A REPORT ON

TRACER STUDY

Submitted to:

UNIVERSITY GRANT COMMISSION

Sanothimi, Bhaktapur

Submitted by:

LETANG CAMPUS

Letting Municipality - 5, Morang

For the Year 2075

Chaitra, 2075

Letang, Nepal
ACKNOWLEDGEMENTS

This tracer study report has been prepared with the objectives of finding out the employment condition of the graduates, their characteristics, expectations, and aspiration and the contribution of the programs of studies to the world of employment. Eight graduates from the Faculty of education and management were involved in the tracer study.

First of all, I would like to acknowledge the Department of Research and Development, University Grant Commission, Bhaktapur for providing this opportunity to review the students’ profile for different years. My special thanks go to Mr. Lekhnath Poudyal, co-ordinator of the tracer study Cell, Mr. Birendra Kumar Limbu, member of the Cell and Mr. Ram Kumar Shrestha, member of the Cell for the great effort in the process of preparing this report. I also thank Mr. Ram Prasad Baral, lecturer and Head of Education Department, without their continuous efforts and hard work; this report would not be in this form. The last but not the least, I would like to thank the teaching and non-teaching staff of the campus, graduate students from this campus who provided us with valuable information for the tracer study, and anyone who directly and indirectly helped to bring the tracer study report into the final form.

Date: 2075/12/24

Khemraj Dulal
Campus Chief
Letang Campus
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1. Introduction

1.1 Background

Letang Campus (LC) is a not for profit institution established in 2064B.S. (2006 A.D.). The institution is located in the northern part of Moran district at Letang Municipality. LC is an innovative and emerging leader in higher education in Far Letang Municipality. At present the institution has been providing higher education to the students of northern part of Morang district. The college has been offering its services in the stream of Management and Education at Bachelor level. The college has its own five year strategic plan for quality improvement and sustainable growth. This study is its first attempt and the continuation of its regular tracer study program. The aim of this study is to help the institution find out the where about of its graduates and identify the effectiveness of the programs offered to them as well as gather feedbacks for further improvements. It has also intended to find out the learning outcomes and employability of graduates of 2016. Besides, the study has focused on the quality of higher education service provided to the students and the conditions under which the graduates have been employed and its role in job-seeking, the length of time graduates took before getting employed and how their areas of work are related to the programs offered by the college. Additionally, the study is expected to help identify which programs are still relevant to current market demands and provide feedback for future improvements.

1.2 Objectives of the Study

The overall objectives of the study are to obtain a better understanding of the employment status of the graduates as well as to identify the issues related to employment experiences, expectations and aspiration of graduates. One of its aims is to find out the issues related to the quality and the relevance of higher education. The study has also aimed at using the study report for the formulation and amendments of its strategic plan as per the needs and expectation of market and the graduates. Thus, the study will explore the following: Investigate employment status of the graduates of 2017. Find out the kinds of programs the
graduates are pursuing afterwards. Identify the difficulties faced by graduates for the placement in the market after the completion of the program. Relate the experience and views of graduates as they evaluate LC teaching and learning materials, institutional facilities and curriculum, in order to plan for future improvement.

1.3 Institutional Arrangements to Conduct Study:

LC has been selected for the Higher Education Reform Program by UGC on nationwide competition. Since its selection it has been conducting various assigned tasks to it and preparation of Graduates tracer Study Report is one of them. The Tracer Study of 2017 is its second attempt and the continuation of its regular tracer study program. Letang Campus has formed a sub-committee named HERP-subcommittee with job specifications for the effective execution of Tracer Study Program.

1.4 Graduate Batch Taken for the Study:

The institution (LC) has taken the graduates of 2017 for the Tracer Study. The graduates from the faculty of Management and Education were the students for the tracer study.

1.5 Data collection- Instruments and Approach:

The study has focused on the quality of higher education service provided to the students and the condition under which the graduates have been employed and its role in job-seeking, and how their areas of work are related to the programs offered by the college. In addition, the study is expected to help identify which programs are still relevant to current market demands and the findings of the study are to analyze the strengths and weaknesses of the College programs, and the relationships between education/ training and labor market needs. Hence, the methodology for this study is driven by the above issues and it is supposed to promote better understanding of the graduates’ employability. In order to get the needed information, both quantitative and qualitative methods were employed for data collection and a questionnaire for interviewing was piloted to make sure the right information could be collected. The notice for tracer study was shared using the social media/ Face Book. Those who couldn't come in contact were contacted through telephone and email. Required information was collected;
individual forms were filled through face to face interview, telephonic conversation and via mails. All the selected information was compiled, analyzed and evaluated and the final report was prepared.

