Alumni

Source: FEB UNAIR Tracer Study Result Data, processed

The majority of FEB Master's alumni from 2016 to 2020 were women, which was 51 percent (Graph 9). The number of differences between female and male alumni for the Islamic Economics, Professional Accounting, and Management Science study programs is not too large compared to the Accounting and Management Study programs. The Accounting study program has more female alumni than male alumni. Meanwhile, the number of alumni of the Management study program has been dominated by men in the last five years.
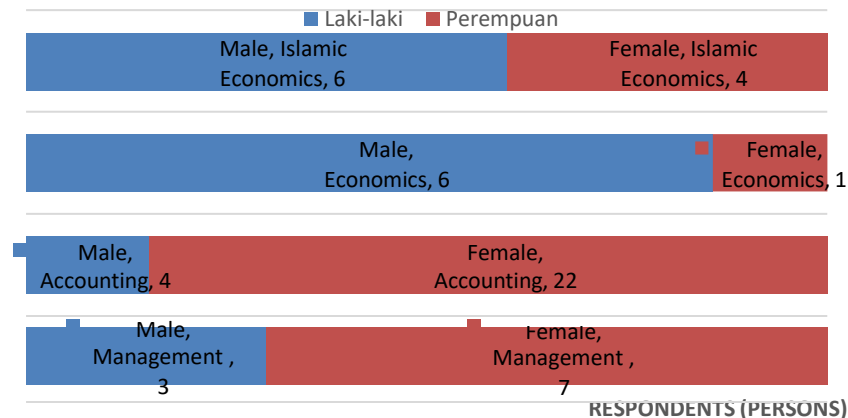
Graph 10. Gender of FEB UNAIR Graduate Alumni

Source: FEB UNAIR Tracer Study Result Data, processed

When viewed from each study program, Accounting and Professional Accounting is dominated by female alumni by 65 percent and 60 percent, respectively. The Management, Management Science, and Islamic Economics study programs are dominated by male alumni. Only the Economics Study Program has a balanced number of alumni between men and women.
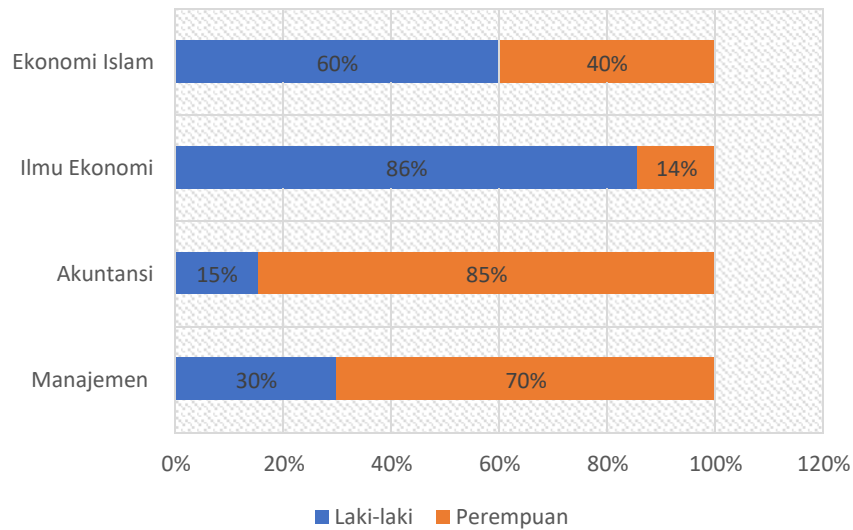
Doctoral Degree Programs (S3)

The number of FEB S3 alumni from 2016 to 2020 was dominated by women, which is 64 percent (Graph 11). However, the domination of female alumni does not occur in all study programs. Alumni of Islamic Economics and Economics are dominated by men while Accounting and Management are dominated by women.

Graph 11. Gender of FEB UNAIR Doctoral Alumni

Source: FEB UNAIR Tracer Study Result Data, processed

Based on Graph 12, FEB S3 alumni are dominated by female students. The Management and Accounting Study Program is dominated by female alumni by 70 percent and 85 percent, respectively. Meanwhile, the Islamic Economics and Economics Study Program is dominated by male alumni by 86 percent and 60 percent.
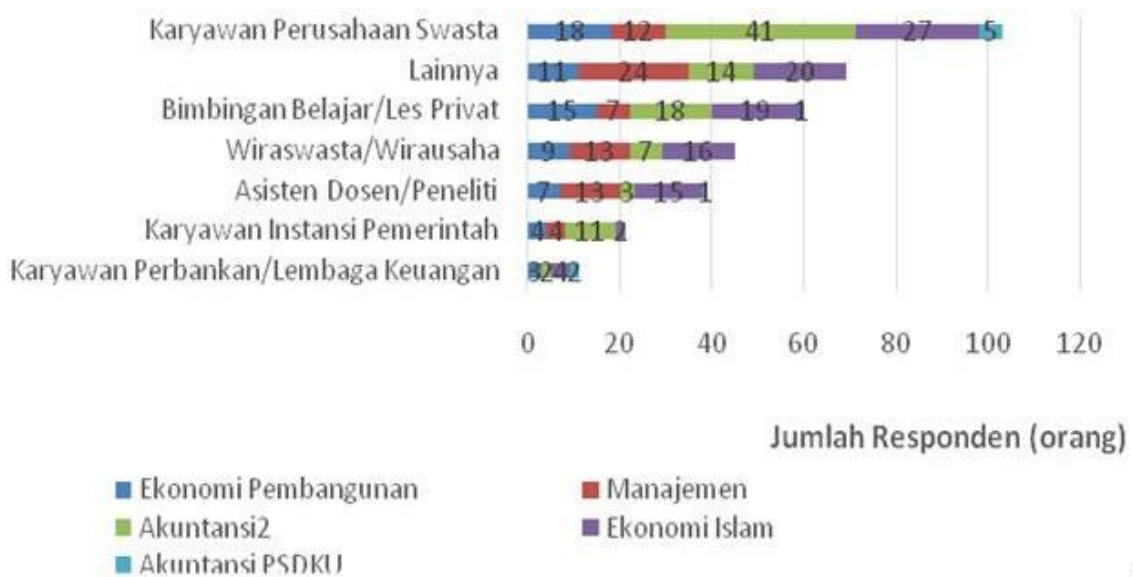
Graph 12. Gender of FEB UNAIR Doctoral Alumni

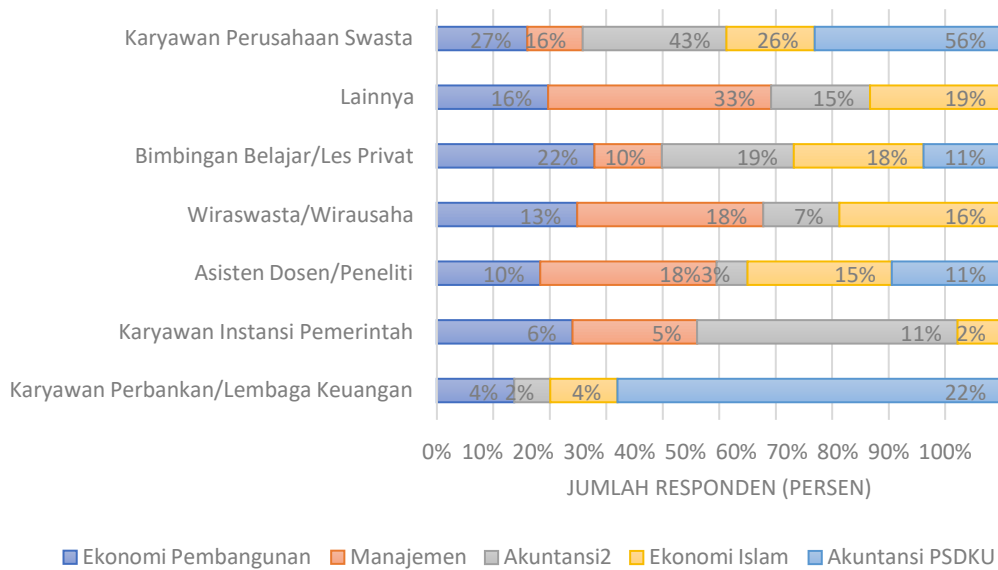*Source: FEB UNAIR Tracer Study Result Data, processed*

Type of Work

Bachelor's Degree Programs (S1)

**Graph 13. Type of Work of FEB UNAIR Undergraduate Alumni**

Source: FEB UNAIR Tracer Study Result Data, processed

Graph 14. Type of Work of FEB UNAIR Undergraduate Alumni

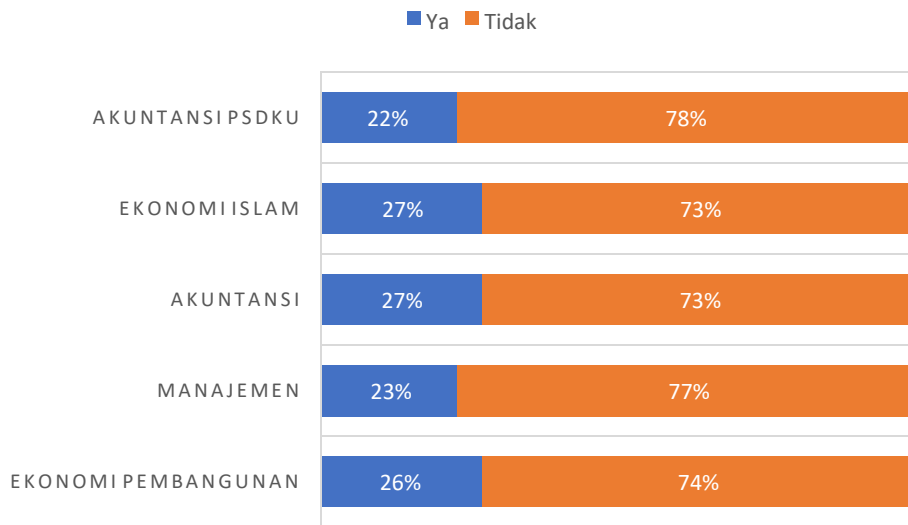*Source: FEB UNAIR Tracer Study Result Data, processed*

Overall, the majority of FEB S1 alumni have worked as employees in private companies while still studying. 29 percent of alumni worked as employees in private companies and 17 percent of alumni worked in tutoring institutions (Graph 13). When viewed based on each study program, the majority of Development Economics, Accounting, Islamic Economics, and Accounting PSDKU alumni worked as employees in private companies. On the other hand, the majority of S1 Management alumni worked as teaching assistants or research assistants and entrepreneurs/entrepreneurs. The majority of S1 Management alumni have other types of work consisting of varied types of work such as freelance. This shows that FEB S1 alumni are not only employees of banks or government agencies. However, the majority of alumni are currently not working in the types of jobs mentioned above.
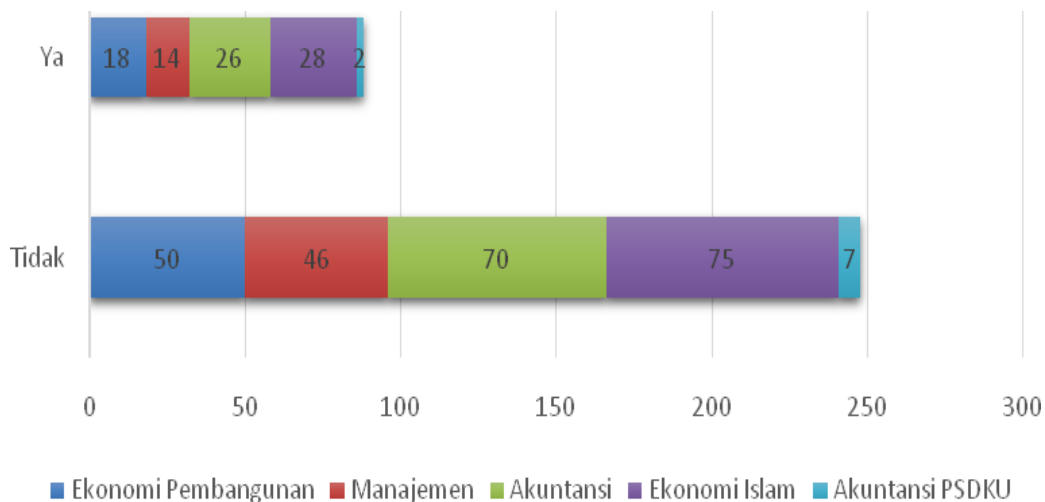
Graph 15. Status of Alumni who are still working in the same type of work as when in university

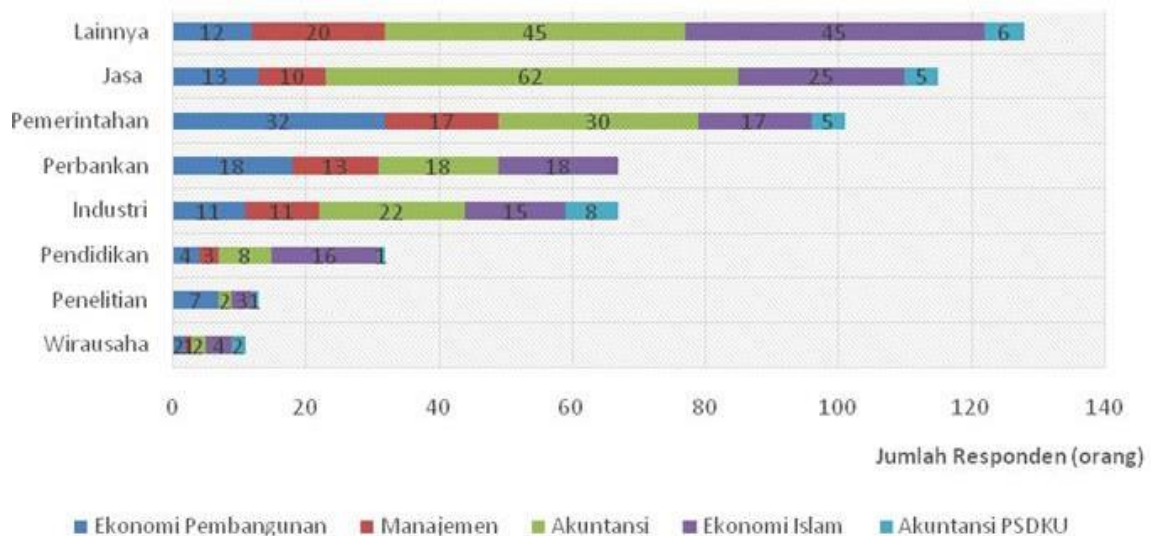*Source: FEB UNAIR Tracer Study Result Data, processed*

Most of the alumni who had a job while still studying did not continue their current type of work (Graph 16). In all study programs, more than 70 percent of the alumni did not continue the work they had done while they were still studying (Graph 16).

Graph 16. Status of Alumni who are still working in the same type of work as when in university

Source: FEB UNAIR Tracer Study Result Data, processed

Based on Graph 17, the majority of FEB alumni currently work in the service business sector and the government sector. The majority of S1 Development Economics and Management alumni work in the government sector. The majority of S1 Accounting and Islamic Economics alumni currently work in the service sector, while the majority of Accounting PSDKU alumni work in the industrial sector.
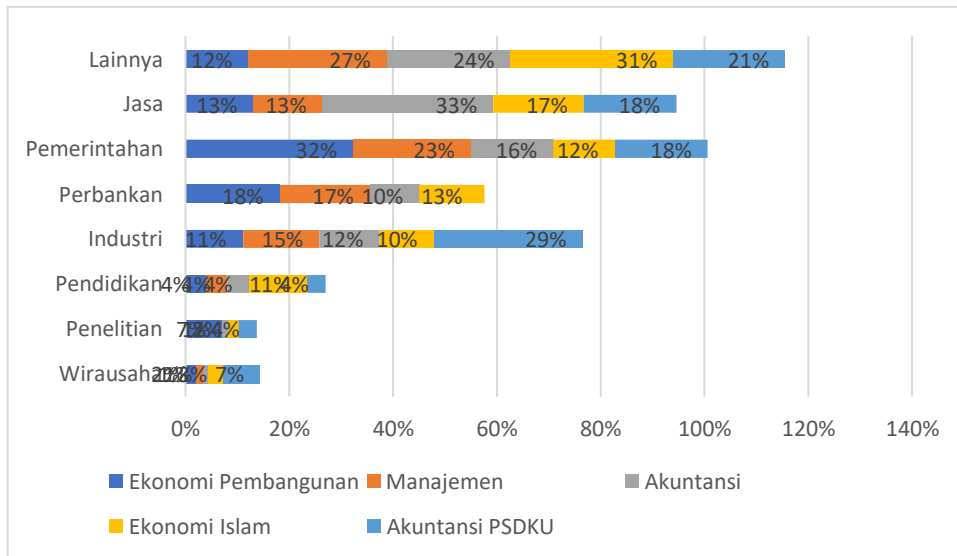

Graph 17. Field of Business of FEB UNAIR Undergraduate Alumni

Source: FEB UNAIR Tracer Study Result Data, processed

Overall, the majority of FEB S1 alumni work in the government business sector (Graph 18). As many as 21 percent of alumni work in the service business sector and 18 percent in the government

business sector. The field of entrepreneurship has the lowest percentage as a field occupied by alumni.

