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# **Proceeding Book**

**The 2nd International Conference**

**“Experience with Link and Match in Higher  
and Vocational Education Results of  
Tracer Studies Worldwide” EXLIMA 2015**

**25-26 November 2015, Bali-Indonesia**







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**Editor :**

Harald Schomburg

Keiichi Yoshimoto

Sandra Fikawati

Ahmad Syafiq

Agus Hidayatulloh

**Cover and Layout Designer:**

Suci Rahmadi Surya

**Career Development Center Universitas Indonesia**

Gedung CDC-UI (Kompleks PUSGIWA UI)

Kampus UI Depok - 16424 - Indonesia

Telephone/Fax +622178881021

Email [cdc-ui@ui.ac.id](mailto:cdc-ui@ui.ac.id)

<http://cdc.ui.ac.id>



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# PROGRAM BOOK

The 2<sup>nd</sup> International Conference  
"Experiences with Link and Match in  
Higher and Vocational Education.  
Results of Tracer Studies Worldwide"  
(EXLIMA)



Workshop and Training on  
"Indonesia National Tracer Study Network"  
(INDOTRACE)

SANUR PARADISE PLAZA HOTEL  
24 - 28 NOVEMBER 2015,  
BALI, INDONESIA





**The 2<sup>nd</sup> International Conference  
"Experiences with Link and Match in  
Higher and Vocational Education.  
Results of Tracer Studies Worldwide"  
(EXLIMA) &  
Workshop and Training on  
"Indonesia National Tracer Study Network"  
(INDOTRACE)**





## Remarks by Rector University of Indonesia

Kata Sambutan Rektor Universitas Indonesia



Prof. Dr. Ir. Muhammad Anis, M. Met.



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— EST. 1849 —

## Remarks by Rector University of Indonesia

Assalammu'alaikum Warahmatullahi wabarakatu

Welcome to Sanur in the beautiful island of Bali, Indonesia. I would like to extend a warm welcome to everyone here who has travelled from many places.

We gather here today to attend the Second International Conference on EXLIMA organized by the Career Development Centre Universitas Indonesia in co-operation with the Ministry of Research, Technology and Higher Education Republic of Indonesia. We are pleased to have participants from around the world including Africa, Asia and Europe.

This conference is intended to explore the relation between what we do in the world of higher education and what happens afterwards in the field of work. It is a major issue of higher education policy and practice, when the higher education is expected to prepare graduate equipped with knowledge and skill which are needed in the work market.

There is a widely believed that the higher education will result the better life. Statistics bear this out. In the USA, for instance, the higher education has resulted in the lower rate of unemployment and the higher median of weekly wage.

Nowadays workforce is better qualified. The remaining question however, are we properly matching education programs with the needs of individuals and society? To answer the question we need to engage in research. Research to explore what happen to our graduates after they leave the university.

Universitas Indonesia, and in particular our Career Development Center under the Directorate of Career Development and Alumni Relations, has undertaken pioneer work on this area under the label 'Tracer Study'. The studies done by our staff at UI have provided many insights that are extremely useful in university management. For example, at UI, we now know that the average time of waiting for a job is about two months, down from about three months a few years ago. Employers actively seek our graduates. We put this down to two things. First, we have been revising our curriculum to be more competency-based curriculum. Second, we have developed and put in place a compulsory soft skills program for undergraduates. Our tracer studies have told us any necessary things that need to be improved continuously.



## **Remarks by Rector University of Indonesia**

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### **Kata Sambutan Rektor Universitas Indonesia**

The UI tracer study has been taken as a model by the Ministry of Education and Culture (now Ministry of Research, Technology and Higher Education) and by other universities in Indonesia. As the role model, we have been sharing what we do. With the internationalization of tracer studies, we are grateful to also be able to share our ideas and experiences with world-class experts.

I believe that this event is extremely important and exciting that will cover a detailed series of interesting issues. It suggests a growing maturity in this discipline. I am convinced that by having global cooperation in this area, we then will establish a solid collaboration between government, higher education and the private sector. This is a chance for things to be a two-way direction, with information flow benefitting both universities and employers. If you bring the government in, that would be even better.

Lastly, I would like to express my appreciation to the organizers, presenters and participants. Without all of you this conference would not be a successful one.

Have a great Conference!