1.6 Scope and Limitations of the Study:

The total number of the graduates in 2017 from different streams of Letang Campus was 16. The graduates from Faculty of Education were 5, The graduates from Faculty of Management were 11. The study was made upon the graduates of 2017 LC. It had following limitation. This tracer study was conducted to the graduates of 2017 of LC only. The study was conducted within a short period of time and limited budget. The graduates were who couldn't be reached contacted had been left out in this study. Beside face to face interview, social media email and telephone contact conversation were the key tools of data collection.
CHAPTER: TWO

2. Data Presentation and Analysis

2.1 Personal Details of the Graduates

The institution (LC) has taken the graduates of 2017 for this Tracer Study. This Tracer Study is carried upon the graduates of Letang Campus from the faculty of Management and Education. The total number of the graduates in 2017 from different streams of the campus was 16. The graduates from Faculty of Education were 5. Out of which 3 were the female graduates and 2 were male graduates. Out of 16, 11 graduates were from the faculty of Management. The following table presents the total no. of graduates in the academic session 2017.

<table>
<thead>
<tr>
<th>S.N.</th>
<th>Faculty</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Education</td>
<td>2</td>
<td>3</td>
<td>5</td>
</tr>
<tr>
<td>2</td>
<td>Management</td>
<td>2</td>
<td>9</td>
<td>11</td>
</tr>
<tr>
<td></td>
<td><strong>Grand Total</strong></td>
<td><strong>4</strong></td>
<td><strong>12</strong></td>
<td><strong>16</strong></td>
</tr>
</tbody>
</table>

2.2. Job Status of Graduates while Studying

Employed / Unemployed Graduates

The graduates were also asked about their past job experience. The study shows that 43.75% percent of the graduates stated that they had some kind of job experience during or prior to their program of study. The following pie chart shows the total percentage of employed and unemployed graduates:

Chart No. 1
2.3: Issues Related to the Characteristics, Expectations and Aspirations of Graduates

This section analyses the characteristics of graduates (gender, age, ethnicity etc) and their socio-economic background in terms of their parents’ educational background and occupation.

2.3.1: Gender Wise Proportion from Each Faculty

Out of 16 responses obtained from the graduates, there were 11 (68.75%) percent graduates from management faculty who were two boys and nine girls respectively. Similarly, there were 5 graduates (31.25%) from education faculty and all of them were females. The following pie chart shows the gender wise proportion of the graduates:

Chart No. 2

<table>
<thead>
<tr>
<th>Gender Wise Proportion of the graduates</th>
</tr>
</thead>
</table>

| Male 25% | Female 75% |

2.3.2: Proportion Respondent by Ethnic Groups

The analysis showed the higher proportion of Mongolian i.e. 8 graduates (50% of the total respondents) over other ethnic groups which is followed by Brahmin i.e. 7 graduates (43.75% of the total respondents), and 1 dalit graduate (6.25%) ethnic group. The following pie chart shows the proportion of graduates by ethnic groups.

Chart No. 3

<table>
<thead>
<tr>
<th>Proportion of the graduates by Ethnic Groups</th>
</tr>
</thead>
</table>

| Brahmin 43.75% | Mongolian 50% | Dalit 6.25% |
2.3.3: Parents Education

The respondents’ socio-economic background was measured in terms of their parents’ educational level and occupation. The study shows that 12 (37.5%) fathers and 3 (9.37%) mothers of respondents had formal education; 31.25% of fathers and 9.37% mothers had primary education; only 6.25% fathers had secondary education and no fathers and mothers had education at higher level. The study clearly shows that majority of respondents’ fathers had education at primary level education. At all, 53.12% parents were uneducated and no parents acquired higher level education. The following bar diagram shows the percentage of educated and uneducated parents of the graduates:

Diagram No. 1

![Percentage of Parents Education](image)

2.3.4: Parents Occupational Status

The study revealed that 50% parents of the graduates were involved in farming; 50% fathers are involved in teaching and business but none of the mothers are involved in teaching, business. None of the fathers and 100% of the mothers were involved in doing housework.

2.3.5: Graduates Undertaking Further Studies

The study shows that 12 graduates i.e. 75% of respondents were currently undertaking further studies. Among them 1 graduate i.e. 8.33 % was enrolled in M Ed, 91.66% in MBS and none of them were found in MA. The enrolment on further study of female is higher than male.

The following pie chart presents the percentage of graduates undertaking further studies:
2.4 Issues Related to the Quality and Relevance of Higher Education

Graduates were asked to assess the quality and relevance of their study programs in terms of twelve indicators, namely Range of courses offered, Number of optional subjects, Relevance of the program professional requirements, Extracurricular activities, Problem Solving, Inter-disciplinary learning, Work placement/attachment, Teaching/learning environment, Quality of delivery, Teacher student relationship, Library/Lab, etc., and Others. Each indicator had a range of six ratings viz. Very weak, Weak, Average, Good, Very good and Excellent (0, 1, 2, 3, 4, 5). On the whole, majority of responses were geared in favor of the institution.

2.5 Relevancy of the Program of Study of the Present Job of Graduates

The respondents were asked to assess the relevancy of the study programs to their present job in terms of seven major skills, namely, academic knowledge, problem solving skills, research skills, learning efficiency, communication skills, IT skills and team spirit. Each indicator had a range of six ratings viz. Very much, Much, Moderate, Little, Very little & Not at all (5, 4, 3, 2, 1, 0). Majority of responses assessed the positive contribution of the programs of study to the graduates’ personal development.
MAJOR FINDINGS

The main goal of the study was to find out the employment status of the graduates. On the basis of the analysis of the relevant data obtained from the respondents, major findings have been drawn. The main results obtained from the analysis of the data have been discussed in the following sections.