Graph 18. Field of Business of FEB UNAIR Undergraduate Alumni

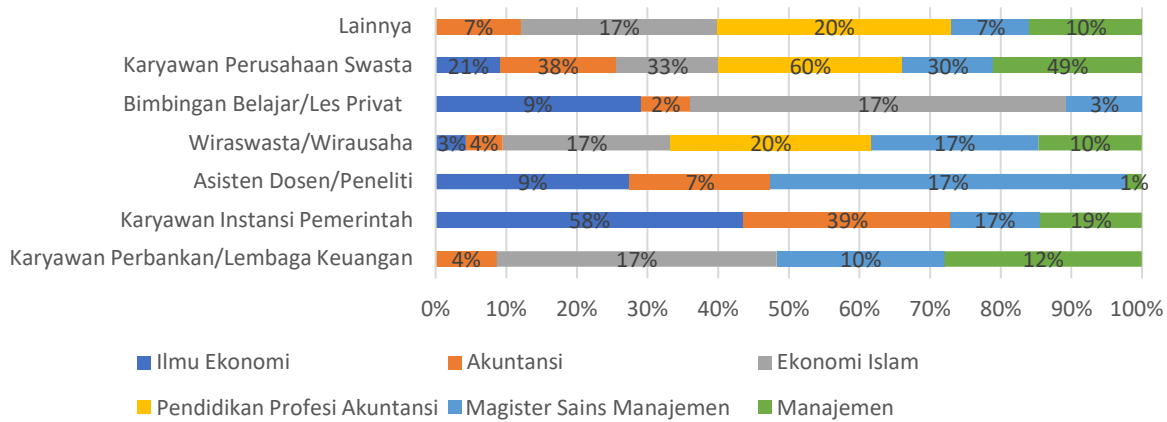*Source: FEB UNAIR Tracer Study Result Data, processed*

Master's Degree Programs (S2)

Most of the FEB master's degree alumni have worked as employees of private companies (39 percent) and employees of government agencies (29 percent) while studying; and only a few of the alumni worked in education or tutoring/private tutoring (Graph 19). Alumni who worked as employees of private companies and employees of government agencies are dominated by alumni of the Accounting and Management Study Program. Most of the alumni of the Economics Study Program worked as employees of government agencies, while the majority of alumni of Islamic Economics, Management Science, and Professional Accounting worked as employees of private companies while they were studying. However, from all of these study programs there are study programs that have alumni no longer working in these types of work, namely Islamic Economics and Management Science.
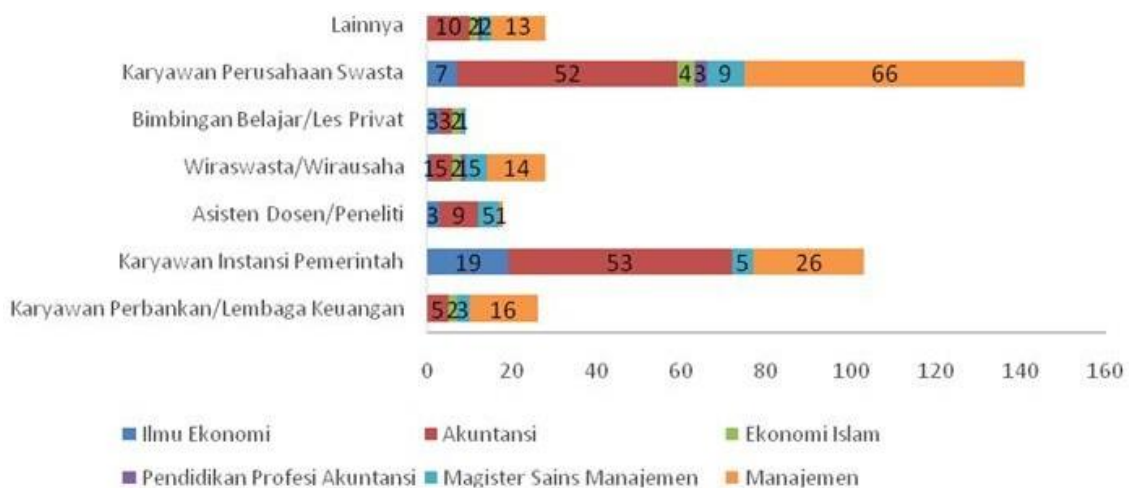
Graph 19. Types of Jobs of FEB UNAIR Graduate Alumni while still studying in University
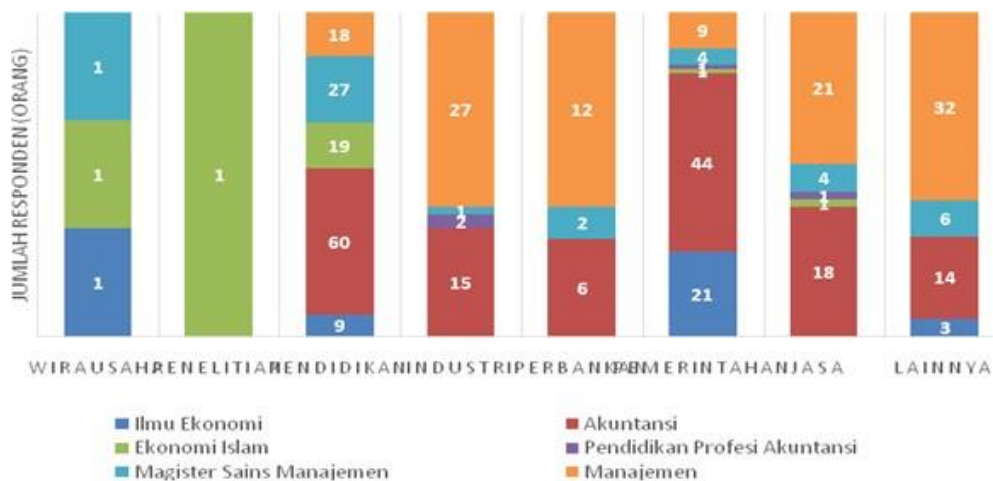
Graph 20. Types of Jobs of FEB UNAIR Graduate Alumni while still studying in University

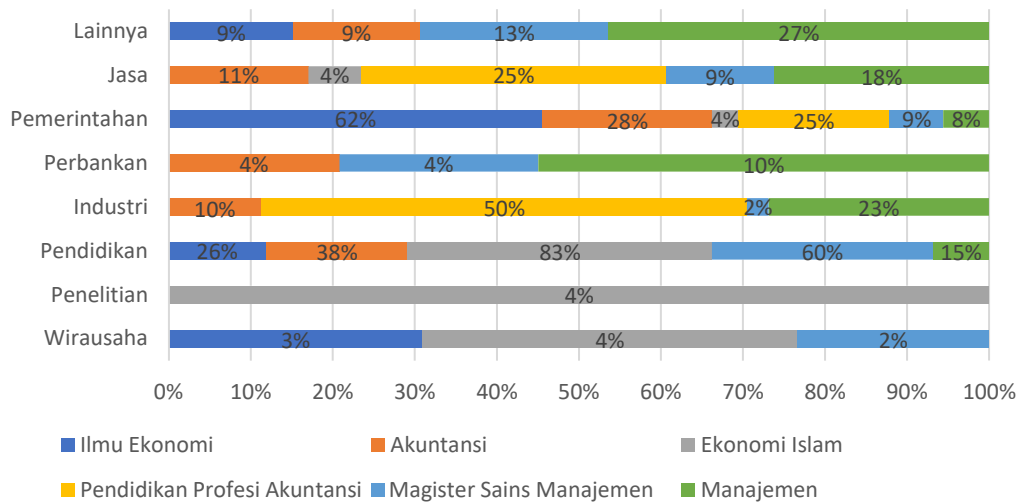Source: FEB UNAIR Tracer Study Result Data, processed

Currently, the majority of FEB Masters alumni work in the fields of education (35 percent) and government (21 percent) (Graph 21). The Accounting Study Program, Islamic Economics, and Masters in Management Science are study programs where many alumni work in the field of Education. On the other hand, the Accounting Study Program mostly works in the government sector. And most of the alumni of the Management Study Program work in the industrial sector.

Graph 21. Current Field of Business of FEB UNAIR Graduate Alumni

Source: FEB UNAIR Tracer Study Result Data, processed

Alumni of the Economics and Accounting Study Programs who work in the government sector are 62 percent and 28 percent, respectively (Graph 22). Alumni of the Accounting Study Program who work in the field of Education, as many as 38 percent. The majority alumni of Islamic Economics and Management study programs also work in the field of Education, with 83% and 60%, respectively. On the other hand, alumni of the Management and Professional Accounting study programs mostly work in the industrial sector, with 23% and 50% respectively.

Graph 22. Current Field of Business of FEB UNAIR Graduate Alumni

Source: FEB UNAIR Tracer Study Result Data, processed

Waiting Time for Graduates to get a Job

Bachelor's Degree Programs (S1)

The majority of S1 alumni took less than four months to find a job (Graph 23). In fact, the majority of these alumni have already got a job a few months before graduating or it only takes less than two months. However, there are still many alumni who found work more than one year after graduating from the Faculty of Economics and Business.
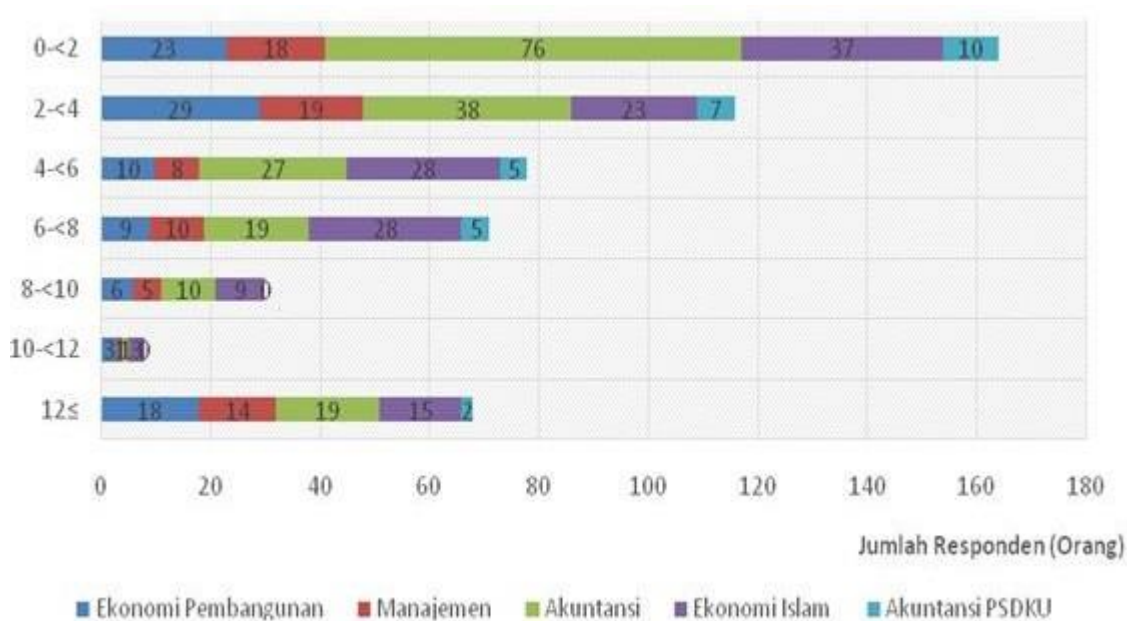

Graph 23. Waktu Menunggu Diterima Bekerja Setelah Lulus

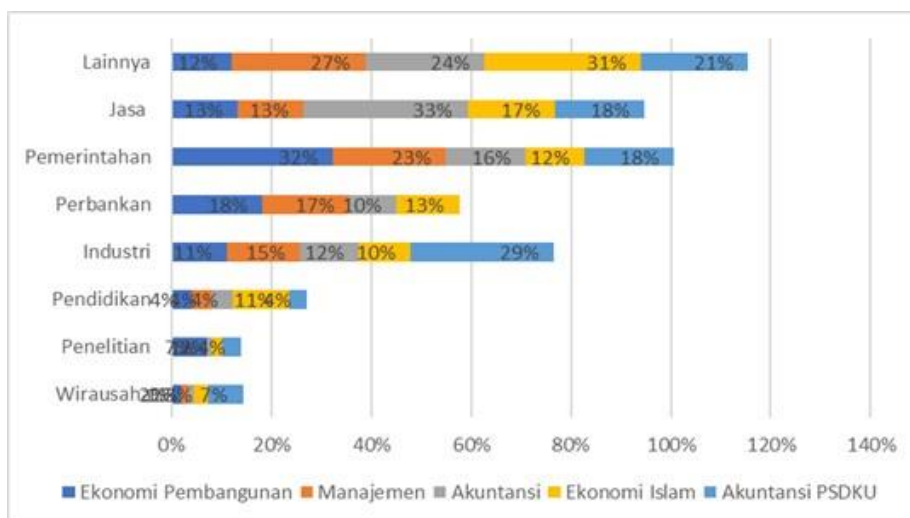Source: FEB UNAIR Tracer Study Result Data, processed

Bachelor's Degree Programs (S1)

The service business sector is a business field that is mostly engaged in by S1 alumni with 115 alumni respondents (22 percent) and the lowest chosen field is entrepreneurship with 11 alumni (3 percent). The service business sector is dominated by alumni of the Islamic Economics and Accounting Study Program. The Development Economics and Management Study Program alumni are mostly in the business sector in government, while Accounting PSDKU alumni are mostly in the industrial business sector.
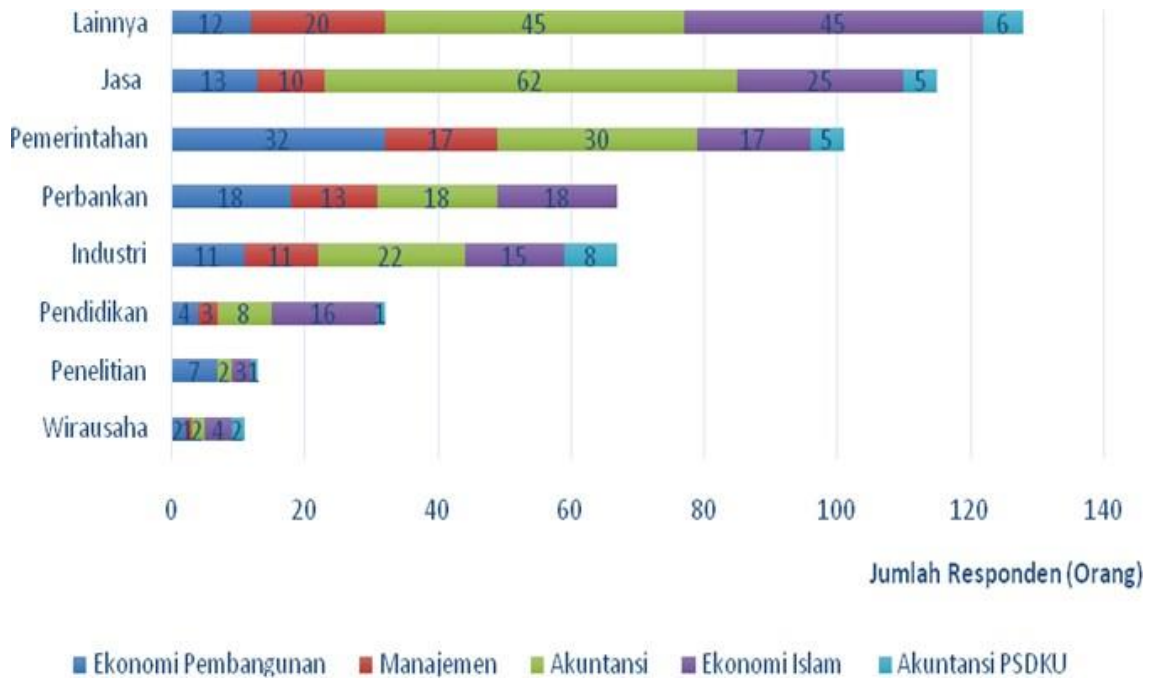
Graph 24. Field of Business of FEB UNAIR Undergraduate Alumni

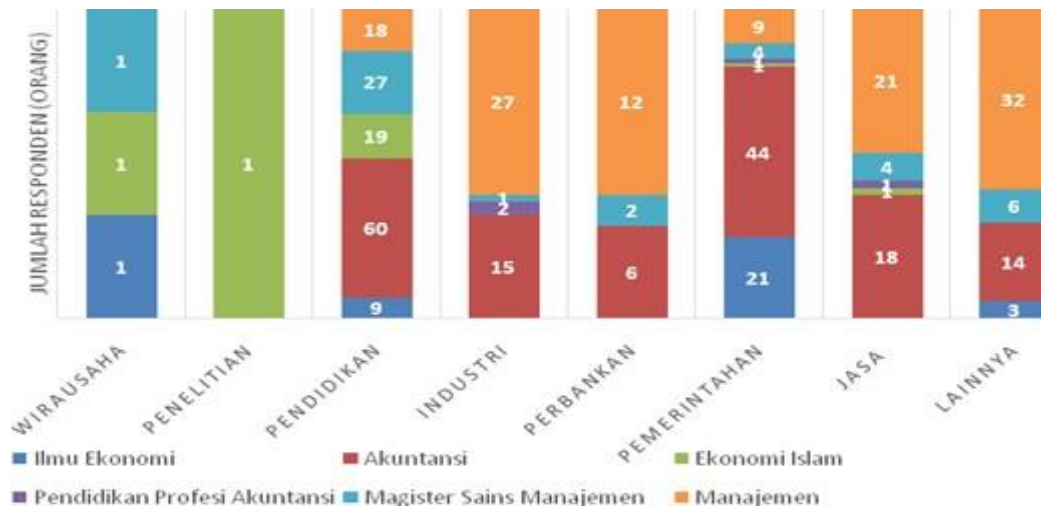Source: FEB UNAIR Tracer Study Result Data, processed

Graph 25. Field of Business of FEB UNAIR Undergraduate Alumni (Percentage)

Source: FEB UNAIR Tracer Study Result Data, processed

Master's Degree Programs (S2)

The majority of S2 alumni work in the education business sector, followed by government and services. A total of 133 alumni (35 percent) work in the education business sector. Accounting, Islamic Economics, and Management Science Study Programs mostly work in the field of education. The government business sector is dominated by the alumni of the Development Economics Study Program, and the industrial business sector is dominated by the alumni of Management Study Program.

