

TRACER STUDY REPORT 2073
(Graduate Batch 2072 BS / 2015 AD)

Coordinator

Mr Govinda Prasad Khanal

Members

Mr Bed Ram Aryal

Mr Raj Kumar Aryal

Mr Dil Bahadur Shrestha

Mr Prabhat Bikram Kshetri

Mr Suran Kumar Sharma

2073, Chaitra

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Expecting supports and cooperation in the days to come.

Govinda Prasad Khanal

Coordinator

EXECUTIVE SUMMARY

Tracer Study Report 2073 has been prepared in order to trace out the graduates and receive information regarding their employment status, further studies and other activities. The study includes the analysis of the information received from the graduates. This study has been conducted under the Higher Education Reform Project (HERP). This study is expected to help the institution to find out its strengths and weaknesses. The study has revealed the realities regarding the state of the human resource, its market value, demand and scope so that we can plan for further improvements and development. The study is the evaluative remark of the programs run by the college in the eye of the graduates produced by the college and provides significant feedback for improvements. The study was conducted with the graduate batch 2015 AD, which reveals the fact that the number of female graduates is more than the number of male graduates, while the number of EDJ and Janajati being 7.7 and 11.54 percent in total. Out of 104 graduates included in the study, 44.23 are found to have been employed in total, of which 39.42 per cent were employed during study. Slightly more number of B Ed and BBS graduates are found to have chosen other campuses rather than Siddhartha Campus for their further studies. The graduates are less satisfied with the enhancement of research skills and the development of information technology skills, and are expecting more to be done about the work placement and the extra-curricular activities in the days to come. They are found to be more satisfied with other aspects regarding quality of education.

The study has been divided into five chapters. The first chapter is 'Introduction', and includes background/rationale, objectives of the study, institutional arrangements to conduct the study, graduate batch taken for the study, data collection -instruments and approach, scope and limitations of the study. The second chapter is concerned with the data presentation and analysis. The data has been presented and analysed faculty wise and level wise, keeping in mind various factors such as gender, ethnicity regarding their employment status, job status, level of satisfaction, further studies, quality of education and so on. The third chapter includes the major findings; the fourth chapter incorporates implications to institutional reform; and the fifth chapter is about conclusions and recommendations.

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- Issues Related to the Characteristics, Expectations and Aspirations of Graduates
- Issues Related to the Employment Experience of Graduates
- Issues Related to the Quality and Relevance of Higher Education
- Education and their Contribution to Graduates' Personal Development

(By gender/ethnicity/caste etc.; Program wise e.g., Management, Humanities, Education, Science; time series comparison)

3. MAJOR FINDINGS:

- Employment status graduates
- Issues Related to the Characteristics, Expectations and Aspirations of Graduates
- Issues Related to the Employment Experience of Graduates

- Issues Related to the Quality and Relevance of Higher Education
- Education and their Contribution to Graduates' Personal Development

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1. INTRODUCTION

1.1 Background/Rationale

Siddhartha Campus, Banganga, Kapilvastu commenced its first batch of bachelor level as three year B. Ed. program in the year 2058 B.S. After that the college has produced thirteen batches of graduates so far. The college has expanded itself by adding various streams and levels, which include Four Year B. Ed., One Year B. Ed., BBS, BA, M.Ed. and MBS. Though the college has produced hundreds of graduates and they have been engaged in various sectors of economic activities at local, national and international level, we exactly do not know the extent to which the college has contributed in various aspects of nation building. The main objective of the college is to impart qualitative education as per the need of the contemporary society and the country and it high time we analyse the quality of our delivery and get feedback from our production. We also need to notice what percent of our students are employed, how many of them are self employed and how many of them go for further education.

Currently Siddhartha campus has been working under the Higher Education Reform Project (HERP) and conducting tracer study is one of the important aspects of the project. Conducting tracer study is one of the requirements of the project. Tracer study helps an institution to find out its strengths and weaknesses. It also helps discover some new ways of institutional management as it records valuable comments and suggestions for improvement in various aspects of the college. The study reveals the realities regarding the state of the human resource, its market value, demand and scope so that we can plan for further improvements and development. Tracer study also evaluates the programs run by the college in the eye of the graduates produced by the college and provides significant feedback for improvements. Therefore, the current tracer study has been conducted.

