The Empowering of Alumni Role Through Tracer Study of Bandung Nursing Department

by Asep Setiawan

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Abstract. **Background :** This research is motivated by Bandung Nursing Department which is obliged to produce graduates who are able to well contribute in development in accordance with their fields of education through Tracer Study. Tracer study is alumni search study to find out alumni activities after graduation, the transition from academic to working atmosphere, working situation, competency acquisition, and the competency application in the working activities and in the career record. The purpose of this study is to provide suggestions for the education development in the Nursing Department. This research describes the effort of alumni role empowering through tracer study of Bandung nursing department
Method :   Design and type of research in this study is descriptive evaluative with a survey method approach, research that seeks to describe the profile of graduates of the Nursing Department of Health Polytechnic Bandung. All data were collected through questionnaire surveys and analyzed using descriptive analysis techniques. The survey was conducted on the main aspects of alumni search, namely education history, work history, relevance of education to the job, learning experience and advice for the Bandung health Polytechnic, competency indicators and competitiveness. In addition, a survey was conducted on stakeholder evaluations of alumni performance, workplace characteristics and alumni responses / perceptions of the learning process in the Bandung Nursing Department. Population and Research Sample are all graduates / alumni of Bandung nursing department from 2014 to 2016. Samples are used using total sampling for all graduates in 2014-2016 which are 273 graduates.
Result and Conclusion: The results of the research obtained were that several graduates of the Bandung Nursing Department worked in various health service settings, both Government and private. Alumni have expertise in the field of nursing, Alumni Relations with the Bandung Nursing Department are not well managed, the alumni's satisfaction with their job and scientific fields is very good, and the relevance of the curriculum with the alumni's working atmosphere is quite good. The conclusion of this study is that alumni role empowering through tracer study has not been effective in fostering the interest and perception of alumni to contribute to the alma mater.

Keywords : Empowering, Alumni Role, Tracer Study

Introduction

Educational institutions are a means to develop, direct and encourage students to achieve educational goals. Universities as important institutions that play a role in preparing Human Resources to have competence in various fields of science and expertise are expected to meet the needs of the workforce in accordance with quality standards. Bandung Nursing Department is one of the departments under the auspices of Health Polytechnic, Health Ministry Bandung. The result of Dr. Otten, Health Ministry, Bandung Nursing Academy and Pajajaran Bandung Nursing Academy merger in 2001 which is one of the Technical Implementation Units of Development and Empowerment of Health Human Resources (BPPSDM) of the Health Ministry.

The Bandung Nursing Department is in charge of implementing nursing Diploma III education. The number of graduates of the Bandung Nursing Department in the last five years (2011-2015) recorded 429 graduates who were distributed as follows: 96 graduates (2011), 91 graduates (2012), 84 graduates (2013), 64 graduates (2014) and 94 graduates (2015). Data on graduates in this time period showed that 98% (424 people) had hired and only 1.17% (3 people) was unemployed because they were still continuing their education. Graduates who have worked are distributed as Civil Servants are 5.59% (25 people) and private / honorary / BLUD employees at 94.41% (399 people). The level of suitability of work / further education with the type of education obtained by alumni showed that 99.06% (425 people) were suitable and only 0.96% (4 people) were not suitable. Based on graduate waiting time 81.35% (349 graduates) were hired in less than 3 months, 17.93% (77 people) were hired 3-6 months and 0.7% (3 people) less than 1 year. The results of the graduate satisfaction survey in 2014, by random sampling, obtained an average level of graduate satisfaction of 98%, expressed satisfaction with the implementation of nursing study program. The results of the alumni tracking survey from the users stated that 45.24% were very good and 54.76% were good for the performances that were shown by graduates of the Nursing Department. Graduates or alumni who are spread in various health care institutions need coaching and

strengthening in order to well contribute to the development of Bandung nursing department.
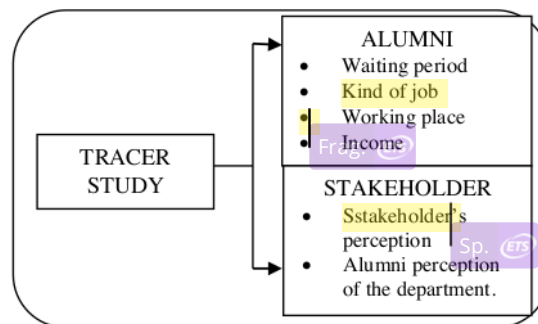
Based on the description above, the research problem was formulated as follows: How to empower the role of alumni through tracer study.