Graph 26. Field of Business of FEB UNAIR Graduate Alumni

Source: FEB UNAIR Tracer Study Result Data, processed

Graph 27. Field of Business of FEB UNAIR Graduate Alumni (Percentage)
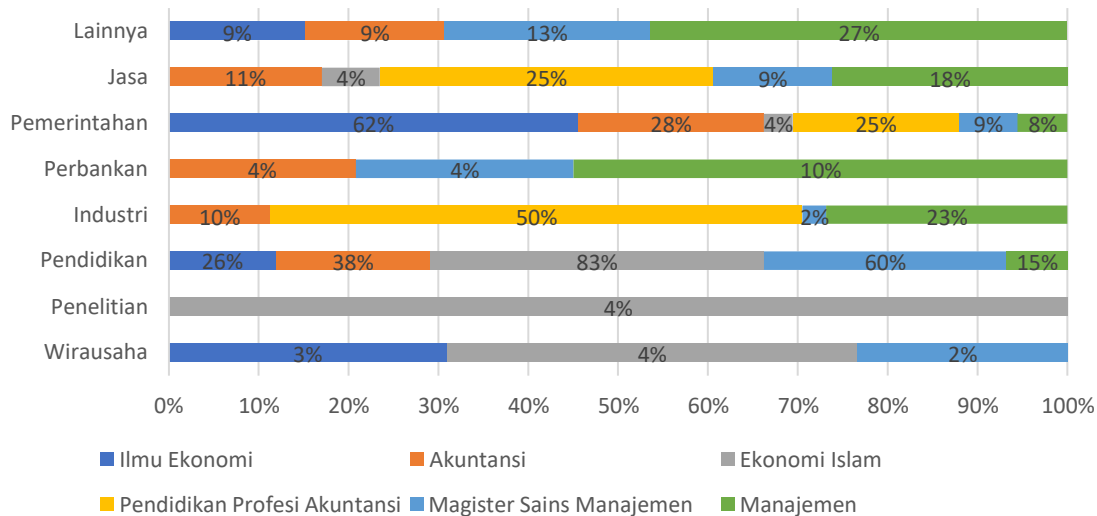
Source: FEB UNAIR Tracer Study Result Data, processed

Doctoral Degree Programs (S3)

Education is the most widely chosen business field by alumni of the Doctoral Program of the Faculty of Economics and Business. As many as 92 percent of alumni work in the education business sector. Study programs ranging from Accounting, Management, Economics to Islamic Economics are mostly engaged in the education business. All alumni of the Accounting and Economics Study Program are engaged in the education business.
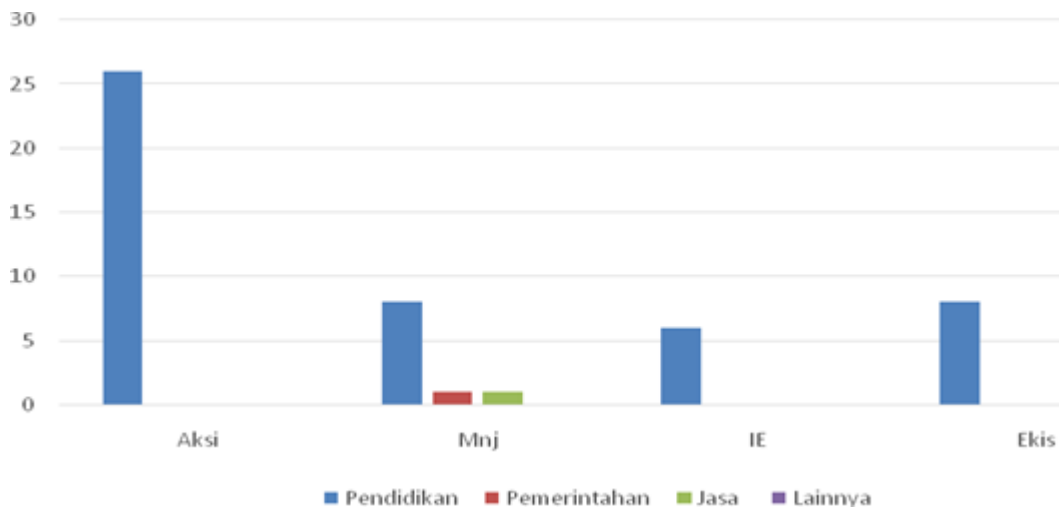
Graph 28. Field of Business of FEB UNAIR Doctoral Alumni

Source: FEB UNAIR Tracer Study Result Data, processed

Graph 29. Field of Business of FEB UNAIR Doctoral Alumni
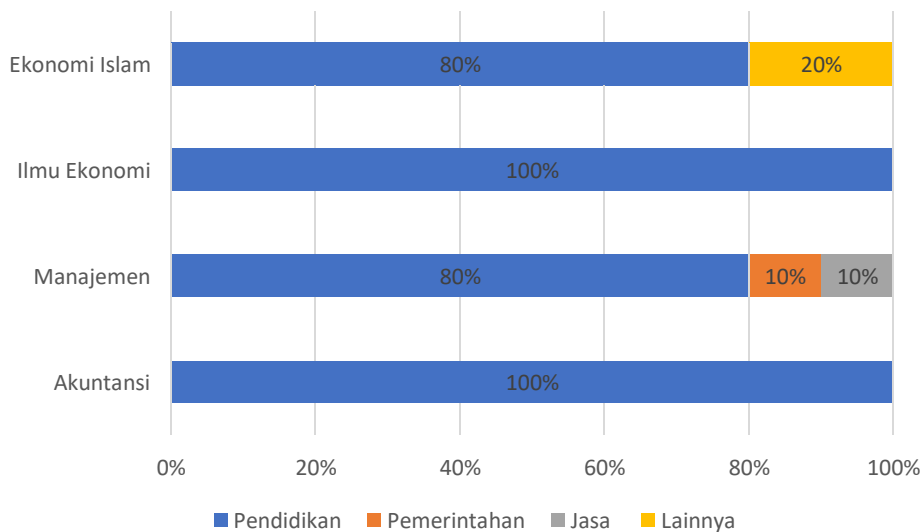
Source: FEB UNAIR Tracer Study Result Data, processed

First Income and Current Income

Bachelor's Degree Programs (S1)

Most of the S1 FEB alumni get their first income of IDR 4,000,000 to IDR 8,000,000. Several alumni also responded that their first income was less than IDR 4,000,000. Meanwhile, a minority of alumni earn their first income of more than IDR 16,000,000.
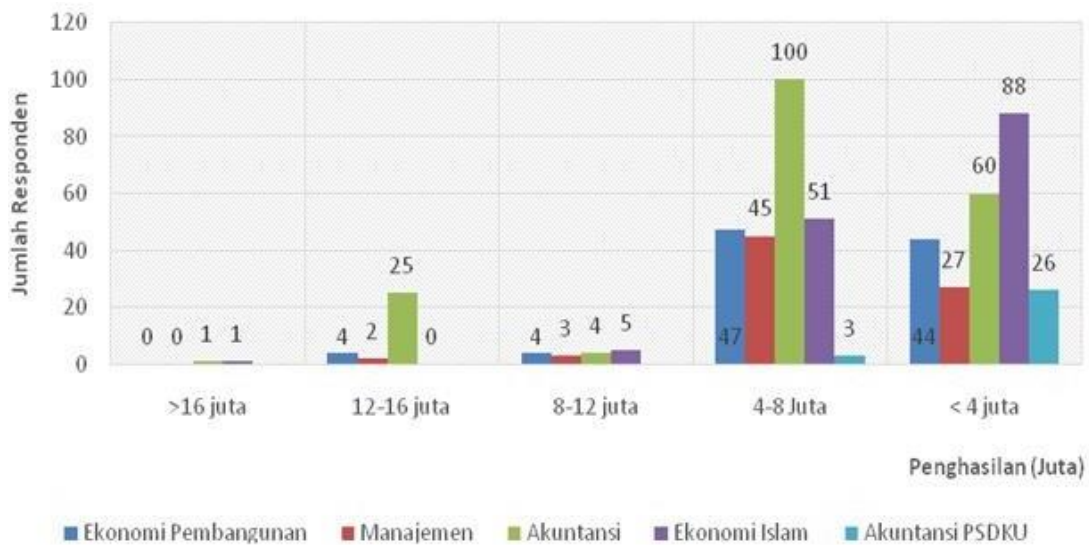
Graph 30. First Income of FEB UNAIR Undergraduate Alumni

Source: FEB UNAIR Tracer Study Result Data, processed

The current average income of FEB S1 Alumni is higher than their first income. This can be seen from the alumni's first income at most around IDR 4,000,000 - IDR 8,000,000, while the current income of alumni ranges from IDR 4,000,000 to IDR 12,000,000. However, there are still many alumni who currently earn less than IDR 4,000,000. There is also an increase in the current income of some alumni with a range between IDR 12,000,000 to IDR 20,000,000.
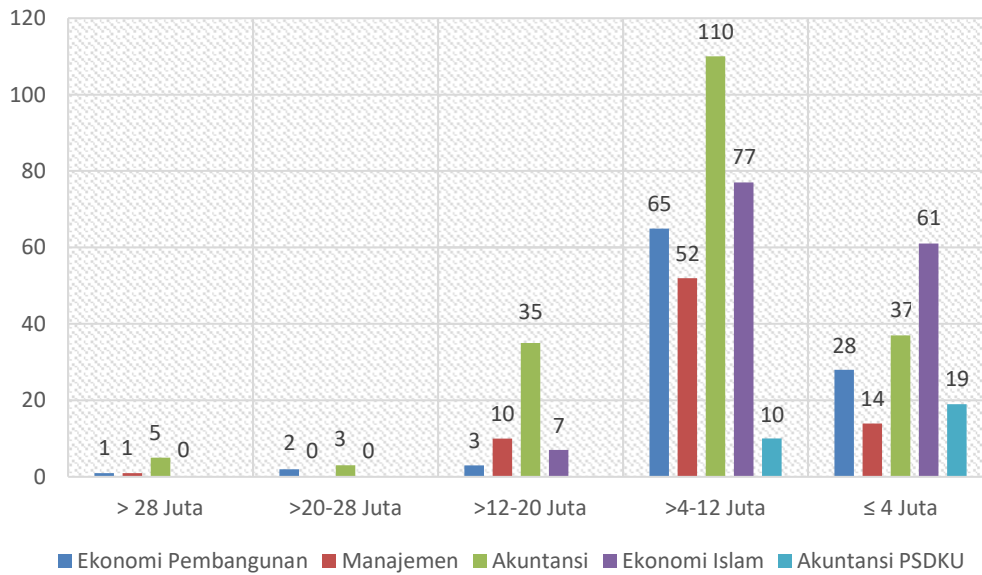
Graph 31. Current Income of FEB UNAIR Undergraduate Alumni

Source: FEB UNAIR Tracer Study Result Data, processed

Master's Degree Programs (S2)

The majority of S2 alumni have a first income of less than IDR 4,000,000 as mentioned by 210 alumni. Some alumni also earn their first income of around IDR 4,000,000 - IDR 8,000,000. However, there are some alumni who earn their first income of around Rp. 8,000,000-Rp 12,000,000 and some even more than Rp. 16,000,000.

Graph 32. First Income of FEB UNAIR Graduate Alumni

Source: FEB UNAIR Tracer Study Result Data, processed
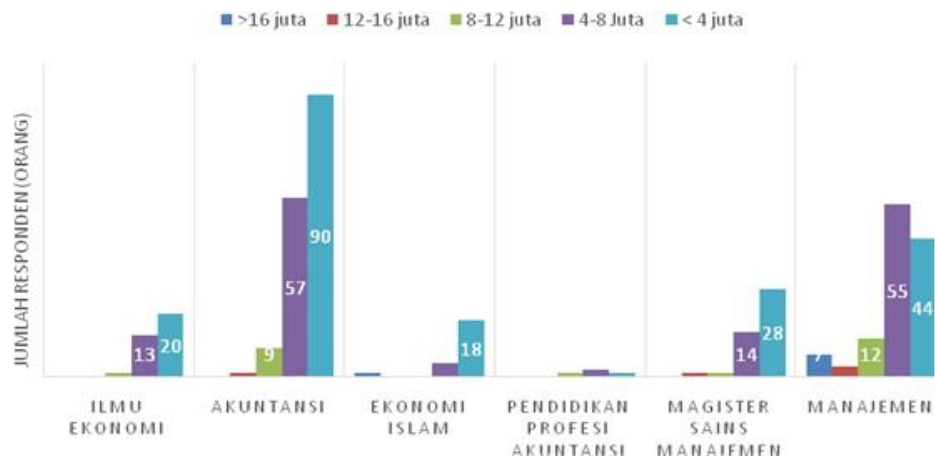
Doctoral Degree Programs (S3)

Most of the S3 alumni currently earn more than their first income. The current income for the majority alumni is more than IDR 4,000,000 - IDR 12,000,000. Almost all alumni of all study

programs now earn IDR 4,000,000 - IDR 12,000,000. Only the Economics Study Program alumni earn a current income of less than or equal to IDR 4,000,000.
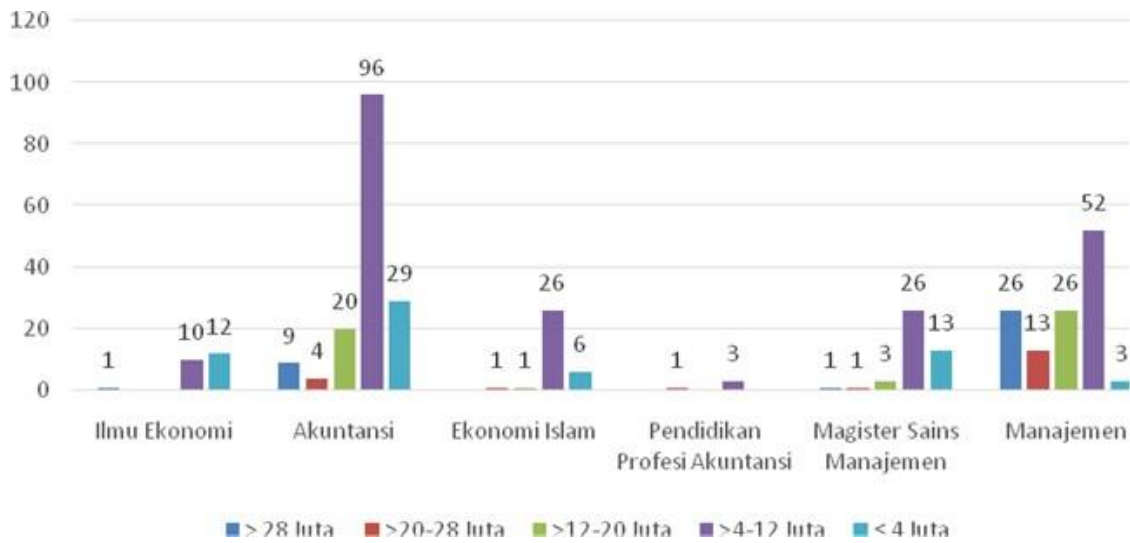
Graph 33. Current Income of FEB UNAIR Doctoral Alumni

Source: FEB UNAIR Tracer Study Result Data, processed

Graduates' place of work (Scale of work/field of business)

Bachelor's Degree Programs (S1)

Based on the graph presented, the majority of S1 alumni work as employees in national-scale companies/institutions/organizations, as mentioned by 280 alumni (52 percent). Meanwhile, alumni majoring in Accounting almost dominate in all the workplaces provided. However, local or regional scale companies/agencies/organizations are more dominated by alumni majoring in Islamic Economics.
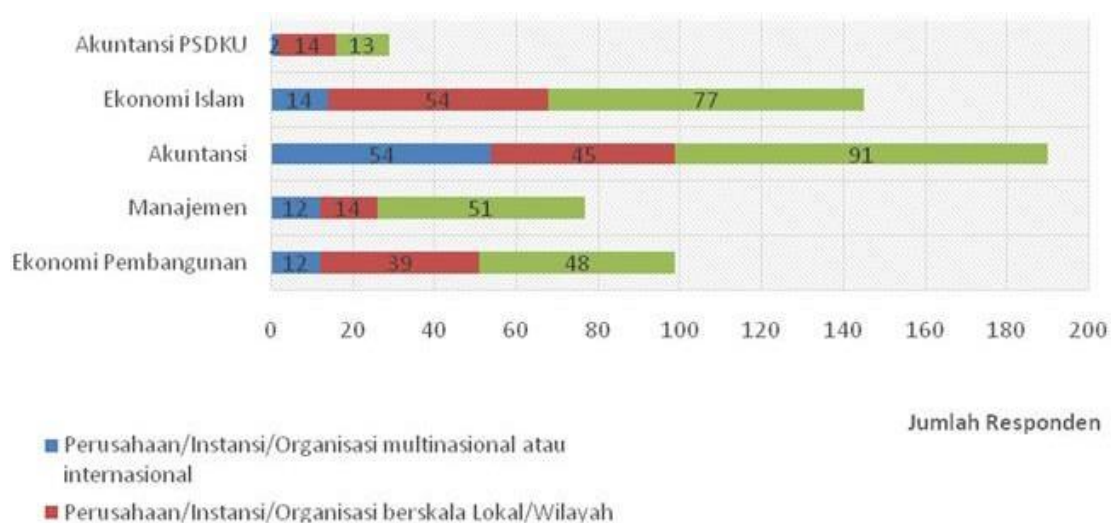
Graph 34. Scale of Work of FEB UNAIR Undergraduate Alumni as Employees

Source: FEB UNAIR Tracer Study Result Data, processed

Most of the alumni of the Development Economics, Management, Accounting, and Islamic Economics Study Program work for companies/agencies/organizations on a national scale. Only the Accounting PSDKU study program where most of the alumni work for local/regional scale companies/agencies/organizations. This is shown by the percentage of Accounting PSDKU alumni, which is 48 percent of alumni working in local/regional scale companies/agencies/organizations.
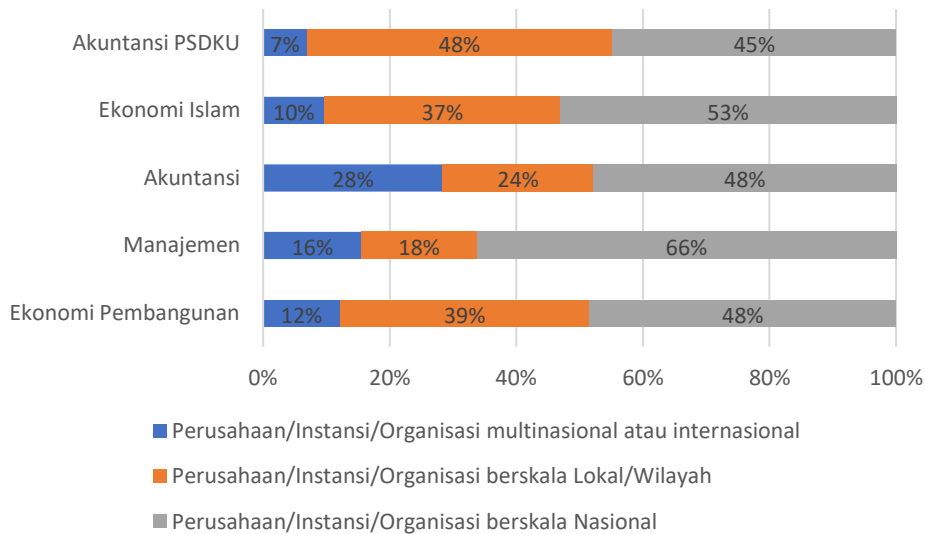
Graph 35. Scale of Work of FEB UNAIR Undergraduate Alumni as Employees (Percentage)