3.1 Employment Status of the Graduates

i. Out of 16 graduates in the year 2017, 7 (43.75%) were found to be full-time employed.

ii. Four females from the faculty of management and one female and two males from the faculty of education were found to engage in job.

iii. The comparative study of the employed graduates in terms of ethnic background showed that two graduates i.e. 28.75% of the employed graduates were from Brahmin community and the remaining 5 graduates i.e. 71.42% were from Mongolian community.

iv. All employed graduates are full-time workers.

v. The employed graduates responded that they had annual income between Rs 1,00,000-2,00,000.

vi. Out of the total number of graduates, 9 graduates i.e. 56.25% were unemployed at the time of the study with almost all having no work experience.

ix. The proportion of unemployed graduates was found higher among females than among males.
3.2 Issues Related to the Characteristics, Expectations and Aspirations of Graduates

i. In terms of the gender, female graduates were more than male graduates.

ii. Among the graduates 43.75% are from Brahman community, 50% were from Mongolian community and the remaining other 6.25% were from Dalit community.

iii. The analysis of the graduates’ parents’ occupation shows that most of the graduates’ fathers and mothers were involved in farming and business respectively 50% and 50%.

v. The analysis of graduates’ parents' educational status shows that 53.12% graduates parents were acquired no education and 38% graduates parents were acquired primary level education. Similarly, 6.25% parents completed secondary level education. The data presents that 9.37% mothers of the graduates acquired primary level education and 53.12% parents were uneducated and no parents acquired higher level education.

3.3 Issues Related to the Quality and Relevance of Higher Education

i. On the whole, favorable opinions were expressed with regard to the quality and relevance of the program of study.

ii. A moderate level of satisfaction was observed regarding the range of course offered.

iii. A moderate level of satisfaction was observed regarding the number of optional subjects.

iv. A high level of relevancy was observed to the program with professional requirements.

v. Moderate and high level of satisfaction was observed regarding the extracurricular activities offered by the institution.
CHAPTER-FOUR

IMPLICATIONS TO INSTITUTIONAL REFORM

The findings provide ample data to reveal the condition of the graduates. From the study of the findings of the study, some implications can be drawn. The employment rate is not horribly low, but the institution should take some steps to increase to opportunities of the graduates, who are seeking employment. Especially, Placement Cell, one of the major units in the campus related to graduates’ employment opportunity, needs to accelerate it speed to assist the graduates.

The job market in Nepal is demanding professionals having academic degree in technical subjects. Therefore programs of study in technical subjects need to be launched.

Majority of the graduates seem convinced with the quality and relevance of the programs of study available in this institution. Yet they are not fully satisfied with the attempts made to enhance their research skills and physical facilities available. Therefore, action plans and implementation look urgent to gain students’ favor.

In addition to regular classes workshops and seminars for teachers to develop their professional skills can improve the quality of their delivery.
CHAPTER V

CONCLUSION AND RECOMMENDATION

5.1 Conclusion

This study was carried out to find out employment condition and response of the graduates of this campus. The study covered bachelor programs from two faculties, namely Education and Management. This study covered 16 graduates of pass year 2017. Other graduates could not be traced for various reasons. Questionnaire was the main tool for the collection of data.

The findings show that 43.75% of the graduates were involved in some kind of employment, the numbers of female graduates are more in getting employment opportunity. All of them secured full time job in different field.

Most of the graduates seem to be satisfied with their job, especially regarding their salary and social status.

In terms of the employment rate and average income, no significant difference was observed among the graduates from various programs of study.

Findings of the study imply that a campus should give more effort to enhance IT and research skill of the students. Therefore, owing to the lack of required skills, it is very difficult for them to get a job in this competitive market.

It is very difficult to attribute the number of unemployed graduates solely to the quality of education in an academic institution. Some factors such as employment opportunities, graduates’ personality, job security, working environment, etc. also tend to be responsible.
5.2 Recommendations

On the basis of the conclusion drawn in this study, some of the recommendations have been forwarded to the stakeholders:

1. Letang Campus should conduct this type of study under its full-fledged Research and Development Department. The resources to carry out this research should be allocated sufficiently. For example, a competent employee should be assigned with this rigorous job that must be responsible to collect data over the months.

2. The Tracer Study has fed back lot of fruitful information to the campus, especially which can be used for further improvement in the quality of teaching learning process. Therefore, it should be conducted on the regular basis and the Department of Research and Development of UGC should consistently persuade to conduct this study more scientific (valid, reliable, and objective) and deeper.

3. Workshops and seminars for teachers should be organized on a regular basis in order to improve the quality of education from the campus.

4. Attempts should be made to increase the participation and capacity of employment sources surrounding the campus so that they can support students who are graduating.