This study aims to determine the empowering role of alumni through tracer study of Bandung Nursing Department, by 1) Identifying the characteristics of graduates of the nursing department of Health Polytechnic, Health Ministry, Bandung, including: identity, educational background, program study taken, 2) Identifying the process of finding a job, 3) Identifying graduate activities, job and workplaces, and 4). Identify professional competencies and their applications.

Method

Design and type of research in this study is descriptive evaluative with a survey method approach, namely research that seeks to describe the profile of alumni or graduates of Health Polytechnic, Health Ministry, Bandung (Soemantri et al, 2010: 7). All data collected through questionnaire surveys were analyzed using percentage descriptive analysis techniques. The survey was conducted on four main aspects of alumni search; they are the waiting period, the suitability of the type of job, workplace and income. In addition, a survey was conducted on stakeholder evaluations of alumni performance, workplace characteristics and alumni responses / perceptions of the learning process in Bandung Nursing Department.

Chart 1
Research Design

Population and Research Sample are all graduates / alumni of Bandung nursing department from 2001 to 2015. Samples were taken in the last five years before the research, namely in the 2011-2015 which are 429 graduates.

Result

1) Alumni Tracer Study

1. Graduates in 2016 jumped significantly from the previous year, which are 116 graduates (42.34%) from the total graduates in the last 3 years.
2. Nursing Diploma III alumni in the last 3 (three) years (2014-2016) are mostly female, 228 people (83.52%)
3. The number of alumni of the Bandung Nursing Department who have been hired is very large, reaching 97.80 in the last 3 (three) years.
4. Most of Bandung Nursing Department graduates, including 243 people (89.01%) work as private employees in hospitals, clinics or other health care facilities. Only 4 people (1.46%) are Civil Servants.
5. The occupation of Bandung nursing department in the last 3 (three) years was almost entirely, with 271 people (99.27%) getting jobs in accordance with the scientific field of nursing.
6. The waiting period for Bandung Nursing Department Alumni in the last 3 (three) years (2014-2016) as a major has been hired before 3 months as many as 228 people (83.51%). While the achievement of 100% is hired after a waiting period of 1 year (12 months).
7. Alumni's satisfaction level with his current workplace shows that 72.16% were satisfied, while those who felt dissatisfied were only 4 people (1.46%).
8. 94.50% of Bandung Nursing Department graduates stated that they felt they were able to compete with other universities graduates,

5.49% said they were very able to compete.

2) Stakeholder's perception

1. Stakeholder perception using data obtained from nursing service institutions spread throughout West Java. The service institutions / stakeholders that provide responses to this graduate survey are: Al Ihsan Regional Public Hospital West Java, Hasan Sadikin Regional Public Hospital, Hermina Pasteur Hospital, Hermina Antapani Hospital, Al Islam Islamic Hospital Bandung, Santosa Hospital, Santosa Hospital Kopo, Muhammadiyah Hospital Bandung, Cipto Mangunkusumo Government General Hospital, Santo Yusuf PublicHospital, MAL Cimahi Hospital, Habiebie Center Hospital, St Borromeus Hospital, Immanuel Hospital, Ujung Berung Regional Public Hospital, Cibabat Regional Public Hospital, Soreang Regional Public Hospital Bandung, Astana Anyar Regional Public Hospital, Pasien Kaliki Health Center, Jiwa Cisarua Regional Public Hospital, Sartika Asih Regional Public Hospital, Pondok Indah Jakarta Regional Public Hospital, etc.
2. Aspects that are used as parameters for stakeholder evaluations are: Integrity (ethics and morals), Expertise based on fields of science (main competencies) in English, Use of information technology Communication, Teamwork of Patient Self-development team, Safety.
3. The results of stakeholder perceptions of Bandung Nursing Department graduates were in the good range (45.63%) and very good (32.67%). This data was taken from 220 alumni in 2014,