Source: FEB UNAIR Tracer Study Result Data, processed

The majority of alumni earn an income of IDR 4,000,000 - IDR 8,000,000 (Graph 36), however many alumni mentioned that they earn less than IDR 4,000,000. The minority of alumni responded that they earned more than IDR 16,000,000.
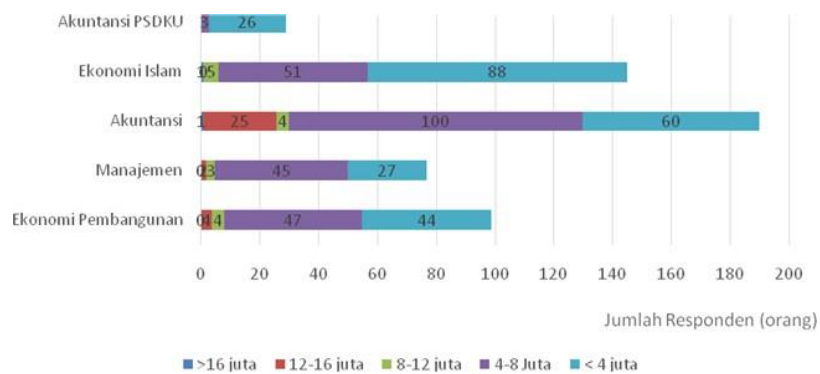
Graph 36. Income of FEB UNAIR Undergraduate Alumni

Source: FEB UNAIR Tracer Study Result Data, processed

In addition to working in a company or institution, S1 alumni also open a business as an entrepreneur. Based on graph 37, the majority of businesses run by alumni are not licensed, but there are also many businesses founded by alumni who have obtained license. Alumni from the Islamic Economics Study Program dominate more than other majors in this entrepreneurial activity.
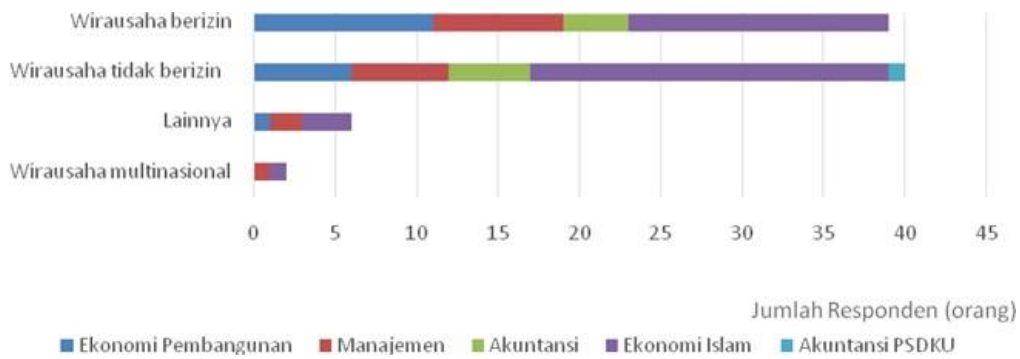
Graph 37. Business Scale of FEB UNAIR Undergraduate Alumni as Entrepreneurs

Source: FEB UNAIR Tracer Study Result Data, processed

When viewed by study program, most of the businesses of the alumni of Development Economics and Management already have permits, with 61 percent and 47 percent, respectively (Graph 38). Most alumni of the Islamic Economics and Accounting Study Program have unlicensed businesses, with 56 percent and 52 percent, respectively. While the Accounting PSDKU study program, all of its alumni have unlicensed businesses.
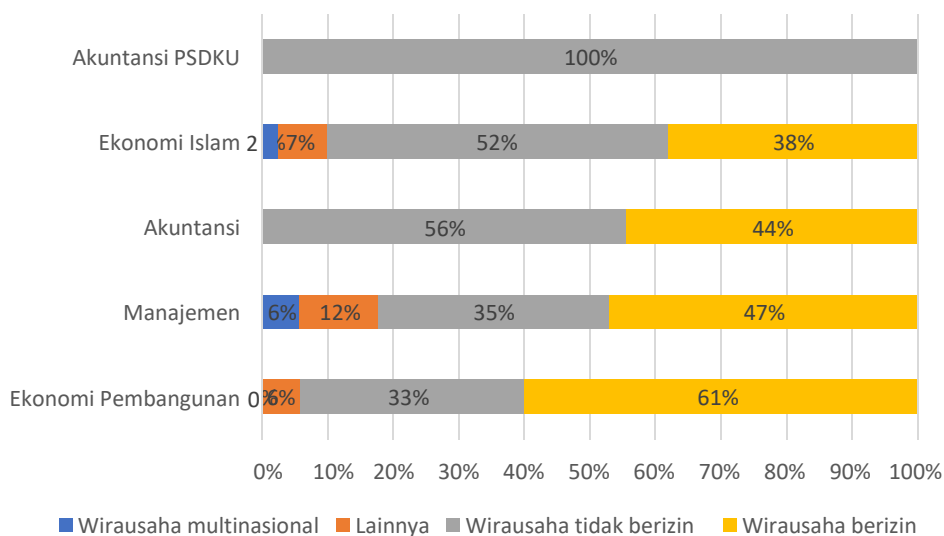
Graph 38. Business Scale of FEB UNAIR Undergraduate Alumni as Entrepreneurs (Percentage)

Source: FEB UNAIR Tracer Study Result Data, processed

Judging from the diagram below, the majority of the marketing area coverage of the entrepreneurial activities of the S1 alumni is still in the local sector (Graph 39). However, it does not rule out the possibility of marketing coverage on an international scale. A total of 39 alumni (45 percent) said their business marketing reached the local level and 29 alumni (33 percent) reached the national level.
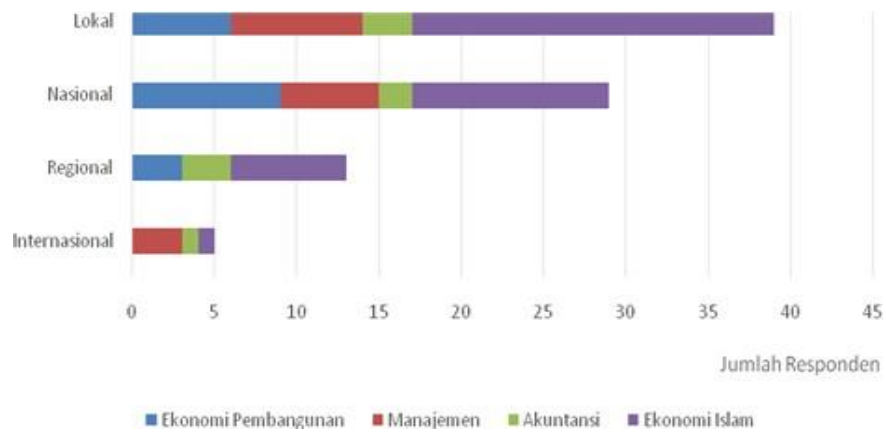
Graph 39. Marketing Reach of Businesses run by FEB UNAIR Undergraduate Alumni

Source: FEB UNAIR Tracer Study Result Data, processed
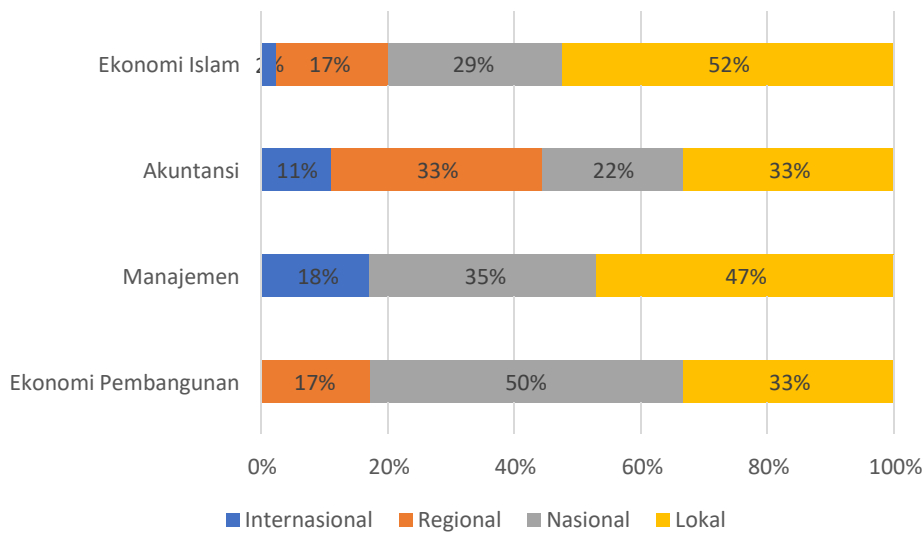
Graph 40. Marketing Reach of Businesses run by FEB UNAIR Undergraduate Alumni (Percentage)

Source: FEB UNAIR Tracer Study Result Data, processed

When viewed based on study programs, the reach of business marketing from Development Economics alumni is mostly on a national scale, which is 50 percent (Graph 40). The marketing reach of Alumni of Islamic Economics and Management is mostly at the local level, which is 52 and 47 percent. On the other hand, the marketing reach of Accounting alumni is mostly on a regional and local scale (33 percent).
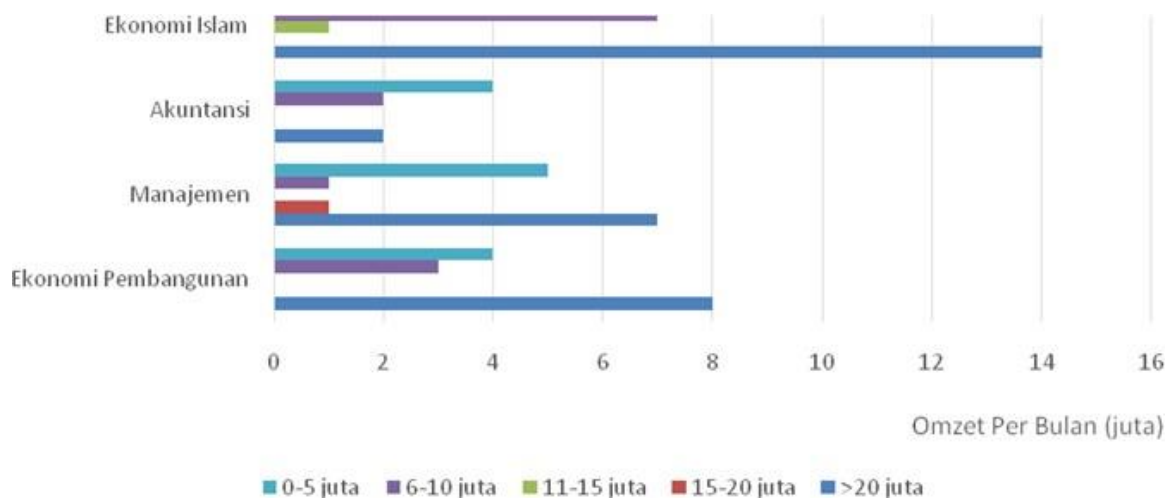
Graph 41. Monthly Turnover of Businesses run by FEB UNAIR Undergraduate Alumni

Source: FEB UNAIR Tracer Study Result Data, processed

The majority of alumni have a monthly turnover of more than IDR 20,000,000 from their business (Graph 41). Many alumni also have a business turnover per month of less than IDR 5,000,000. Of the four study programs, only the Accounting Study Program has a monthly turnover of less than IDR 5,000,000.

Master's Degree Programs (S2)

Most of the alumni of S2 FEB work as employees in national-scale companies/agencies/organizations, as mentioned by 101 alumni (62 percent) (Graph 42). The majority of all study programs have alumni who work as employees in national-scale companies/agencies/organizations. The Management Study Program is a study program that has the most alumni who work as employees at national-scale Companies/agencies/Organizations.

Graph 42. Scale of Work of FEB UNAIR Graduate Alumni as Employees

Source: FEB UNAIR Tracer Study Result Data, processed
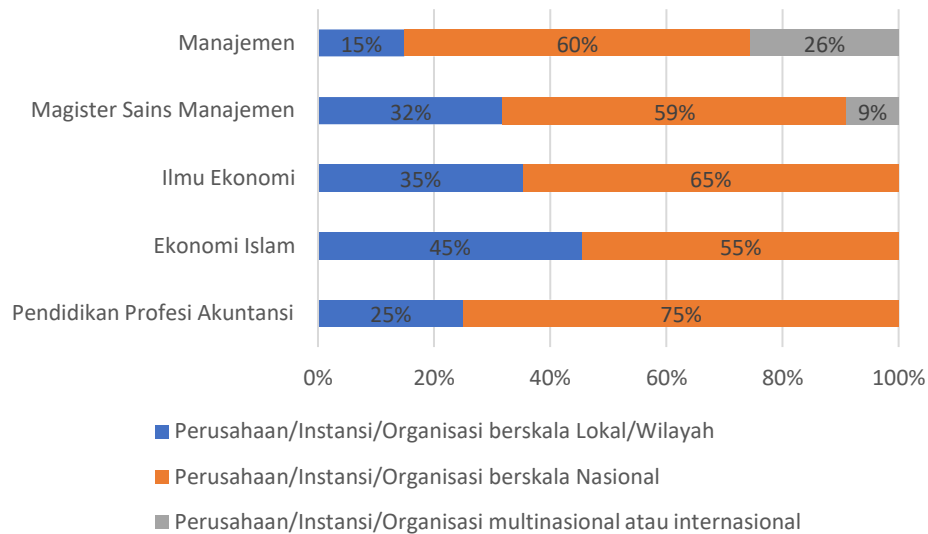
Graph 43. Scale of Work of FEB UNAIR Graduate Alumni as Employees (Percentage)

Source: FEB UNAIR Tracer Study Result Data, processed

The majority of alumni's income is less than IDR 4,000,000. Some alumni earn around IDR 4,000,000 - IDR 8,000,000. However, there are some alumni who earn around IDR 8,000,000 - IDR 12,000,000 and even more than IDR 16,000,000.
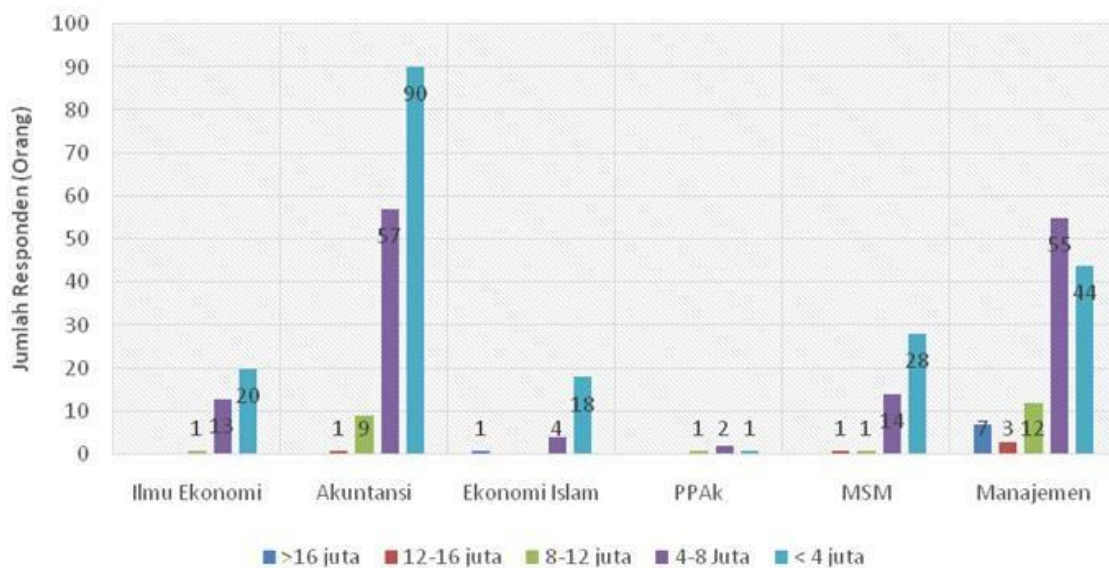
Graph 44. Income of FEB UNAIR Graduate Alumni

Source: FEB UNAIR Tracer Study Result Data, processed

Most of the alumni are also entrepreneurs. Based on graph 45, the majority of businesses run by alumni are licensed, but there are also many businesses owned by alumni that have not had permits or are unlicensed. As many as 75 percent of alumni have licensed businesses.
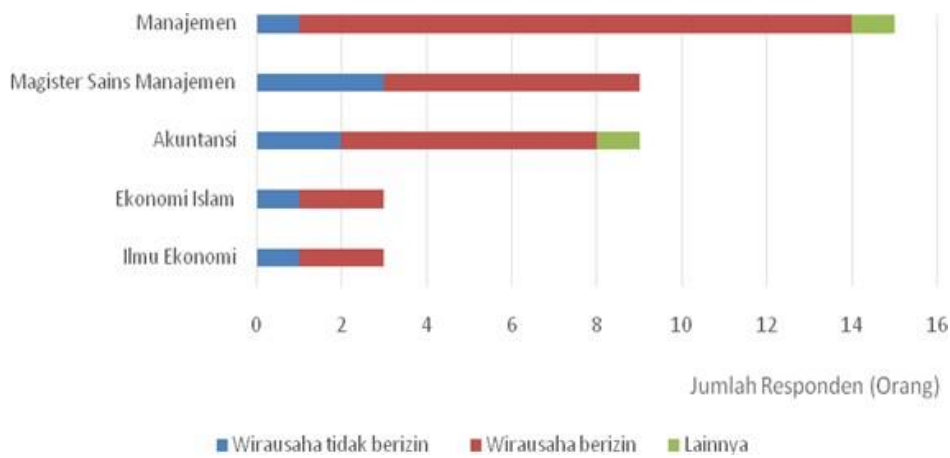
Graph 45. Business Scale of FEB UNAIR Graduate Alumni as Entrepreneurs