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## Overview

The relationships between education and the world of work is one of current key issues of education policy and practice. There is a widespread belief that expansion of student enrolment contributes to economic growth and societal wellbeing. Yet, concerned are widespread that graduates might face problems of getting employed, of finding appropriate employments and of taking over professional assignments for which their study turns out be relevant. Terms such as "mismatch" and "over-education" express such concerns.

Studies on graduate employment and work, often called "tracer studies", have spread worldwide in recent years in order to collect in-depth information on the relationships between study at vocational and higher education institutions and the professional situation of graduates. More and more schools, colleges and universities are engaged in collecting systematically information about the employment situation, work assignments and career paths of their former students in order to improve the study conditions and provisions. Many different approaches developed during the last years.

With the conference an account of the approaches and the findings of tracer studies should help both understand the potentials of these studies and analyse the worldwide state of knowledge how education can contribute more successfully to the subsequent career of graduates.

The international conference EXLIMA 2015 aims at serving the exchange of information on tracer studies both methodologically and content-wise:

- to deepen the understanding of the links between curricula, learning, competences and graduate employment and work,
- to discuss the use and misuse of tracer studies for quality assessment, accountability and ranking,
- to discuss how tracer studies have to be designed and implemented in order to elicit the most valuable results,
- to bring the first time researchers from VET and HE together,
- to start the development of international standards of tracer studies (objectives/questions and methodology).

This international conference continues and deepens the work of the first international tracer study conference which was held in Bali 2012 with more than 300 participants from Africa, America, Asia and Europe. The conference (25-26 Nov.) will be accompanied by a meeting of the International Network of Tracer Studies (INGRADNET) (24 Nov.), a QTAFI-3 training, and INDOTRACE workshops (27-28 Nov.).

## Technical information

*Organisation committee:* Sandra Fikawati and Ahmad Syafiq (Indonesia), Harald Schomburg and René Kooij (Germany), Keiichi Yoshimoto (Japan)

*Date of meetings, workshops and the conference:* Third week of November 2015 (23.-28. Nov.2015)

*Supporting organisations:* Ministry of Higher Education, Research and Technology Republic of Indonesia; Ministry of Manpower Republic of Indonesia (tentative); Ministry of Industry Republic of Indonesia (tentative)

*Conference venue:* Sanur Paradise Plaza Convention Center is located in the coastal village of Sanur, Bali, thereby providing easy access to the entire island, the thriving and colorful traditional community makes Sanur a refreshingly different destination for EXLIMA International Conference. The convention centre is located just 25 minutes from the international airport.

*Call for abstracts:* The organizing committee of the EXLIMA International Conference invites you to submit abstracts for the academic program. Please visit the conference website for more information.

*Participants:* We expect a total of about 200 participants, mainly from schools, colleges and universities.

*Expected output:* Selected contributions will be published.





Location: Sanur Paradise Plaza Hotel; Jalan Hang Tuah no.46, Sanur 80228 Bali, Indonesia; T +62-361-281 781

**Wednesday, 25 November 2015**

<b>Session A</b> <b>08:00-10:45</b>	<b>Welcome and introduction</b> Griya Agung Ballroom
08:00-09:00	Registration and poster session (Pre-Function Room, 2nd floor)
09:00-09:10	Participants enter the room
09:10-09:15	Opening
09:15-09:20	Report; Organizing Committee
09:20-09:30	Remarks; Rector University of Indonesia (UI)
09:30-09:45	Remarks and opening: Director General, Directorate General for Learning and Student Affair, Ministry of Research and Higher Education, Republic of Indonesia (RI)
09:45-10:45	Keynote speech; Tracer Study Worldwide: New developments and old problems of tracer studies; Harald Schomburg, Germany
10:45-11:00	Coffee break / Poster presentation
<b>Session B</b> <b>11:00-12:30</b>	<b>New tracer study approaches</b> Chair: Keiichi Yoshimoto, Japan Griya Agung Ballroom
11:00-11:45	Tracer study results of Indonesian Universities 2014; Ahmad Syafiq, Sandra Fikawati, Ied Veda Sitepu, Rahmatullah; Indonesia
11:45-12:30	Oman Graduate Survey 2015. Gender issues in higher education and transition to the labor market; Fatma Al Hajri; Ministry of Higher Education, Oman
12:30-13:30	Lunch break (Sanur Harum Restaurant 1st floor)
<b>Session C</b> <b>13.30 – 15.00</b>	<b>Tracer studies in the VET sector</b> Chair: Harald Schomburg, Germany Griya Agung Ballroom
13:30-14:00	Experiences and results of the implementation of tracer studies in the VET sector of Indonesia, Ministry of Industry/Ministry of Manpower RI
14:00-14:30	Experiences and results of the implementation of tracer studies in the VET sector of Japan; Keiichi Yoshimoto; Kyusho University, Fukuoka, Japan
14:30-15:00	Technical & vocational skills training for the orphaned vulnerable youth of Malawi; Patrick Mputeni, TVET Authority, Malawi
15:00-15:30	Coffee and tea break
<b>Session D</b> <b>15.30 – 17.00</b>	<b>Change of the employability of graduates: individual change and trend</b> Chair: Vera Wolf, Germany Griya Agung Ballroom
15:30-16:15	Changes in labour market adaptation of Master graduates over time; Liv Anne Støren and Jannecke Wiers-Jenssen; Nordic Institute for Studies in Innovation Research; Norway
16:15-17:00	NEET a few days, NEET always in France?; Christine Guégnard, Jean-François Giret, Olivier Joseph; University of Burgundy, France
19:00-21:00	<b>Diner with cultural programme</b> Sanur Paradise Plaza Hotel, Griya Agung Ballroom
19.00 – 19.05	Opening
19.05 – 19.15	Balinese dance
19.15 – 19.25	Speeches
19.25 – 20.25	Dinner and music
20.25 – 21.00	Featuring countries
21.00	Closing