2015 and 2016. This number did not match the total number of graduates 273. This is because not all stakeholders present are from the alumni concerned, so they do not provide an assessment of the alumni performance.

Conclusion

Graduates of the Bandung Nursing Department for the last 3 years (2014-2016) numbered 273 graduates who were distributed in 2014 with 64 graduates, 94 graduates in 2015 and 115 graduates in 2016. The number of male graduates is less than women, with a ratio of 45: 228. Graduates of the Bandung Nursing Department are hired in various health service settings both Government and private, although most of them want to be civil servants. Bandung Nursing Department graduates have expertise in the field of nursing that can be well hired by employment. Professional ability is evidenced by stakeholder perceptions of graduates who mostly have good and very good perceptions. Alumni Relations with the Bandung Nursing Department have not been well managed. This is evidenced by the minimum number of alumni who fill perceptual instruments towards Alumni development. Alumni still have many unnecessary assumptions about the existence of alumni IKA. Although there are also some alumni who still maintain good relations with the Bandung Nursing Department as their alma mater. Graduates' satisfaction with their job and scientific fields is very good. In general, graduates have a high level of satisfaction with their job. Likewise with Stakeholder Satisfaction with the performance of graduates, most of whom have good perceptions and assumptions. The relevance of the curriculum with the world of work is quite good. This is indicated by the high employment acceptance of Bandung nursing department graduates who have been hired in waiting periods of 3 months, 6 months and 1 year. Even Bandung Nursing Department graduates can reach 100% hired in a 1 year waiting period. This proves that the achievement of the curriculum shown by graduate competencies

that link and match the working atmosphere can be answered by the Bandung Nursing Department.

Sugesstion

Valid and measurable Database Tracer Study for Bandung nursing services is very necessary. It is unfortunate if the great potential of alumni of Bandung Nursing Department cannot be empowered only simply because it cannot be coordinated properly. Alumni consolidation will work if there is already an alumni mapping. Through databases, organizations will be able to know which sectors of Bandung Nursing Department alumni have supremacy. if there are institutions that need human resources with certain criteria, the management of the alumni network can get information from alumni, then proceed to search the alumni database to find out the availability of alumni with these criteria.

Change the primordial mindset. In reality, the current alumni network in the nursing department is not accustomed to establishing cross-departmental communities after graduation. Some of the agendas and activities carried out by alumni are still primordial in their department, not yet on behalf of the relevant health polytechnic alumni.

Communication between alumni should be widened from merely department alumni. Cross-department communication will not eliminate the proximity of alumni in their own department, precisely by widening the communication space across departments, there will be information exchange. For example alumni who have worked in the fields of environmental health, nutrition, analysts, dental care, and pharmacy will be able to exchange information with alumni who work in services, education, and other professionals. Those involved in the business sector can exchange information with alumni in the service sector, and so on. The need of communication and information networks. Through the communication forum, Bandung Nursing Department alumni can know about the distribution of alumni positions in a nursing department in Bandung.

Those who occupy strategic positions in an institution will certainly not be able to help

if they have never been involved, invited or invited to dialogue. Alumni with important positions can also access opportunities or job exchanges by utilizing the database. Thus, network optimization is absolutely necessary in order to be a productive and useful space, especially for Bandung Nursing graduates. With a solid alumni network, parallel benefits will be learned, such as the establishment of communication between countries, changing the stagnation of the orientation of the alumni network into a more productive space, and finally as a hope for university graduates to actualize their knowledge in the working atmosphere.

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