Source: FEB UNAIR Tracer Study Result Data, processed
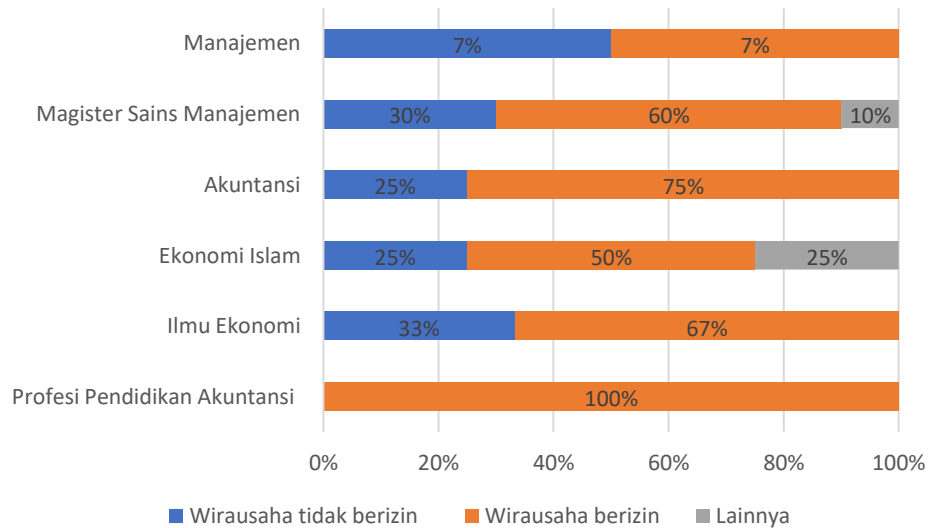
Graph 46. Business Scale of FEB UNAIR Graduate Alumni as Entrepreneurs

Source: FEB UNAIR Tracer Study Result Data, processed

The marketing reach of the majority of S2 alumni is at the national level and some even reach the international level. The businesses of 16 alumni (38 percent) and 5 alumni (12 percent) have reached national and international levels. The Accounting Study Program, Master of Management Science, and Management are the study programs that have the most alumni with national level marketing businesses.
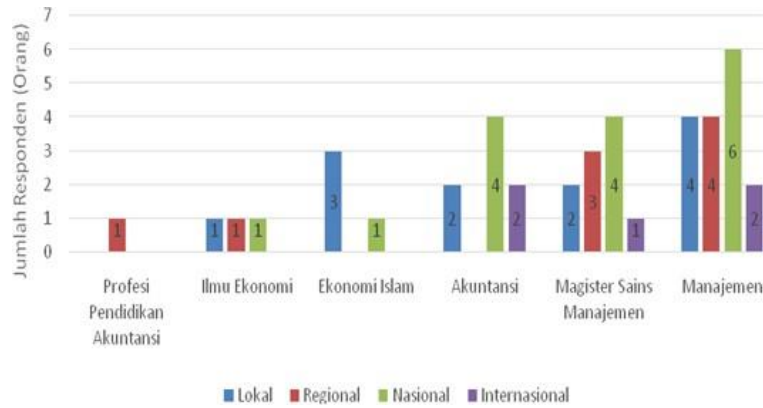
Graph 47. Marketing Reach of Businesses run by FEB UNAIR Graduate Alumni

Source: FEB UNAIR Tracer Study Result Data, processed
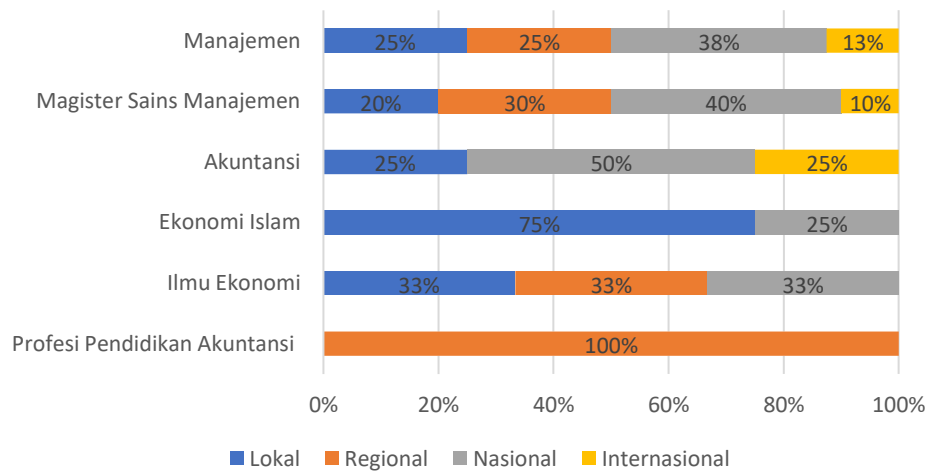
Graph 48. Marketing Reach of Businesses run by FEB UNAIR Graduate Alumni

Source: FEB UNAIR Tracer Study Result Data, processed

Turnover from a business owned by S2 Alumni is IDR 1,000,000 - IDR 10,000,000. However, there are also many alumni who earn a turnover of more than Rp. 40,000,000 per month from the business they run and most of the alumni come from the Accounting and Management Study Programs.
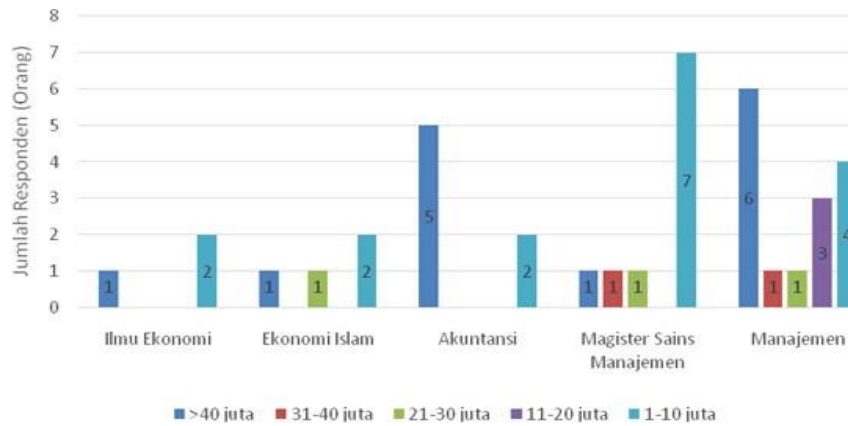
Graph 49. Monthly Turnover of Businesses owned by FEB UNAIR Graduate Alumni

Source: FEB UNAIR Tracer Study Result Data, processed

Doctoral Degree Programs (S3)

The FEB Doctoral Alumni are mostly employees of national-scale companies/institutions/organizations. In all FEB Doctoral study programs, most of the alumni are also employees of national-scale companies/institutions/organizations.
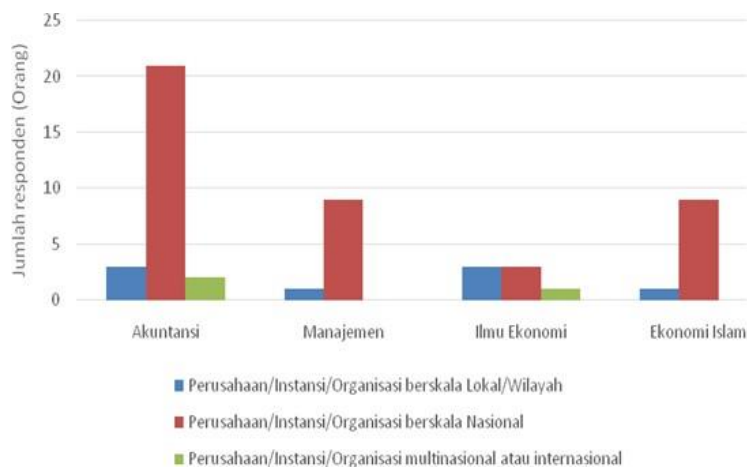
Graph 50. Scale of Work of FEB UNAIR Doctoral Alumni

Source: FEB UNAIR Tracer Study Result Data, processed
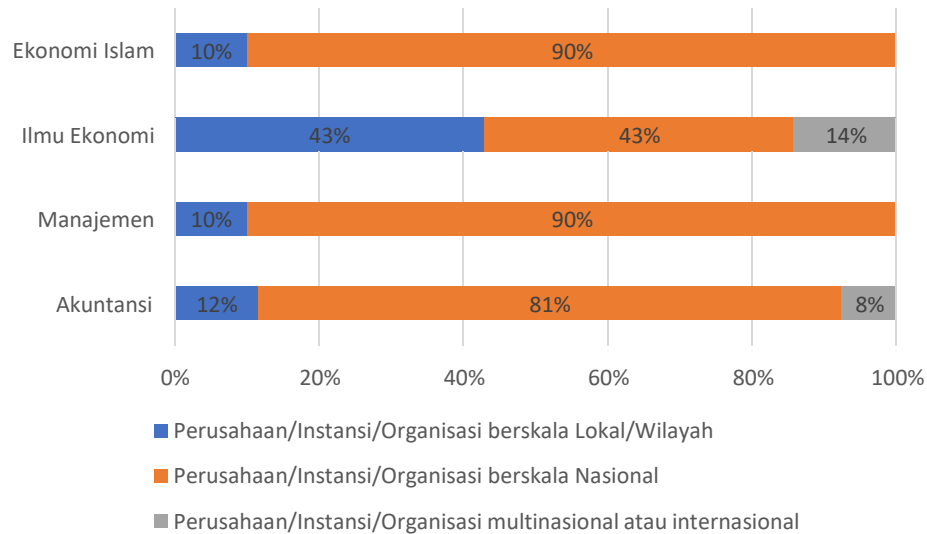
Graph 51. Scale of Work of FEB UNAIR Doctoral Alumni

Source: FEB UNAIR Tracer Study Result Data, processed

3. CURRICULUM

The reasons of why graduates still waiting to get a job more than 6 months after graduation

Bachelor's Degree Programs (S1)

The average waiting period for S1 FEB UNAIR graduates to get their first job is relatively fast, which is 5.1 months. When viewed based on the average waiting period for alumni of each study program, Accounting is the fastest study program, which is 4 months and 3.5 months (Accounting PSDKU Banyuwangi). On the other hand, the longest average waiting period to get the first job is the Islamic Economics study program, which is 6.5 months (Graph 52).

Graph 52. Average Waiting Period before getting First Job

Source: FEB UNAIR Tracer Study Result Data, processed

Graph 53 shows several reasons why alumni still have not acquired jobs in more than six months after graduation. The main reason is that the majority of alumni did not pass the job entrance test, which was mentioned by 200 alumni. Incompatible fields of interest and unsuitable salary offered are also the factors causing alumni to not get a job immediately. On the other hand, alumni who are waiting for work due to the GPA and English proficiency are only seen in small numbers,

meaning that the majority of alumni do not have GPA and English language skills that can hinder the process of finding a job. Other contributing factors include: the Covid-19 pandemic, lack of work experience, inappropriate placement locations, having the desire to become entrepreneurs first, and wanting to continue their master's studies. Alumni of the Development Economics study program mentioned the lack of public speaking skills as one of the causes. Meanwhile, alumni of the Accounting study program feel that there are many competitors for job seekers, and the inappropriate culture is the reason they don't get jobs right away. Another contributing factor mentioned by alumni of Management study program is the long and lengthy selection process.
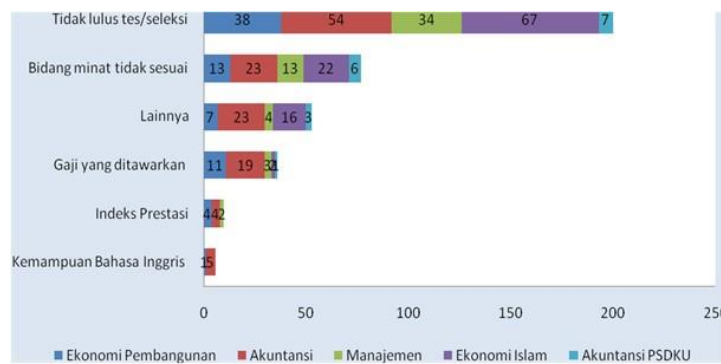
Graph 53. Reasons for Taking >6 Months before getting First Job

Source: FEB UNAIR Tracer Study Result Data, processed

Based on Graph 54, around 52 percent of FEB alumni did not pass the job entrance test (Graph 54). Followed by other causes such as incompatible interests (20 percent), unsuitable salary offered (9 percent), GPA (3 percent), English language skills (2 percent), and others (14 percent).
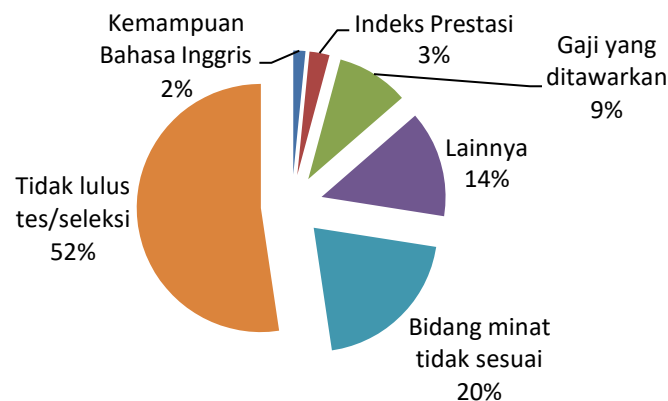
Graph 54. Reasons for Taking >6 Months before getting First Job (Percentage)

Source: FEB UNAIR Tracer Study Result Data, processed

Master's Degree Programs (S2)

Based on Graph 55, there are several factors that causing S2 alumni to have not acquired a job. Of all respondents, only 32 alumni answered this question. The contributing factors included: no call (5 people), did not pass the test (5 people), and did not pass the interview (5 people). The other factors include joining the husband on duty outside the city, wanting to be a housewife, taking care of children, and so on.
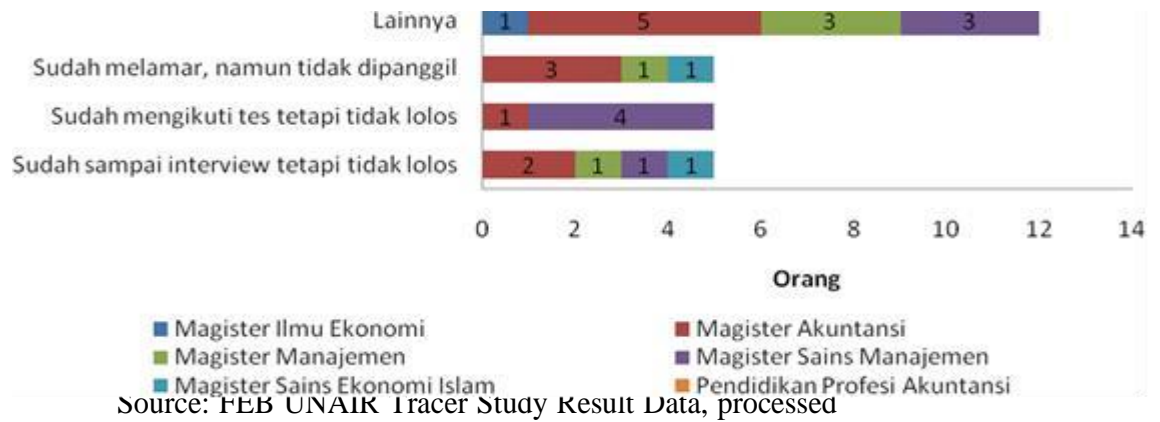
Graph 56 shows that as many as 123 Graduate alumni worked for more than 6 years in the same field and place. The length of time alumni have worked is caused by several influencing factors. Some of these factors include: a field of work that is in accordance with abilities, an appropriate and satisfactory salary, a comfortable work area placement, and a supportive work environment. In some cases there are other influencing factors, such as personal problems and job offers from other places or companies in the form of a more profitable career path, even though in the previous work environment all aspects have been guaranteed, starting from salary, placement area, and work environment.
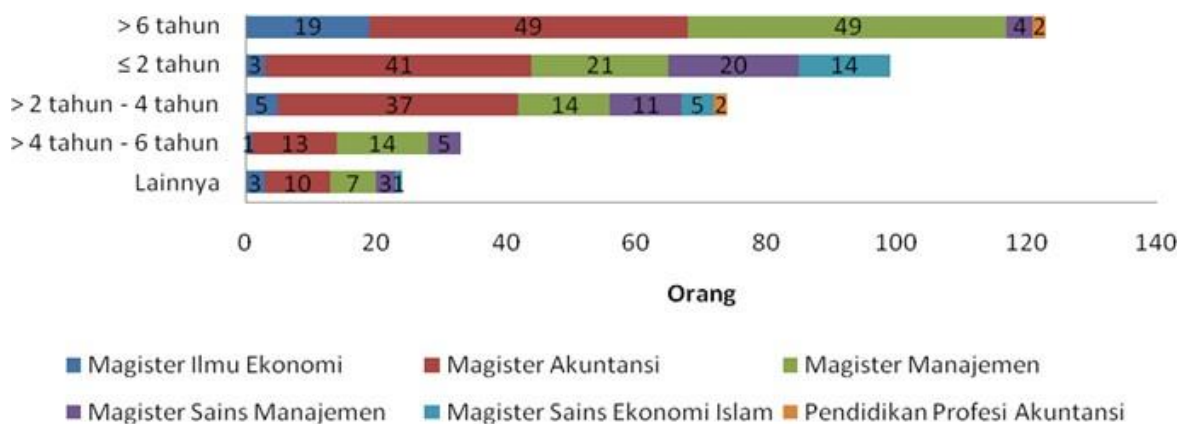
Graph 56. Length of Work