Conference office: Dr. Sandra Fikawati, University of Indonesia, Career Development Center (CDC-UI), Jakarta, Indonesia  
Phone+ 62 (21) (98522845), + 62 (21) (98522842) Fax + 62 (21) (78881021)  
Email: tracerstudy.conference2@gmail.com Web <http://www.exlima.org>





#### Thursday, 26 November 2015

08:30-09:00	<b>Poster presentation and discussion with presenters</b> (Denpasar room, 3rd floor)
<b>Session E</b> 09:00-11:00	<b>Tracer study methodology - experiences of institutional tracer studies</b> <b>Chair: Harald Schomburg, Germany</b> Denpasar room, 3rd floor
09:00-09:30	The development and use of online questionnaires with the open source software QTAFI; Tamara Arutyunants; University of Kassel, Germany
09:30-10:00	The reliability of retrospective panel data concerning first job characteristics; Lars Müller; University of Kassel, Germany
10:00-10:30	5 years experience of tracer study Universitas Indonesia: some lessons learned and important findings; Sandra Fikawati and Ahmad Syafiq; University of Indonesia
10:30-11:00	Innovation and Implementation. ITB Tracer Study (2012-2015); Bambang Setia Budi; Angga Dinan A; Institut Teknologi Bandung, Indonesia
<b>Session F</b> 11:00-12:30	<b>Competence development; Chair: Ruddy JS, Indonesia</b> Denpasar room, 3rd floor
11:00-11:30	Why measure competencies; Ied Sitepu; Indonesian Christian University, Jakarta, Indonesia
11:30-12:00	Competencies and work requirements - approaches and results; Keiichi Yoshimoto; Kyusho University, Fukuoka, Japan
12:00-12:30	Relationship of Locus of Control and Career Decision Self Efficacy in Faculty of Psychology Universitas Indonesia Graduates; Stephanie Yuanita Indrasari; University of Indonesia
12:30-13:30	Lunch break (Sanur Harum Restaurant 1st floor)
<b>Session G1</b> 13:30-16:00 parallel	<b>Different topics ; Chair: Ahmad Syafiq, Indonesia</b> Denpasar room, 3rd floor
13:30-14:20	Graduate survey on the professional masters and their employment in China; Yanhua Bao and Yonghong Ma; Beihang University, Beijing, China
14:20-15:10	Assessing the quality of Higher Education: uses and misuses of university rankings; Francesco Ferrante; AlmaLaurea and University of Cassino and Southern Lazio (UNICLAM), Italy
15:10-16:00	Struggling with perception of tracer study results within the University: A never ending story? Experiences from University of Kassel; Choni Flöther, Vera Wolf; University of Kassel, Germany
<b>Session G2</b> 13:30-16:00 parallel	<b>Utilization of institutional tracer studies; Chair: Tamara Arutyunants</b> Negara room, 2nd floor
13:30-14:00	Tracer study Faculty of Economics and Business Universitas Indonesia: Recommendation for improvements of the curriculum: Insights from TS 2013-2014; Sri Daryanti, Desti Fitriani, Elok Tresnaningsih; University of Indonesia
14:00-14:30	Tracer study at the State Polytechnic of Sriwijaya; Indri Ariyanti, Adi Syakdani, Demby Pratama, Darmawan; State Polytechnic of Sriwijaya
14:30-15:00	Effects of curriculum and learning outcomes within alumni competencies: Case study vocational courses University of Indonesia; Dani Dania Kesa; University of Indonesia
15:00-15:30	Colouring labour market with public health perspective; Robiana Modjo, Andini Imaniar Putri; University of Indonesia
15:30-16:00	Duration of job search of public health alumni; Sandra Fikawati, Ahmad Syafiq; University of Indonesia
16:00-16:15	Coffee and tea break / Poster presentation
<b>Session H</b> <b>Plenary</b> 16:15-17:45	<b>Cohort of graduates or cohorts of beginners - Discussion of the pros and cons of two approaches; ITB, UI and INGRADNET; Moderator: Ied Sitepu</b> Denpasar room, 3rd floor
<b>Session I</b> 17:45-18:00	<b>Closing of the EXLIMA conference</b> Denpasar room, 3rd floor