1.2 Objectives of the study

The study has the following objectives:

- a. To trace out the graduates and receive information regarding their employment status,
further studies and other activities.
- b. To analyse the information and feedback received from the graduates.
- c. To suggest for further improvements of the institution.

1.3 Institutional arrangements to conduct the study

The college has formed different cells and departments which have been assigned with their duties and responsibilities. As such, Research and Publication Cell, and Public Relation and Job Placement Cell have been assigned with the responsibility of conducting tracer study. In order to conduct the current study, the joint meeting of both cells was organized on 27th Baishak, 2073, which finalized the work division for conducting the current tracer study. Seven task groups were formed and were assigned with responsibility of collecting data from the particular graduates of specified regions. Similarly, a three-member report writing team was formed in order to analyse the collected information and prepare the tracer study report.

1.4 Graduate batch taken for the study

The graduate batch of 2015 (2072 BS) was selected for the current study. Only 104 graduates could be approached during study period, which included 46 graduates from B Ed, 46 graduates from BBS, and 12 from BA.

1.5 Data collection - Instruments and approach

The data for the study has been collected only from the primary sources. The primary instrument used for the collection of the data was the questionnaire developed by the University Grants Commission (UGC). Whenever possible the concerned graduates were approached at their own residence or work place and the questionnaires were handed over to them and were asked to fill up and return as soon as possible. The graduates who were far from the local area of the institution were approached through telephone inquiry and were taken telephone interview based on the questionnaire. Some graduates were also approached through internet to collect required information.

1.6 Scope and limitations of the study

This tracer study includes the graduate students of 2072 BS. The study has the following limitations:

1. The study includes the only 104 graduates of 2072 batch of Siddhartha Campus.
2. The data was collected using a set of questionnaire developed by UGC, Nepal.
3. The graduates were approached through field visit, telephone contact and social media.
4. They were accessed during the study period only.

2. DATA PRESENTATION AND ANALYSIS

2.1 General features of the graduates

The general features of the graduates of who crossed bachelor level in the year 2015 AD can be presented in the following table.

| Level | Total | Female | EDJ | Janajati | Other | From Kapilvastu | Outside Kapilvastu |
|--------|-------|--------|-----|----------|-------|-----------------|--------------------|
| B. Ed. | 46 | 28 | 5 | 5 | 36 | 33 | 13 |
| BBS | 46 | 23 | 3 | 4 | 39 | 41 | 5 |
| BA | 12 | 8 | - | 3 | 9 | 9 | 3 |
| Total | 104 | 59 | 8 | 12 | 84 | 83 | 21 |

The data presented in the above table shows that out 104 graduates traced in the study, B Ed and BA comprised more females than males, while with BBS the number of male and female graduates was equal. In total, male graduates comprised 43.69 % and females comprised 56.73 %. The number of EDJ graduates in total was nearly 8 % only, while number of janajati (11.54) graduates was slightly more compared to that of EDJ, which in total stands to be nearly 20 per cent of the total number of graduates. Data reveals the fact that the number of students doing graduates from the college is significant as it was more than 20 per cent of the total graduates

2.2 Employment status of the graduates

The employment status of the graduates has been presented program wise and level wise such as Education, Management and Humanities. Comparison has been made in terms of gender, caste, job level, and further study.

2.2.1 Bachelor level: B Ed

The employment status of the graduates of the bachelor of education, B.Ed., has been presented on the basis of various indicators as follows.