Source: FEB UNAIR Tracer Study Result Data, processed

When viewed by percentage, as many as 35 percent of the alumni of the Masters of Economics and Business Faculty have worked for more than six years (Graph 57). S2 alumni who worked less than two years and more than two years to four years were 28 percent and 21 percent, respectively. On the other hand, 9 percent of master's graduates have worked between four and six years.
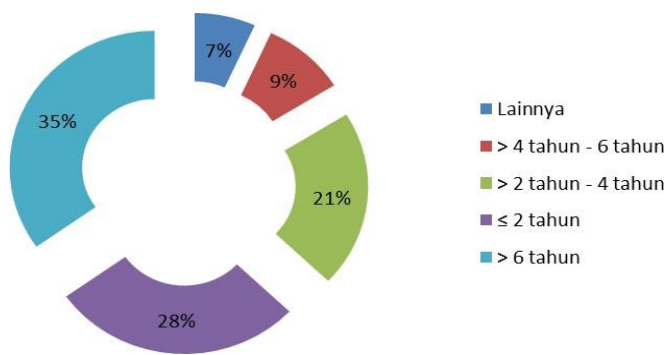
Graph 57. Length of Work of FEB UNAIR Graduate Alumni

Source: FEB UNAIR Tracer Study Result Data, processed

Doctoral Degree Programs (S3)
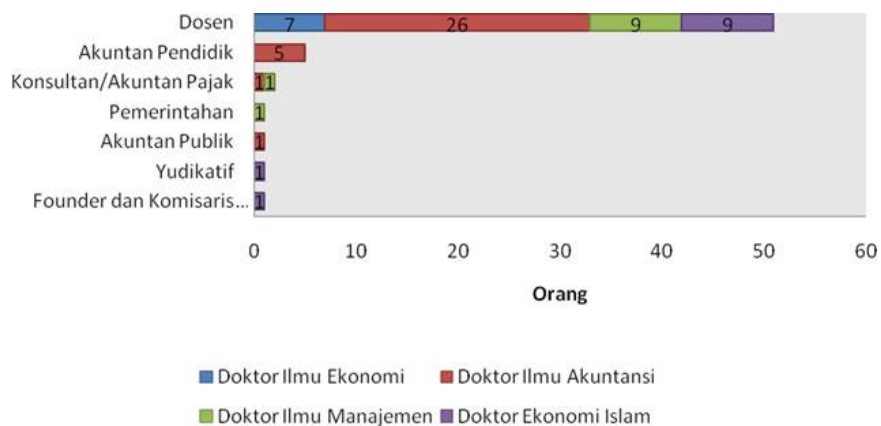
Graph 58. Current Field of Work of FEB UNAIR Doctoral Alumni

Source: FEB UNAIR Tracer Study Result Data, processed

In the graph above, Lecturer is the field of work most occupied by FEB UNAIR Doctoral alumni, as mentioned by 51 alumni (Graph 58). This shows that being an educator, especially a lecturer, is the most suitable field of work. On the other hand, being an educator requires broad knowledge and suitable education levels to continue to support a career. When viewed by percentage, as many as 82 percent of Doctoral alumni work as lecturers (Graph 59). Followed by other fields of work such as Educator Accountants (8 percent), Tax Consultants/Accountants (3 percent), Government, Public Accountants, and Judiciary at 2 percent each.
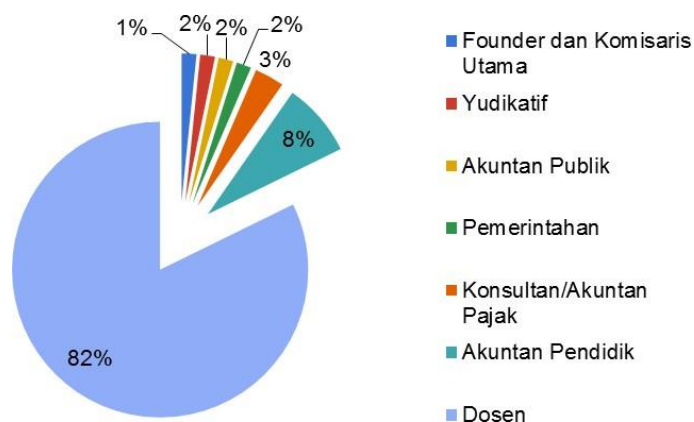
Graph 59. Current Field of Work of FEB UNAIR Doctoral Alumni

Source: FEB UNAIR Tracer Study Result Data, processed

Courses that have the most role in alumni's current job

Bachelor's Degree Programs (S1)

Based on the results of the Tracer Study, the subjects that most support the work of S1 Development Economics alumni are Macroeconomics (19.4 percent), followed by Microeconomics (13.9 percent), Statistics (12 percent), Public Economics (10.2 percent), Econometrics (9.3 percent), and several other courses.
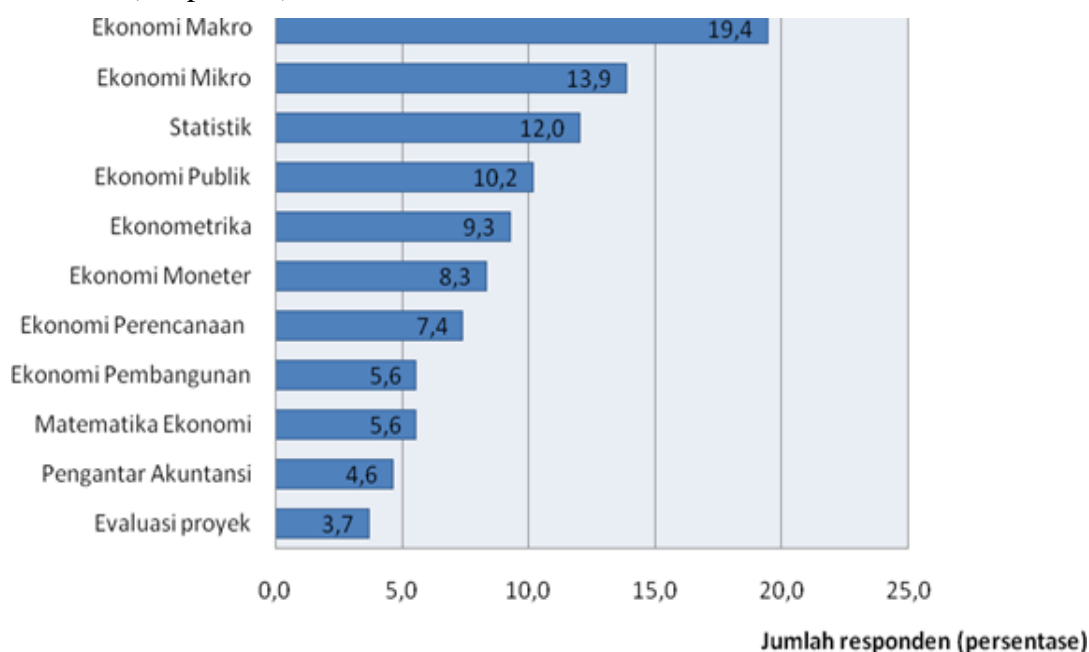
Graph 60. Courses that Support the Current Job of S1 Development Economics Alumni

Source: FEB UNAIR Tracer Study Result Data, processed

As can be seen in Graph 61, Auditing and Financial Accounting are the most preferred courses that support the work of S1 Accounting alumni, which are 21.8 and 20.7 percent, respectively. The next courses are Taxation (13.3 percent), followed by Management Accounting (8.8 percent),

Introduction to Accounting (6.6 percent), Cost Accounting (5.6 percent) and various other courses.

Graph 61. Courses that Support the Current Job of S1 Accounting Alumni

Source: FEB UNAIR Tracer Study Result Data, processed

As for the Management study program, the courses that most support the current job of alumni are Financial Management and Marketing Management, which are 23 percent (Graph 62). The next choice of courses is Human Resource Management (10.8 percent), followed by Introduction to Management (8.1 percent), Strategic Management (6.8 percent), and various other courses.
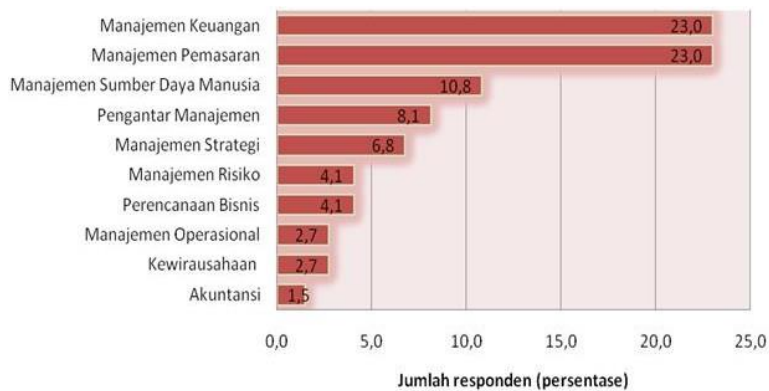
Graph 62. Courses that Support the Current Job of S1 Management Alumni

Source: FEB UNAIR Tracer Study Result Data, processed

Graph 63 shows that Islamic Accounting courses are the most chosen as the courses that support the work of S1 Islamic Economics alumni, which is 27.9 percent. Other courses are Entrepreneurship (17.1 percent), Islamic Financial Management (15.7 percent), Islamic Marketing Management (13.6 percent), Fiqh Muamalah (6.4 percent), and are followed by several other courses.

Graph 63. Courses that Support the Current Job of S1 Islamic Economics Alumni

Source: FEB UNAIR Tracer Study Result Data, processed

Master's Degree Programs (S2)

Graph 64 shows several courses that strongly support alumni in their current job, including Econometrics (11.5 percent), Microeconomics (19.2 percent), Macroeconomics (28.8 percent), Development Economics (11, 5 percent), Planning Economics (5.7 percent), and other subjects (23 percent). The thing that causes these courses to play an important role is the field of work and work positions that really need knowledge about these subjects.

Graph 64. Courses that Support the Current Job of S2 Development Economics Alumni

Source: FEB UNAIR Tracer Study Result Data, processed

Based on Graph 65, the Auditing and Management Accounting courses are shown in the same percentage, which is 19.3 percent. This percentage is higher than other courses such as Cost Accounting (2.5 percent), Financial Accounting (16.1 percent), and taxation (8.7 percent). In the field of work as an Educating Accountant, Management Accounting courses are in great demand and much needed to be delivered by Educating Accountants. While in the field of work as a Public Accountant, the Auditing course is the most widely used course to support work as a Public Accountant, most of whom work as Financial Auditors.
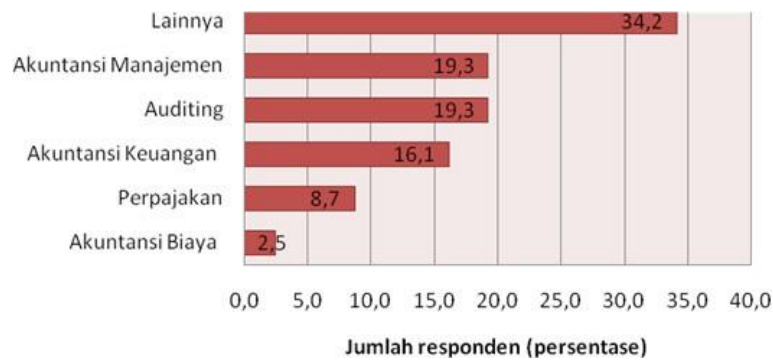
Graph 65. Courses that Support the Current Job of S2 Accounting Alumni

Source: FEB UNAIR Tracer Study Result Data, processed

There are several courses that strongly support the work of Master of Management alumni, including Human Resource Management (21.9 percent), Strategic Management (23.8 percent), Supply Chain Management (8.6 percent), Marketing Management (23.8 percent). percent), Financial Management (11.4 percent), and Others (10.5 percent) (Graph 66). Strategic Management and Marketing Management courses are seen in the highest percentage among other courses. This may be due to several things, including the number of companies, agencies, and business entities that really need it for the continuity of business activities. Marketing a product is the main activity of every business entity, and a good strategy and proper execution will make a business stay and continue to grow.
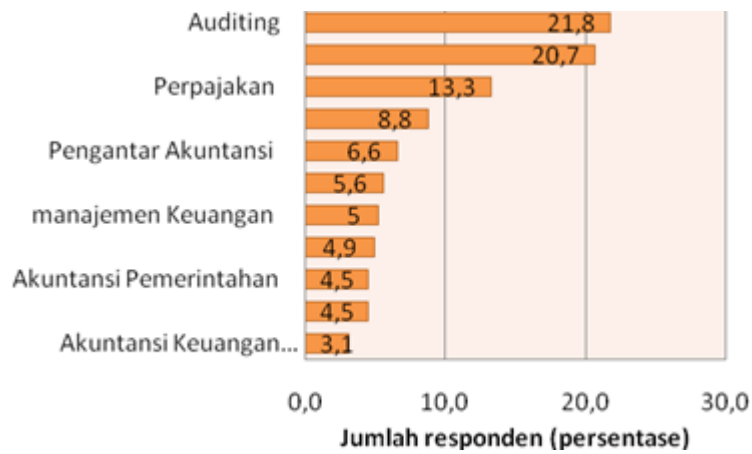

Graph 66. Courses that Support the Current Job of S2 Management Alumni

Source: FEB UNAIR Tracer Study Result Data, processed

Based on the graph below, the courses that most support the work of Master of Management Science alumni are Financial Management, which is 25.8 percent (Graph 67). This was followed by Organizational Theory and Human Resource Management courses, which is 10.3 percent. Other courses that support the work of Master of Management Science alumni include: Marketing Strategy, Strategic Management, Investment Management, and various other courses.
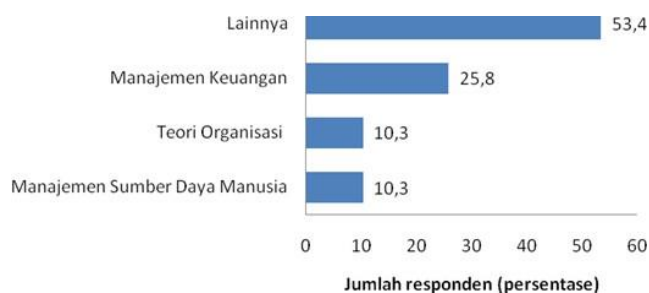
Graph 67. Courses that Support the Current Job of S2 Management Science Alumni
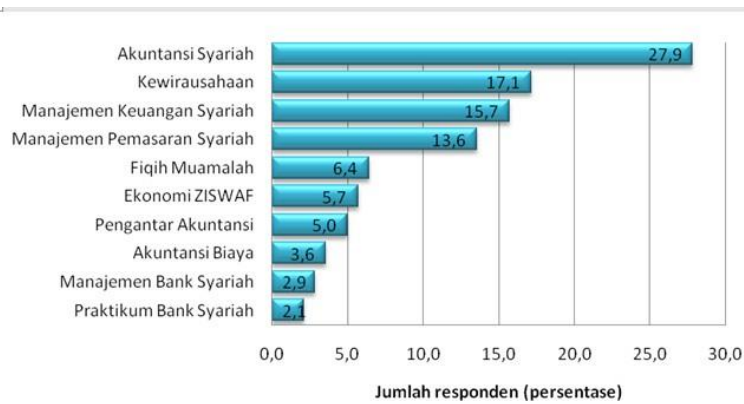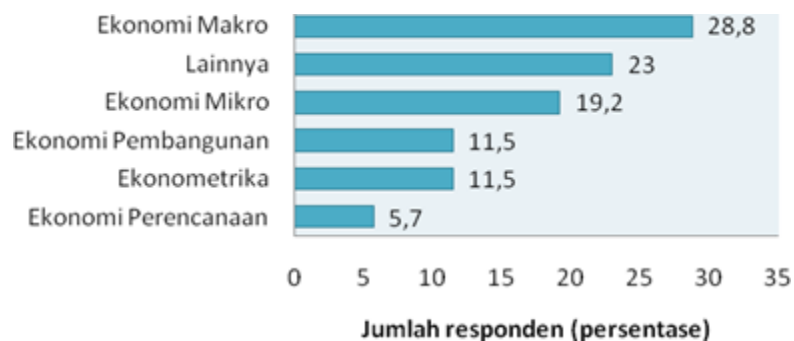
Source: FEB UNAIR Tracer Study Result Data, processed

Based on the Tracer Study results, there are several courses that support the work of Masters in Islamic Economics alumni, including: Islamic Microeconomics, Islamic Monetary Economics, ZISWAF Economics, Sharia Business Management, and various other courses. On the other hand, the courses that support the work of the alumni of the Professional Accounting include: Public Sector Accounting, Professional Ethics, Taxation, Financial Accounting, Management Accounting, Accounting Information Systems.