## Background

State Polytechnic of Sriwijaya (POLSRI) graduated more than 1000 graduates each year. As a polytechnic, POLSRI focused on vocational skills development and graduates ready to applied their skills after graduation.

## Method

The data from Tracer Study 2014 of State Polytechnic Of Sriwijaya are analyzed. Subject of the tracer study are graduates from 2008 to 2012. On the same time, team of tracer study also interview stakeholders where the graduates worked, asking questions about their satisfaction. Team also asking graduates softskills and academic skills like integrity, expertise, english, it capabilites, communication, team work, and self development.

## Results

Satisfaction of workforce or stakeholders is important information for institution. The answer about their satisfaction provided in four level: very satisfied, satisfied, average, dissatisfied. Stakeholders is categorized in three sectors, government, state owned enterprises and private enterprises. First diagram shows that 1 stakeholders from government office, 9 stakeholders from state owned enterprises and 9 stakeholders from private enterprises. This data also represent graduates prefer work at state owned enterprises or private enterprises than at government. Second diagrams shows that 70% employers or stakeholders are satisfied with graduates ,25% very satisfied and only 5% dissatisfied with graduates. Table shows softskills and academic skill relate with stakeholders satisfaction. Stakeholders are very satisfied when graduates at least have three very good performance. Stakeholders are satisfied when graduates have at least two good performance on but do not have poor performance in every aspect. Stakeholder is dissatisfied when only one aspect have a good performance and the other are average. The results reflect relation of softskills and akademik skills, like integrity, expertise, english, information technology, communication, team work and self development with stakeholders satisfaction.