2.2.1.1 Employment of graduates: timeline comparison

The graduates of B. Ed. are found to have been employed in different time frames. Some were working while studying in this institution, while others are found to have been employed after their graduation. Some graduates are found to be still unemployed. The time of their employment along with their nature of employment has been presented in following table.

| Type of status | | Number of employees | | Nature of employment | |
|-----------------------------|----------------------------|---------------------|--------------|-------------------------|---------------|
| Employment during study | | Employed | Not employed | Service in organization | Self employed |
| | | 21 | 25 | 21 | - |
| Employment after graduation | Employed within six months | 3 | | | |
| | Employed after six months | 1 | | | |
| Total employed graduates | | 25 | 21 | 25 | - |
| Total graduates | | 46 | | | |

While the total number of graduates of B. Ed. traced in this study was 46, more than 45 per cent graduates were employed while they were still studying at the campus. However, after their graduation, only 4 other graduates were employed, and the employment per cent reached to 56.52. Out of them three were employed within six months of graduation. The data shows that all the employed graduates are involved in service in organization.

2.2.1.2 Employment condition by gender, ethnicity and caste compared with the condition of further study

The employment condition of the graduates of B Ed compared with their involvement in further study has been presented in terms of gender, ethnicity, and caste as in the following table.

| | | | Total | Male | Female | EDJ | Janajati | Other |
|----------------------|-------------------|----|-------|------|--------|-----|----------|-------|
| Employment condition | Employed | | 25 | 11 | 14 | 1 | 3 | 21 |
| | Unemployed | | 21 | 8 | 13 | 4 | 2 | 12 |
| Further study | Siddhartha Campus | 11 | 22 | 10 | 12 | 4 | 2 | 16 |
| | Other campuses | 11 | | | | | | |

| | | | | | | |
|--------------------------------|----|---|---|---|---|---|
| Employed with further study | 11 | 4 | 7 | - | 2 | 9 |
| Employed, no further study | | | | | | |
| Unemployed, further study | 12 | 7 | 5 | 3 | 1 | 8 |
| Not employed, no further study | 7 | 1 | 6 | 1 | 1 | 5 |

The data presented in the above table shows that out of 46 graduates traced in the study, nearly 55 per cent graduates were employed within a year of graduation. Out of them only less than 50 per cent continued their study. While 22 graduates opted for further study, 50 per cent graduates continued their study at Siddhartha Campus, and the other went outside district, i.e. Kathmandu, Butwal or other colleges. While nearly 24 per cent employed graduates continued their further study, only slightly more number of graduates without employment joined master level. Similarly, 15 per cent graduates were neither employed nor went for further study.

The table reveals the fact that out of 28 female graduates 14 females, i.e. 50 per cent were employed within one year of graduation. Similarly, out of 5 EDJ, only one was employed, and out of 5 Janajatis 3 were employed within one year. Out of 36 graduates of other castes such as Brahmins, Kshetri,. Thakuri, etc. 21 graduates were employed, which stands nearly 58 per cent of their own total population.

2.2.1.3 Employment sector

The graduates of B. Ed. were found to have been employed in different types of organizations with different status. The sector of employment along with their level has been presented in the following table.

| Type of organization / Sector | | Number of employees | Level of employment | | |
|-------------------------------|----------|---------------------|---------------------|------------------|---------|
| | | | Assistant | Senior Assistant | Officer |
| Private | Teaching | 14 | 3 | 11 | |
| | business | 1 | 1 | - | - |
| Public | | - | - | - | - |
| Government service | Teaching | 6 | 2 | 3 | |
| | Other | 3 | 3 | 1 | - |
| Ngo | | 1 | - | 1 | - |
| Total | | 25 | 9 | 16 | - |

The data presented above reveals that out of total 25 graduates traced in the study, 20 (80%) were involved in teaching sector, of which 14 were involved in private schools and 6 were

engaged in government schools. The graduates employed in the government service except teaching was 12%. It is also revealed that 36% employees were involved in assistant level service, and 64 % were in senior level posts. However no one was able to officer level post within one year of their graduation.

2.2.2 Bachelor level: BBS

The employment status of the graduates of the bachelor of business studies, BBS., has been presented on the basis of various indicators as follows.