Skills acquired during college that support current work

Bachelor's Degree Programs (S1)

Based on Graph 68, the majority of S1 Development Economics alumni, as many as 134 alumni, mentioned analytical and decision-making skills as the skills they acquired during college. Likewise for other study programs such as S1 Accounting, S1 Management, and S1 Islamic Economics, the majority of alumni (198, 86, and 154 alumni, respectively) also chose analytical and decision-making skills as the skills they acquired during college. On the other hand, Tool Skills appear to be in small numbers compared to other abilities, meaning not many alumni from every study program acquired Tool Skills during college.
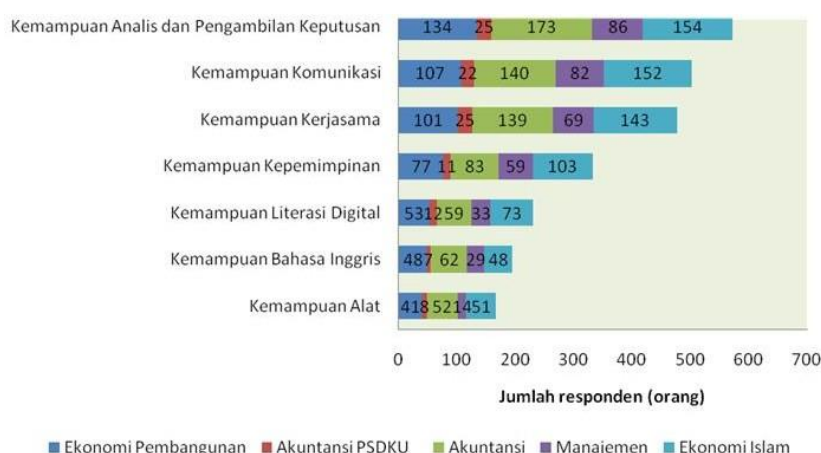
Graph 68. Skills obtained by Undergraduate Alumni during their study in university

Source: FEB UNAIR Tracer Study Result Data, processed

Based on the overall percentage, as many as 23 percent of FEB UNAIR S1 alumni stated that the most acquired abilities during college were analytical and decision-making skills (Graph 69). Other abilities such as communication skills are also widely obtained by FEB UNAIR S1 alumni, as many as 20 percent, followed by collaboration skills (19 percent), leadership skills (14 percent), and several other abilities.
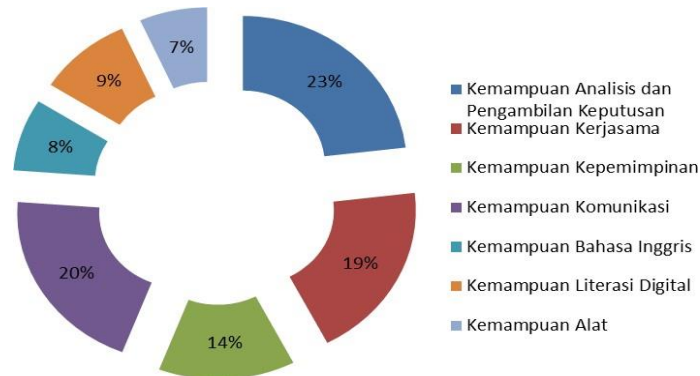
Graph 69. Skills obtained by Undergraduate Alumni during their study in university

Source: FEB UNAIR Tracer Study Result Data, processed

Master's Degree Programs (S2)

Overall, the skills obtained by the FEB Masters alumni are the skills to analyze and make decisions, as stated by 332 alumni or 21.55 percent (Graphs 70 and 71); followed by communication skills as stated by 230 alumni (14.93 percent), Cooperation skills as stated by 219 alumni (14.22 percent), and several other skills. The skill that is the least obtained by Masters alumni is Tool skills, which is chosen by only 39 alumni (2.53 percent).
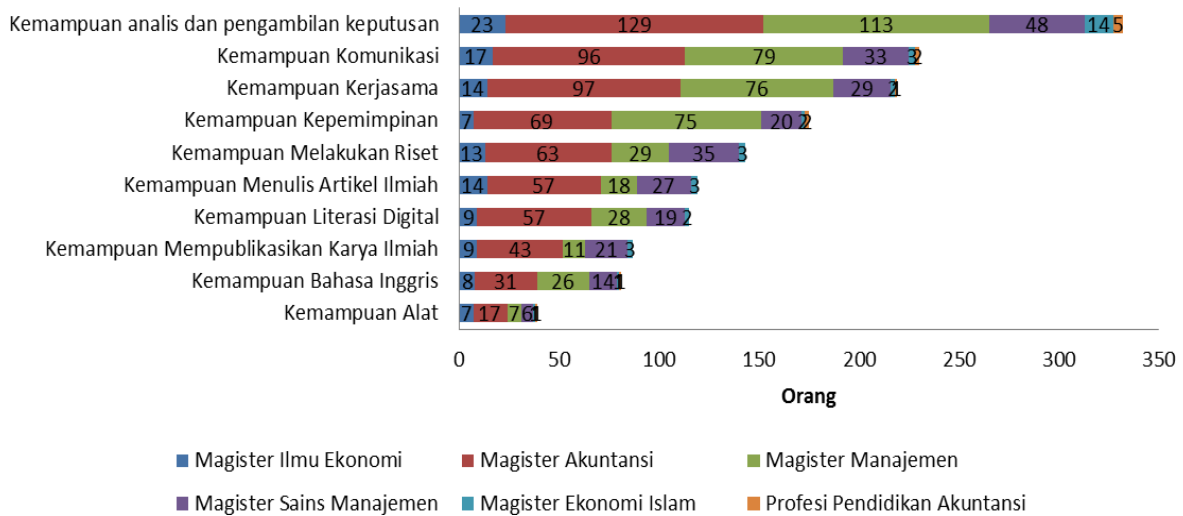
Graph 70. Skills obtained by Graduate Alumni during their study in university

Source: FEB UNAIR Tracer Study Result Data, processed
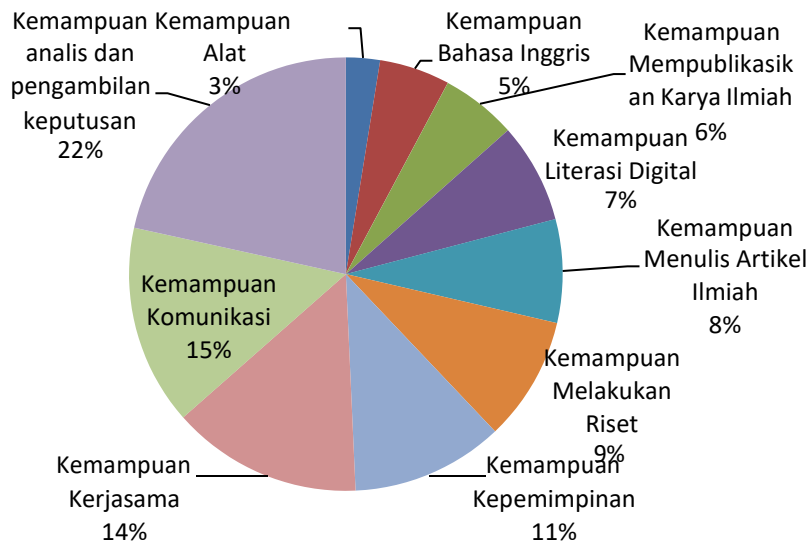
Graph 71. Skills obtained by Graduate Alumni during their study in university (Percentage)

Source: FEB UNAIR Tracer Study Result Data, processed

Relevance of curriculum to current work

Bachelor's Degree Programs (S1)

The Tracer Study survey asked the relevance of the curriculum to the alumni's current field of work. As many as 75.8 percent of S1 Development Economics alumni stated that the curriculum at FEB UNAIR was relevant to the current alumni's field of work (Graph 72). Alumni from other study programs, such as S1 Accounting, S1 Management, and S1 Islamic Economics also stated that the curriculum at FEB UNAIR was in accordance with their field of work, as indicated by the percentages of 96.7 percent, 79.8 percent, respectively. 80 percent, and 68.6 percent. When viewed as a whole, the high percentage level shows that the curriculum at FEB UNAIR is relevant to the current field of work for FEB UNAIR S1 alumni. On the other hand, there are also alumni who stated that the curriculum at FEB UNAIR was not in accordance with the field of work they got.
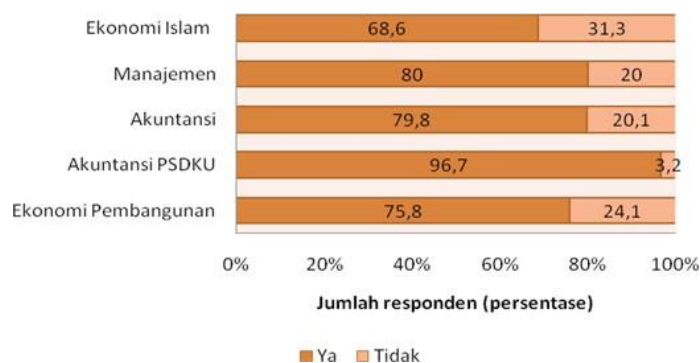
Graph 72. Curriculum Relevance to Undergraduate Alumni's Field of Work

Source: FEB UNAIR Tracer Study Result Data, processed

There are various reasons from alumni of each study program regarding how the curriculum at FEB UNAIR is not relevant to their field of work. The reasons for the alumni of S1 Development Economics include: only a few percent of theories are applied in the working world, learning about matters related to work practices is still lacking, the curriculum has not introduced behavioral economics, is not up to date regarding the use of data processing tools or software, and various other reasons. Meanwhile, according to S1 Accounting alumni, the reasons for the curriculum not being relevant to their field of work include: the lack of direct practical activities, the lack of soft-skill improvement materials, the scope of the accounting curriculum is too broad, and various other reasons. The reasons for the S1 Management alumni include: lack of case study discussions, lack of discussion forums, no internship/fieldwork courses, curriculum too focused on working for profit-oriented companies, too much theory and no practice, and various other reason. The reasons given by the alumni of S1 Islamic Economics include: the Islamic Economics curriculum is very focused on the sharia aspect, the basic accounting software is not taught as a supporting skill, there is no mandatory internship program, the lack of direct work practices, and several other reasons.

Master's Degree Programs (S2)

Overall, 356 alumni (92.95 percent) stated that the curriculum at FEB UNAIR was relevant to their current field of work (Graph 73). A total of 146 alumni of Accounting Program agree that the curriculum is relevant with their current field of work. Alumni from other study programs, such as Management, Management Science, Economics, Islamic Economics, and Professional Accounting also stated that the curriculum at FEB UNAIR was in accordance with their field of work. On the other hand, there are also alumni who stated that the curriculum at FEB UNAIR was not in accordance with their field of work.
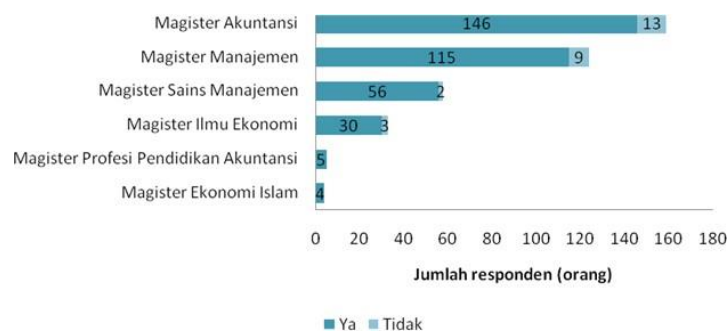
Graph 73. Curriculum Relevance to Graduate Alumni's Field of Work

Source: FEB UNAIR Tracer Study Result Data, processed

Alumni of the Economics Study Program said the curriculum did not synergize with the development of the digital economy and industry 5.0. Meanwhile, alumni of the Accounting Study Program mentioned that the teaching approach is still too theoretical, there is not much discussion about case studies, and the ability of tools such as accounting software has not been used as a practical course. Whereas for the alumni of the Management, the curriculum is not based on the reality of existing business activities and the discussions are more dominant in theory than the reality in the working world.

Attitudes, Knowledge, General Skills and Specific Skills needed in the job

Bachelor's Degree Programs (S1)

The results of the Tracer Study show that the attitude needed to support the work of FEB UNAIR alumni is an attitude of piety to God Almighty and being able to show a religious attitude (A). This answer was voted on by 636 alumni (Graph 74). Other attitudes needed include: an attitude of being responsible for work in their field of expertise independently (B), internalizing the spirit of independence, struggle, and entrepreneurship (C), working together and having social sensitivity and concern for society and the environment (D), upholding human values in carrying out tasks based on religion, morals and ethics (E), obeying the law and discipline in social and state life (F), respecting cultural diversity, views, religions and beliefs, as well as other people's original opinions or findings (G), contribute to improving the quality of life in society, nation, state and civilization based on Pancasila (H), act as citizens who are proud and love their homeland, have nationalism and a sense of responsibility to the state and nation (I), and internalize values, norms and academic ethics (J). Based on Graph 75, almost all of the attitudes A to J are attitudes needed to support the work of FEB UNAIR alumni, as shown by the number of percentages that do not vary too much.
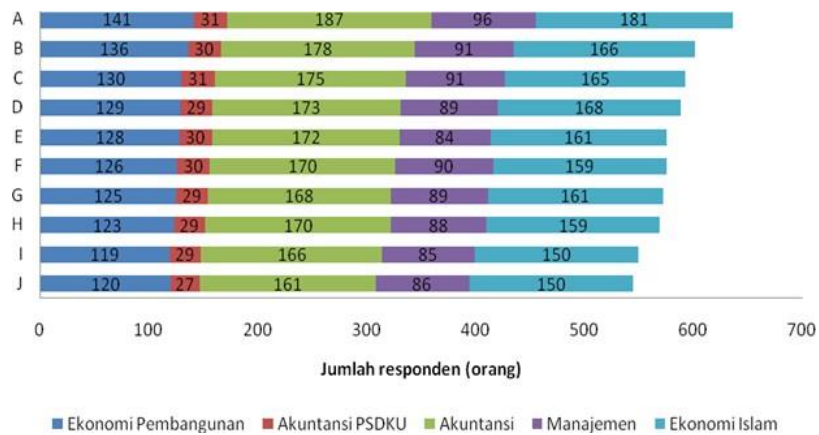
Graph 74. Attitudes needed in current jobs of FEB UNAIR S1 Alumni

Source: FEB UNAIR Tracer Study Result Data, processed
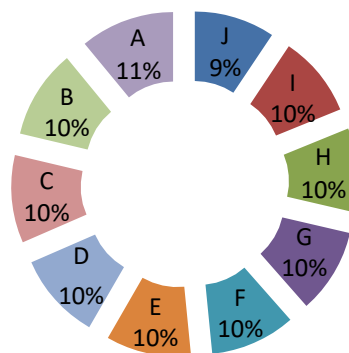
Graph 75. Attitudes needed in current jobs of FEB UNAIR S1 Alumni (Percentage)

Source: FEB UNAIR Tracer Study Result Data, processed

Based on the results of the Tracer Study, there are several general skills needed in the position of S1 FEB UNAIR alumni (Graph 76). General skills in the form of logical, critical, systematic, and innovative thinking (A) are the most needed by alumni in holding their jobs, which is 17 percent

(Graph 77). Other general skills required include: being able to work independently, of high quality, measurable, and thorough (B) (15 percent), able to make appropriate decisions in the context of problem solving based on the results of information and data analysis (E) (13 percent), able to responsible for the achievement of group work results (G) (10 percent), able to document, store, secure, and rediscover data to ensure validity and prevent plagiarism (J) (9 percent), able to carry out a self-evaluation process towards working groups that are under their responsibility, and able to manage learning independently (I) (8 percent), able to examine the implications of the development or implementation of science and technology in order to produce solutions, ideas, designs or art criticism (C) (8 percent), able to compile results the above study in a report or written work (D) (7 percent), able to maintain and develop a network with mentors/colleagues/colleagues both inside and outside n outside the institution (F) (7 percent), and able to supervise and evaluate the completion of the work of subordinates (H) (6 percent).
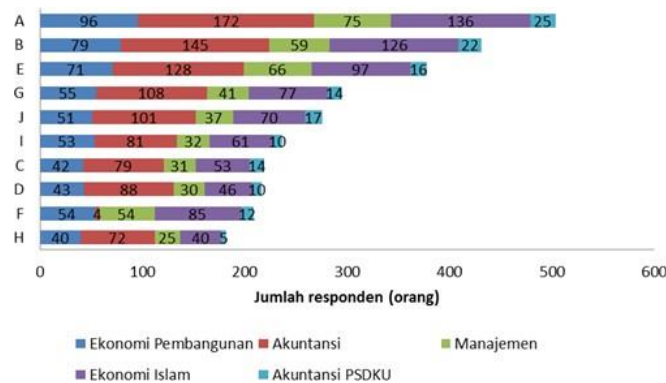
Graph 76. General Skills needed in current jobs of FEB UNAIR S1 Alumni

Source: FEB UNAIR Tracer Study Result Data, processed
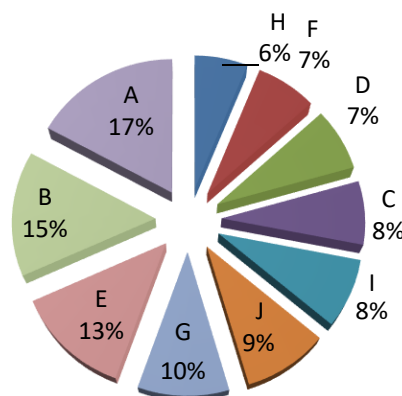
Graph 77. General Skills needed in current jobs of FEB UNAIR S1 Alumni (Percentage)

Source: FEB UNAIR Tracer Study Result Data, processed

Based on Graph 78, the highest average for specific skills required in current positions or alumni positions is communication skills, followed by collaboration skills, analytical and decision-making skills, digital literacy skills, leadership skills, tools skills, and English language skills. When viewed by study program, alumni of the Development Economics, Management, and Islamic Economics Study Program believe that communication skills are the most needed special skill in their work, with the highest average of 4.94. Alumni of the Accounting PSDKU and Accounting study

programs also think that collaboration skills are the most needed in their work, with an average of 5.06.

	Kemampuan Komunikasi	Kemampuan Kerjasama	Kemampuan Analisis dan Pengambilan Keputusan	Kemampuan Literasi Digital	Kemampuan Kepemimpinan	Kemampuan Alat	Kemampuan Bahasa Inggris
Ekonomi Pembangunan	4,94	4,82	4,75	4,37	4,34	4,13	3,80
Akuntansi PSDKU	5,03	5,06	4,70	4,64	4,12	4,77	3,87
Akuntansi	4,99	5,00	4,90	4,50	4,42	4,52	3,99
Manajemen	5,04	4,80	4,79	4,19	4,50	4,14	3,56
Ekonomi Islam	4,77	4,57	4,37	4,33	4,23	4,24	3,51

Rata-rata

Graph 78. Special Skills Required in the Job

Source: FEB UNAIR Tracer Study Result Data, processed

Competencies Required to Support Work

Overall, alumni of Doctoral Program FEB UNAIR give an opinion that linguistic skills are the most basic skills in supporting success in the working world. This is due to the demands in the field of work and in the community for the ability to speak English. Nowadays, the world is blending into one without regional boundaries in the era of globalization, therefore communication skills are very important to establish cooperation. Not only communication skills, expertise in information and technology is also very needed; people are required to be technology literate, so as not to be left behind in information and creating networks. Aside from being a medium for establishing relationships with many people, mastering the field of information and technology can help alumni in the activities they carry out, such as in communication and marketing.