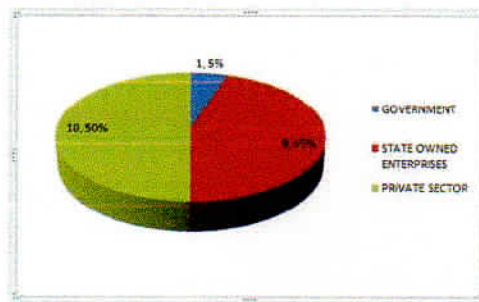


Diagram 1. Type of Respondents

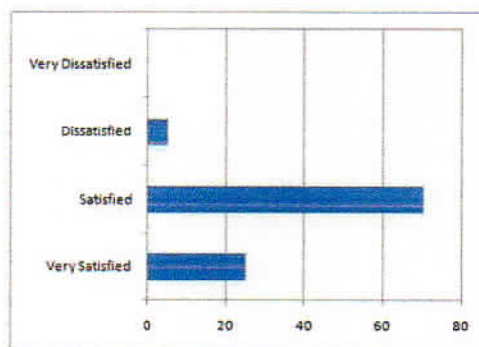


Diagram 2. Respondents Satisfaction

STAKEHOLDER	INTEGRITY	EXPERTISE	ENGLISH	IT CAPABILITIES	COMMUNICATION	TEAM WORK	SELF DEVELOPMENT
1. GOVERNMENT	A	B	B	B	B	B	B
2. STATE OWNED ENTERPRISES	A	A	C	C	C	C	C
3. PRIVATE SECTOR	A	A	B	B	B	B	B
4. STATE OWNED ENTERPRISES	A	A	B	B	B	B	B
5. PRIVATE SECTOR	A	A	B	B	B	B	B
6. STATE OWNED ENTERPRISES	A	A	B	B	B	B	B
7. PRIVATE SECTOR	A	A	B	B	B	B	B
8. STATE OWNED ENTERPRISES	A	A	B	B	B	B	B
9. PRIVATE SECTOR	A	A	B	B	B	B	B
10. STATE OWNED ENTERPRISES	A	A	B	B	B	B	B
11. PRIVATE SECTOR	A	A	B	B	B	B	B
12. STATE OWNED ENTERPRISES	A	A	B	B	B	B	B
13. PRIVATE SECTOR	A	A	B	B	B	B	B
14. STATE OWNED ENTERPRISES	A	A	B	B	B	B	B
15. PRIVATE SECTOR	A	A	B	B	B	B	B
16. STATE OWNED ENTERPRISES	A	A	B	B	B	B	B
17. PRIVATE SECTOR	A	A	B	B	B	B	B
18. STATE OWNED ENTERPRISES	A	A	B	B	B	B	B
19. PRIVATE SECTOR	A	A	B	B	B	B	B
20. STATE OWNED ENTERPRISES	A	A	B	B	B	B	B

Table Stakeholders Satisfaction and Graduates Competences

## Reference

- PoliteknikNegeriSriwijaya. (2008 – 2012) Buku Wisuda  
Schomburg, Harald .2003. Handbook for Graduate Tracer Study.MoenchebergstrasseKassel, Germany: WissenschaftlichesZentrumfürBerufs- und Hochschulforschung, Universität Kassel







## Poster Presentation Guidelines

Welcome to The International Conference on Experiences with Link and Match in Higher Education: Results of Tracer Studies Worldwide (EXLIMA) and INDOTRACE Workshop and Training on the 25-28th November, 2015 in Sanur Paradise Plaza Hotel – Denpasar/Bali (Indonesia)

Posters will be displayed throughout the duration of the conference and workshop starting on Wednesday, 25 November 2015. Poster session time slots are 30 minutes long on **Thursday, 26 November 2015 at 08.30-09.00 for EXLIMA as well as on Friday, 27 November 2015 at 16.30-17.30 and on Saturday, 28 November 2015 at 11.40-12.00 for INDOTRACE**. We ask all poster presenters to take note of this presentation time slots and please be present at your poster during the poster presentation time. If handouts are distributed, bring approximately 25 copies.

Please note:

- Poster sessions will take place in the foyer ballroom or lobby.
- A poster session is a graphic presentation of presenter's research. The presenter illustrates his or her findings by displaying graphs, photos, diagrams and **a small amount of text** on the poster boards. The presenter will then hold discussions with the registrants who are circulating among the poster boards. Many presenters find it is helpful to present a brief introduction and allow the remainder of the time for more in-depth discussions.
- Highlight the authors names and address information, in case the viewer is interested in contacting them for more information.
- No audiovisual equipment is permitted for poster presentations.

### Poster Board Information

- The author should prepare all materials in advance.
- The poster board size is confined to a 100 cm x 90 cm space mounted on stands.
- Presenters are responsible for providing their own pins for mounting their posters on the display boards.
- All posters could be prepared to display on registration time Wednesday, 25 November 2015 (Exlima) or Friday, 27 November 2015 (Indotrace). The organization committee will assist the presenter to put the poster in the partition.
- Presenters may leave their poster on display throughout the duration of the event (Exlima and Indotrace).
- After 28 November 2015 at 18.00 display materials not removed following the conclusion of the workshop will be discarded.

Poster should include:

- Title of the presentation and the list of authors. Letters in the title should be at least 55 point font and list of authors 36 point font
- Bring all illustrations needed -- figures, tables, color photographs, charts. It may be helpful to consult an artist about the display.
- The material should be well labeled and legible from a distance of 2 m.
- Lettering should be bold. If you will be posting typed material, use a large font size (24 to 28 point font) on white, pale yellow or cream-colored non-glossy paper.
- Use 1-inch margins. Use upper and lowercase letters. Simple serif fonts such as "Times New Roman" are easier to read than sans (without) serif fonts such as "Geneva."
- In the event that you are unable to attend and participate, please contact the scientific committee as soon as possible ([tracerstudy.conference2@gmail.com](mailto:tracerstudy.conference2@gmail.com)).



## Organizing Committee



## Supporting Organization



## Sponsor