2.2.2.1 Employment of graduates: timeline comparison

The graduates of BBS are found to have been employed in different time frames. Some were working while studying in this institution, while others are found to have been employed after their graduation. Some graduates are found to be still unemployed. The time of their employment along with their nature of employment has been presented in the following table.

| Status | | Number of employees | | Nature of employment | |
|-----------------------------|----------------------------|---------------------|--------------|-------------------------|---------------|
| | | Employed | Not employed | Service in organization | Self employed |
| Employment during study | | 16 | 30 | 16 | - |
| | | | | | |
| Employment after graduation | Employed within six months | - | | | |
| | Employed after six months | 1 | | 1 | |
| Total employed graduates | | 17 | 29 | 17 | - |
| Total graduates | | 46 | | | |

While the total number of graduates of BBS traced in this study was 46, out of them 34 per cent graduates were employed while they were still studying at the campus. However, after their graduation, only one more graduate was employed, and the employment per

cent reached to 36 per cent. The data shows that all the employees were involved in service in organization.

2.2.2.2 Employment condition by gender, ethnicity and caste compared with the condition of further study

The employment condition of the graduates of BBS, compared with their involvement in further study has been presented in terms of gender, ethnicity, and caste as in the following table.

| | | Status | Total | Male | Female | EDJ | Janajati | Other |
|--------------------------------|-------------------|------------|-------|------|--------|-----|----------|-------|
| Employment condition | | Employed | 17 | 10 | 7 | 2 | 1 | 14 |
| | | Unemployed | 29 | 15 | 14 | 1 | 3 | 25 |
| Further study | Siddhartha Campus | 8 | 21 | 9 | 12 | 1 | 1 | 19 |
| | Other campuses | 13 | | | | | | |
| Employed with further study | | | 8 | 5 | 3 | 1 | - | 7 |
| Employed, no further study | | | 11 | 6 | 5 | 1 | 1 | 9 |
| Unemployed, further study | | | 13 | 4 | 9 | - | - | 13 |
| Not employed, no further study | | | 16 | 8 | 8 | 1 | 2 | 13 |

The data presented in the above table shows that out of 46 graduates traced in the study, nearly 37 per cent graduates were employed within a year of graduation. Out of 46 graduates only nearly 46 per cent continued their study. While 21 graduates opted for further study, 38 per cent graduates continued their study at Siddhartha Campus, and the others went outside district, i.e. Kathmandu, Butwal or other colleges. While nearly 17 per cent employed graduates continued their further study, only 28% graduates without employment joined master level. Similarly, nearly 35 per cent (34.78) per cent graduates were neither employed nor went for further study.

The table reveals the fact that out of 23 female graduates only 7 females, i.e. 30 per cent were employed within one year of graduation. Similarly, out of 3 EDJ, two were employed, and out of 4 Janajatis only one was employed within one year. Out of 39 graduates of other castes such

as Brahmins, Kshetri,. Thakuri, etc. only 14 graduates were employed, which stands nearly 36 per cent of their own total population.

2.2.2.3 Employment sector

The graduates of BBS were found to have been employed in different types of organizations with different status. The sector of employment along with their level has been presented in the following table.

| Type of organization / Sector | Number of employees | Level of employment | | |
|------------------------------------|---------------------|---------------------|------------------|---------|
| | | Assistant | Senior Assistant | Officer |
| Teaching | 5 | 3 | - | 2 |
| Bank/Cooperative/Finance/Insurance | 8 | 4 | 3 | - |
| Public / Community Organization | 2 | 1 | 2 | - |
| Government | - | - | - | - |
| Ngo | 2 | 1 | | 1 |
| Total | 17 | 9 | 5 | 3 |

The data presented above reveals that out of total 17 employed graduates traced in the study, 5 (29.41%) were involved in teaching sector. No graduate was employed in the government service. It is also revealed that 52.94% employees were involved in assistant level service, and 29.41% were in senior level posts. However, only 17.64% graduates were employed at the post of officer level within one year of their graduation.

2.2.3 Bachelor level: BA

The employment status of the graduates of the bachelor of education, BA, has been presented on the basis of various indicators as follows.