Soft skills, both in terms of leadership, teamwork, and entrepreneurship are an added value for alumni to enter the world of work and the business world. By having these abilities, alumni are better prepared to adapt and able to work in teams optimally. If alumni have an interest in entrepreneurship, then these abilities can help alumni in developing an entrepreneurial spirit, management, leadership, and teamwork.

Types of training or courses that have been attended during college

Bachelor's Degree Programs (S1)

The type of training or course that has been attended by and can support the work of FEB UNAIR S1 alumni is Brevet A and B training, which was chosen by 154 people (14 percent) (Graph 79 and 80). Followed by training on Financial Planning, e-Commerce, Management Accounting, Capital Markets, and various other types of training.
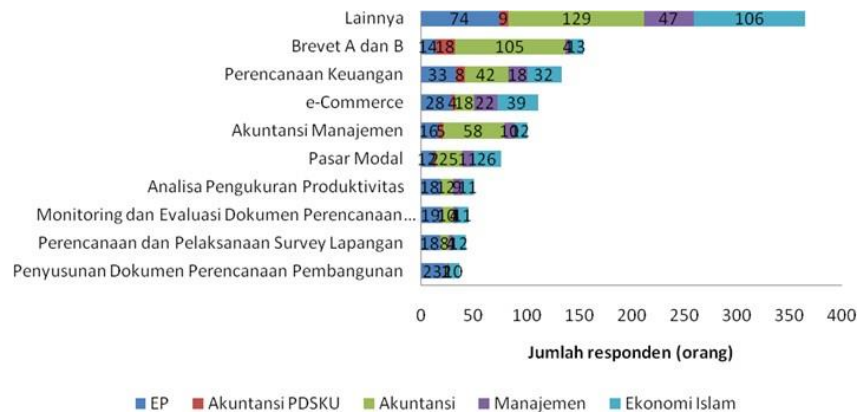
Graph 79. Types of Training that FEB Undergraduate Alumni Have Attended

Source: FEB UNAIR Tracer Study Result Data, processed
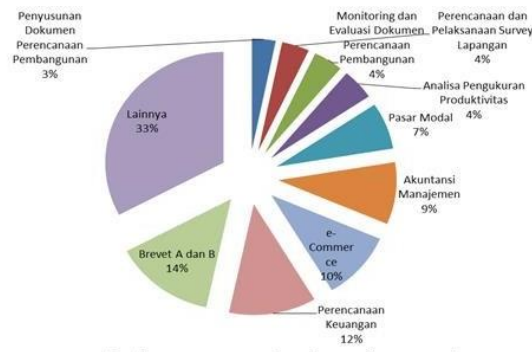
Graph 80. Types of Training that FEB Undergraduate Alumni Have Attended (Percentage)

Source: FEB UNAIR Tracer Study Result Data, processed

Master's Degree Programs (S2)

Overall, the type of training or course that FEB UNAIR S2 alumni have participated in and can support their current work is mostly analytical tools training, which is 35 percent (Graph 82). Followed by training related to writing scientific papers (25 percent), publication of scientific papers (10 percent), and others (30 percent). Other trainings include Ministry of Finance internal training, audit technique training, certification of goods and services procurement, MSME mentoring training, and various other trainings.
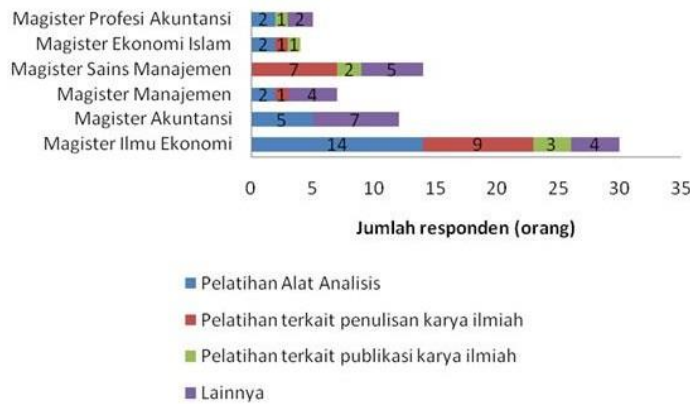
Graph 81. Types of Training that FEB Graduate Alumni Have Attended

Source: FEB UNAIR Tracer Study Result Data, processed

Graph 82. Types of Training that FEB Graduate Alumni Have Attended (Percentage)

Source: FEB UNAIR Tracer Study Result Data, processed

Suggestions for curriculum improvement and improving soft skills

Bachelor's Degree Programs (S1)

The suggestions from S1 Development Economics alumni for curriculum improvement are mostly to add direct practice which can be in the form of internships or other activities. In addition, the curriculum is also adapted to current needs and developments. Books and literature used must be updated. Additions related to entrepreneurship can also be given to provide students with entrepreneurial skills. For suggestions related to improving soft skills, most alumni agree that proper training for scientific writing, management, and data processing are pivotal because these skills are crucial at work.

Alumni of S1 Management also suggested some improvement related to curriculum and soft skills. For curriculum improvement, most of the alumni suggested direct practice in the field to implement the knowledge gained. Direct practice can be in the form of Field Work Practices (PKL) or internships which can be categorized as mandatory for Management S1 students. In addition to this, the alumni also suggested courses that are in accordance with the current needs of the workforce. In particular, courses related to law and government that will help students who work in the government sector and courses related to entrepreneurship. In this case, a more narrowed concentration is needed so that students can have deeper understanding about the subjects. In addition, the literature must be up to date and the learning methods should not only dwell on

theory but also case studies. Meanwhile, for improving soft skills, some alumni suggest public speaking exercises, either directly or indirectly, which can be in the form of classes or training. Public speaking exercises can also be done by creating discussion forums in class so that students are encouraged to express their opinions.

For S1 Accounting, most of the alumni suggested direct practice in the field to implement the knowledge that had been obtained. Some of the suggestions were to deepen research methodology courses that are closely related to thesis and publications that must be done by students, learning by emphasizing case studies, curriculum renewal that is tailored to current needs, and direct lectures with practitioners. The soft skills that need to be improved are English language skills and skills for using accounting applications software.

Most of the alumni of S1 Islamic Economics suggested more direct practices or internship for curriculum improvement. In addition, there should also be provision of basic materials such as government/public accounting for all study programs so that they are evenly distributed and deepen the materials and practices related to entrepreneurship. Alumni also suggest programming training and the use of software to improve the soft skills of undergraduate students in Islamic Economics.

Some suggestions for improving the curriculum from the Accounting PSDKU alumni are more direct practices in the form of field work and internships, maintaining government accounting courses, adjusting courses to the times and needs, as well as updating books and literature. As for improving soft skills, it is recommended that there be training in the use of analytical tools and English.

Master's Degree Programs (S2)

Alumni of S2 Management suggest curriculum improvements by adding direct practice so that theory and practice are balanced, emphasizing learning in case studies, adapting literature and discussion to current times, and increasing the number of practitioners as lecturers. Meanwhile, the soft skills that need to be improved are managerial skills, decision making, strategic management, and communication skills.

Alumni of S2 Management Science suggest curriculum improvements by increasing the most relevant and influential courses in the world of work, guidance for scientific papers from planning to publication, adjusting curriculum to the development of the digital era as it is now, adding company visits, bringing in lecturers from non-academic circles to gain experience, and maintain a curriculum that is already good and in accordance with work demands. Suggestions for improving soft skills from alumni of Master of Management Science are in terms of Communication Skill or Public Speaking, especially using English, Decision Maker, Leadership, and Critical Thinking.

Alumni of S2 Accounting suggest curriculum improvements by increasing practices that are in line with work needs, increasing knowledge related to the digital economy, bringing in many practicing teaching staff, increasing discussions on public accounting, and increasing discussions related to financial and economic issues that are in line with current needs. As for improving soft skills, the most important thing is the ability to communicate or public speaking, especially using English, information and technology skills in the fields of accounting, also leadership and problem solving skills.

Alumni of S2 Economics suggest improving the curriculum by adding practices that are in accordance with work needs, increasing knowledge related to the digital economy, bringing in many practicing teaching staff, emphasizing fieldwork practices, and synergizing practice and theory. Suggestions for improving soft skills are related to the ability of Communication Skill or Public Speaking, Presentation, Problem Solving, Decision Maker, and Time Management.

4. ACADEMIC PEER LIST (Alumni and graduate users)

Description of the profile of graduates who work as lecturers/entrepreneurs, excluding staff

a. Identity(name)--> in appendix
b. Name of organization (University, Company, Government, organization, Others)
c. Structural Position
d. Additional: For lecturers, their functional positions are added.

A. TRACER STUDY OF GRADUATE USERS
1. Graduate User Description (Example: Name, Agency, Position)

No	Nama Intansi	Nama Jebatan
1	Rietzstar	Founder
2	PT. Infomedia Nusantara	Team leader
3	Kantor kepala desa kedinding	Staff
4	PT SINAR JAYA PROTEKSINDO	DIREKTUR
5	PT Pelindo III	Direktur Keuangan
6	Pabrik Tjerita	Creative Director
7	FEB Unair	Ketua Departemen Ekis
8	Koperasi Simpan Pinjam Bangun Jaya Makmur	Ketua
9	Universitas Airlangga	Pegawai SDM Fakultas Hukum
10	PT MASABARU GUNAPERSADA	SUPERVISOR INTERNAL AUDIT
11	Pt trijaya group	Admin staff
12	Badan Pengelolaan Keuangan Dan Aset Daerah	Fungsional umum
13	PT Mega marine pride	Manager
14	PT Mega marine pride	Manager
15	UNIVERSITAS ISLAM NEGERI SUNAN AMPEL SURABAYA	Kepala Bagian Keuangan dan Akuntansi
16	PT Arga Bangun Ideal	Supervisor
17	PT. STG INDONESIA	Superintendent
18	Universitas Airlangga	Chief Editor
19	PT Maxima Jaya Perkasa	CEO
20	BWA	Kepala Cabang
21	PT. Permodalan Nasional Madani (persero)	Senior account officer
22	CV Putera Djaja Widjaja	Manajer
23	Markas Pemburu	Pemrakarsa
24	Inspektorat kabupaten sampang	Auditor madya
25	Wom finance	Credit Head
26	ShopeePay	Manager
27	SDM Bank Woori Saudara KC Kediri	Bank Woori Saudara
28	Fak Ekonomi dan Bisnis Unair	Ketua Departemen Ekonomi Syariah

29	FEB UNAIR	Ketua Departemen Ilmu Ekonomi FEB UNAIR
30	UINSA	Ketua Prodi
31	FEB UNAIR	Ketua Departemen
32	FEB UNAIR	Ketua Departemen
33	SMAK St. Louis 1	Kepala Sekolah
34	Lembaga Layanan Pendidikan Tinggi Wilayah VII Kemdikbud	Kepala Bagian Tata Usaha
35	Universitas Airlangga, Fakultas Ekonomi dan Bisnis	Sekretaris Departemen Ekonomi Syariah
36	Department of Economics, Mandalay Universiry, Myanmar	Lecturer
37	Universitas Internasional Semen Indonesia	Warek II
38	Departemen Ekonomi Syariah, Fakultas Ekonomi dan Bisnis, Universitas Airlangga	Koordinator Program Studi S1 Ekonomi Islam
39	Fakultas Ekonomi.dan Bisnis Unair	Ketua Departemen Ekonomi Syariah
40	Universitas YARSI	Wakil Rektor IV
41	Univ Airlangga	KPS S3 Ekonomi Islam Unair
42	Fakultas Ekonomi Unand	Dekan
43	Universitas Negeri Surabaya (UNESA)	Dekan FEB
44	FEB Unair	Ketua Departemen Manajemen FEB Unair
45	Supoyo, Supoyo, dan Sutjahjo	Pemilik perusahaan
46	Kantor Wilayah Direktorat Jenderal Kekayaan Negara Bali dan Nusa Tenggara	Kepala Bagian Umum
47	FEB Universitas Trunojoyo Madura	Ketua Jurusan Manajemen

2. User Satisfaction (Type of ability [9 items] and user feedback)

3. Suggestions for Curriculum
- Directing student research to solve real problems of the people, nation and state.
- The curriculum needs to be redesigned so that students can pass a 3-year doctoral program while maintaining quality. DSJ student exchange program needs to be developed again.
- It is better to emphasize practicality, graduates have sufficient mastery of theory, but in terms of practice, graduates are still less skilled.
- Keep producing graduates who are honest and have integrity, have high learning abilities so they can adapt in all fields like Ahmad Badaruzzaman.
- Adding curriculum or learning related to soft skills, such as increasing self-confidence, communication skills, team building and so on. It can be in the form of independent learning or inserted into the college curriculum.

- Periodic curriculum reviews need to be held to answer the challenges of the digital/industrial 4.0 era. Project-based learning is needed to encourage students to be more creative and think critically about the conditions of their social environment.

4. Suggestions for FACULTY OF ECONOMICS AND BUSINESS

- There needs to be after-sales service programs such as the involvement of alumni in guiding and testing accompanied by research and publication collaboration, etc. to maintain and update alumni knowledge. It was said that we also conducted a teaching staff development program.
- Able to produce entrepreneurs who will provide employment to the wider community. The role of universities as one of the institutions that contribute to entrepreneurial candidates is highly anticipated.
- The faculty should always follow the trend in order to continue to produce alumni who can be the answer to the latest industry problems.
- Maintain and improve the competence of teachers in order to produce alumni who are highly competitive and ready to meet the needs of graduate users/stakeholders in various fields, especially those relevant to their knowledge. On the other hand, the curriculum must really have the capacity to support the needs of graduate users.
- All FEB Unair graduates must be given soft skill training, to balance hard skills. Because soft skills greatly affect employee performance appraisal.
- If possible, each student is facilitated with social/business/religious networks etc.

CONCLUSION AND SUGGESTION

In terms of the number of FEB Unair graduates, the number of FEB S1 alumni from 2016 to 2020 fluctuated except for the Management Study Program. Management Studies Program every year the number of students who graduate has increased. The Accounting and Islamic Economics Study Program experienced an increase in the number of graduates starting in 2017. On the other hand, the Development Economics Study Program experienced an increase in the number of graduates since 2018 after experiencing a decline for two consecutive years. The Master of Science Study Program in Economics, Management, Master of Management Science, and Islamic Economics has the highest number of graduates in 2020. The Master of Science Study Program in Accounting is the study program that has the highest number of graduates, almost every year in the last five years (Graph 5). The Management S3 Study Program has the same number of graduates in a period of three years, namely 2017, 2018, and 2019 which then increased in 2020. This is different from the case of the Islamic Economics and Economics Study Program which has a varying number of graduates within a period of five years. final.

Based on demographic data, the 2016-2020 FEB S1 Alumni in all study programs are dominated by women. A total of 455 (59 percent) alumni are women. The number of S2 and S3 FEB alumni from 2016 to 2020 is dominated by women, which is 64 percent.

Based on the place of work, overall, the majority of FEB S1 alumni work as employees in private companies. Most of the FEB master's degree alumni worked as employees of private companies (39 percent) and government agency employees (29 percent) while studying and only a few of the alumni worked in the world of education. Education is the field of business that is mostly engaged in by alumni of the Doctoral Program of the Faculty of Economics and Business. As many as 92 percent of FEB S3 alumni work in the education business sector.

Based on income, the majority of FEB S1 Alumni get their first income of IDR 4,000,000 to IDR 8,000,000. The majority of FEB S2 alumni have a first income of less than IDR 4,000,000 as many as 210 alumni. Most alumni also earn their first income of around IDR 4,000,000-IDR 8,000,000. Most FEB S3 alumni earn more at this time than their first income. The current income for the majority of S3 FEB is more than IDR 4,000,000 - IDR 12,000,000.

Based on the scope of work, the majority of FEB S1, S2, and S3 alumni work as employees in National-Scale Companies/Agencies/Organizations. Furthermore, from the data, the average waiting period for S1 FEB UNAIR graduates to get their first job is relatively fast, which is 5.1 months. Lecturer is the field of work that is mostly occupied by FEB UNAIR Doctoral alumni, as many as 51 alumni.

The Tracer Study survey asked the relevance of the curriculum to the alumni's current field of work. Judging from each study program, 75.8 percent of S1 Development Economics alumni stated that the curriculum at FEB UNAIR was relevant to the current alumni's field of work. FEB Master's Degree Study Program as many as 356 alumni (92.95 percent) stated that the curriculum at FEB UNAIR was relevant to their current field of work. The highest average of specific skills required in current alumni positions or positions is communication skills, followed by collaboration skills, analytical and decision-making skills, digital literacy skills, leadership skills,

tools skills, and English language skills. Overall, the FEB UNAIR S3 study program gave an opinion regarding the competencies needed to support success in the world of work that linguistic ability is the most basic ability in the world of work.

Based on suggestions for curriculum improvement and improving soft skills. Suggestions from S1 FEB Unair alumni for curriculum improvement are mostly to add direct practice which can be in the form of internships or other activities. In addition, the curriculum is also adapted to current needs and developments. Books and literature used must be updated. Additions related to entrepreneurship can also be given to provide students with entrepreneurial skills. Suggestions related to improving soft skills Most alumni provide advice in the form of good and correct scientific writing training, management, and data processing because they are very necessary in the world of work. Suggestions for Improvement from S2 FEB Unair alumni. Curriculum improvements are direct practice so that theory and practice are balanced, learning is more emphasized on case studies, literature and discussions are adapted to the times, and there are more teachers from practitioners. Suggestions for improving soft skills from alumni are mostly managerial, Decision Maker, Strategic Management, and Communication Skills.