2.2.3.1 Employment of graduates: timeline comparison

The graduates of BA are found to have been employed in different time frames. Some were working while studying in this institution, while others are found to have been employed after their graduation. Some graduates are found to be still unemployed. The time of their employment along with their nature of employment has been presented in following table.

| Type of status | | Number of employees | | Nature of employment | |
|-------------------------|-----------------|---------------------|--------------|-------------------------|---------------|
| Employment during study | | Employed | Not employed | Service in organization | Self employed |
| | | 4 | 8 | 2 | 2 |
| Employment | Employed within | - | | | |

| | | | | | |
|--------------------------|---------------------------|----|---|---|---|
| after graduation | six months | | | | |
| | Employed after six months | | | | |
| Total employed graduates | | 4 | 8 | 2 | 2 |
| Total graduates | | 12 | | | |

While the total number of graduates of BA traced in this study was 12, more than 33 per cent graduates were employed while they were still studying at the campus. However, after their graduation, no one was employed. The data shows that 2 were employed involved in service in organization, and other two were self employed.

2.2.3.2 Employment condition by gender, ethnicity and caste compared with the condition of further study

The employment condition of the graduates of BA compared with their involvement in further study has been presented in terms of gender, ethnicity, and caste as in the following table.

| Employment condition | | Total | Male | Female | EDJ | Janajati | Other |
|-----------------------------|------------|----------|------|--------|-----|----------|-------|
| | | Employed | 4 | 3 | 1 | - | - |
| | Unemployed | 8 | | | | | |
| Further study | | 3 | 1 | 2 | - | - | 3 |
| Employed with further study | | 1 | 1 | - | - | - | 1 |
| Employed, no further study | | - | - | - | - | - | - |
| Unemployed, further study | | 2 | - | 2 | - | - | 2 |

The data presented in the above table shows that out of 12 graduates traced in the study, nearly 33 per cent graduates were employed within a year of graduation. Out of them, only 25 per cent continued their study. While 3 graduates opted for further study, one was self employed and the other two were unemployed.

2.2.3.3 Employment sector

The graduates of BA were found to have been employed in different types of organizations with different status. The sector of employment along with their level has been presented in the following table.

| Type of organization / Sector | | Number of employees | Level of employment | | |
|-------------------------------|-----------------------------|---------------------|---------------------|------------------|---------|
| | | | Assistant | Senior Assistant | Officer |
| Private | Teaching | 1 | | 1 | |
| | Business (Self employed) | 2 | | - | - |
| Public | | - | - | - | - |
| Government service | Police | 1 | 1 | - | - |
| | Other | - | - | - | - |
| Total | | 4 | 1 | 1 | - |

The data presented above reveals that out of total 12 graduates traced in the study, 1 was involved in teaching sector in private school, and 2 were engaged in personal business. One graduate was employed in the government service, i.e. Nepal police.

2.3 Issues related to the relevance of higher education and expectation

Issues related to the relevance of higher education and job expectation after the completion of the BA program have been presented level wise and program wise under the following headings.

2.3.1 Issues of the graduates of B Ed

The issues of the graduates of B Ed related to their expectation of job, along with the level of satisfaction with their current jobs, have been presented below.

2.3.2.1 Expectation of the job and the level of satisfaction with current the job

The job expectations and the level of satisfaction with the current jobs of the graduates of BBS are presented as follows.

| Title | Number of graduates | |
|-----------------------|---------------------|----|
| Job expectation field | Teaching | 39 |
| | Government job | 6 |
| | Ngo | 1 |

| | | |
|--|--------------------------|----|
| | Total graduates | 46 |
| Level of satisfaction with current job | Very much | 1 |
| | Much | 13 |
| | A little | 10 |
| | Not satisfied | 1 |
| | Total employed graduates | 25 |

The data presented in the above table shows that nearly 85 per cent graduates of B Ed expected to find a job in teaching field, whereas only 13 per cent expected to find a government job. Only one graduate expected to find a job in Ngo sector. So far the question of the level of satisfaction with the current job is concerned, 52 per cent employees were much satisfied with their current jobs, 32 per cent were a little satisfied.

2.3.1.2 Relevance of the higher education with the professional field of the graduates

Twenty five employed graduates of B Ed were asked to respond on the following set of indicators that show the relevance of the higher education with their professional requirement. The level of satisfaction has been indicated under six categories: not at all, less, little, average, much and very much. The responses of the respondents have been summarized in the table below.

As the data in the above shows, out of 25 employed graduates, 60 % were much satisfied and 24

| S N | Particular | Total employed graduates | Level of satisfaction | | | | | |
|--------|--|--------------------------------|-----------------------|-------------|---------------|----------------|-------------|---------------------|
| | | | Not all (0) | Less (1) | Little (2) | Average (3) | Much (4) | Very much (5) |
| 1 | Enhanced academic knowledge | 25 | - | - | 3 | 6 | 15 | 1 |
| 2 | Improved problem solving skills | 25 | - | - | 2 | 10 | 11 | 2 |
| 3 | Improved research skills | 25 | - | - | 3 | 16 | 4 | 2 |
| 4 | Improved learning efficiency | 25 | - | - | 1 | 4 | 19 | 1 |
| 5 | Improved communication skills | 25 | - | - | - | 6 | 15 | 4 |
| 6 | Improved information technology skills | 25 | - | - | 9 | 11 | 5 | - |
| 7 | Enhanced team spirit | 25 | - | - | 1 | 9 | 12 | 3 |

% were satisfied at average level regarding the enhancement of academic knowledge. Similarly, with improvement of problem solving skills 44% graduates were much satisfied, and 40 % graduates were satisfied at average level. Regarding research skills 76 % graduates were less satisfied , where as the satisfaction level seems higher with improvement of learning efficiency as the 80 % graduates were much and very much satisfied with this indicator, and so is true with the improvement of communication skills as 76 % graduates were much satisfied. Regarding improvement of information technology skills 80 % graduates were less satisfied. The higher education seems not to have enhanced team spirit well as 60 % were much satisfied.

2.3.2 Issues of the graduates of BBS

The issues of the graduates of BBS related to their expectation of job, along with the level of satisfaction with their current jobs, have been presented below.

2.3.2.1 Expectation of the job and the level of satisfaction with current the job

The job expectations and the level of satisfaction with the current jobs of the graduates of BBS are presented as follows.

| Title | | Number of graduates |
|-----------------------|----------------|---------------------|
| Job expectation field | Teaching | 1 |
| | Government job | 4 |

| | | |
|--|--------------------------|----|
| | Insurance | 5 |
| | Bank /finance | 35 |
| | Tourism | 1 |
| | Total graduates | 46 |
| Level of satisfaction with current job | Very much | 3 |
| | Much | 8 |
| | A little | 6 |
| | Not satisfied | - |
| | Total employed graduates | 17 |

The data presented in the above table shows that nearly 76 per cent graduates expected to find a job in banking field, whereas only 8.7 per cent expected to find a government job. Only one graduate expected to find a job in tourism sector. So far the question of the level of satisfaction with the current job is concerned, 47 per cent employees were much satisfied with their current jobs, 35 per cent were a little satisfied, 17.65 per cent employee were very much satisfied.

2.3.1.2 Relevance of the higher education with the professional field of the graduates

Seventeen employed graduates of BBS were asked to respond on the following set of indicators that show the relevance of the higher education with their professional requirement. The level of satisfaction has been indicated under six categories: not at all, less, little, average, much and very much. The responses of the respondents have been summarized in the table below.

| S N | Particular | Total employed graduates | Level of satisfaction | | | | | |
|--------|---------------------------------|--------------------------------|-----------------------|-------------|---------------|----------------|-------------|---------------------|
| | | | Not all (0) | Less (1) | Little (2) | Average (3) | Much (4) | Very much (5) |
| 1 | Enhanced academic knowledge | 17 | - | - | | 3 | 11 | 3 |
| 2 | Improved problem solving skills | 17 | - | - | | 5 | 11 | 1 |
| 3 | Improved research skills | 17 | | | | 6 | 10 | 1 |

| | | | | | | | | |
|---|--|----|--|--|--|----|----|---|
| 4 | Improved learning efficiency | 17 | | | | 4 | 10 | 3 |
| 5 | Improved communication skills | 17 | | | | 3 | 11 | 3 |
| 6 | Improved information technology skills | 17 | | | | 6 | 10 | 1 |
| 7 | Enhanced team spirit | 17 | | | | 12 | 3 | 2 |

As the data in the above shows, out of 17 employed graduates, 64.7 % were much satisfied and 17.65 % were satisfied at average level regarding the enhancement of academic knowledge. Similarly, with improvement of problem solving skills 64% graduates were much satisfied, and 35 % graduates were satisfied at average level. Regarding research skills 59 % graduates were much satisfied , where as the satisfaction level seems higher with improvement of learning efficiency as the 76 % graduates were much satisfied with this indicator, and so is true with the improvement of communication skills as 82% graduates were much satisfied. Regarding improvement of information technology skills 65% graduates were well satisfied. The higher education seems not to have enhanced team spirit well as 70.5 % graduates were satisfied at average level, and 29.4 % were much satisfied.

2.3.3 Issues of BA

2.3.3 Issues of the graduates of BA

The issues of the graduates of BA related to their expectation of job, along with the level of satisfaction with their current jobs, have been presented below.

2.3.3.1 Expectation of the job and the level of satisfaction with current the job

The job expectations and the level of satisfaction with the current jobs of the graduates of BA are presented as follows.

| Title | | Number of graduates |
|----------------------------|-------------------------------|---------------------|
| Job expectation field | Teaching (government schools) | 4 |
| | Government job | 5 |
| | Ngo | 2 |
| | Total graduates | 12 |
| Level of satisfaction with | Very much | 1 |

| | | |
|-------------|--------------------------|---|
| current job | Much | 2 |
| | A little | 1 |
| | Not satisfied | - |
| | Total employed graduates | 4 |

The data presented in the above table shows that nearly 33 per cent graduates expected to find a job in teaching field, especially in the government schools, whereas 42 per cent expected to find a government job. Only two graduates wanted to find a job in NGO sector. So far the question of the level of satisfaction with the current job is concerned, 17 per cent employees were much satisfied with their current jobs, 8 per cent were a little satisfied, one employee was very much satisfied.

2.3.3.2 Relevance of the higher education with the professional field of the graduates

Four employed graduates of BA were asked to respond on the following set of indicators that show the relevance of the higher education with their professional requirement. The level of satisfaction has been indicated under six categories: not at all, less, little, average, much and very much. The responses of the respondents have been summarized in the table below.

| S N | Particular | Total employed graduates | Level of satisfaction | | | | | |
|--------|--|--------------------------------|-----------------------|-------------|---------------|----------------|-------------|---------------------|
| | | | Not all (0) | Less (1) | Little (2) | Average (3) | Much (4) | Very much (5) |
| 1 | Enhanced academic knowledge | 4 | - | - | 1 | 2 | 1 | - |
| 2 | Improved problem solving skills | 4 | - | - | 1 | 1 | 1 | 1 |
| 3 | Improved research skills | 4 | | | 1 | 2 | 1 | - |
| 4 | Improved learning efficiency | 4 | | | - | 2 | 1 | 1 |
| 5 | Improved communication skills | 4 | | | 1 | 1 | 1 | 1 |
| 6 | Improved information technology skills | 4 | | | 1 | 3 | - | - |
| 7 | Enhanced team spirit | 4 | | | - | 2 | 1 | 1 |

As the data in the above shows, out of 4 employed graduates, they are not much satisfied with the knowledge and skills gained by the program as two were self employed in business sector, and the other two were employed in teaching and police service one in each.

2.4 Issues related to quality of the higher education

2.4.1 Issues of B.Ed.

Quality of higher education has been judged in terms of various indicators as given in the following table.

| SN | Particular | Not at all (0) | Less (1) | Little(2) | Average(3) | Much(4) | Very much(5) |
|----|---|----------------|----------|-----------|------------|---------|--------------|
| 1 | Range of courses offered | - | 3 | 1 | 14 | 21 | 7 |
| 2 | Number of optional subjects | - | 1 | 2 | 8 | 28 | 7 |
| 3 | Relevance of program to professional requirements | - | 1 | 1 | 14 | 27 | 3 |
| 4 | Extra-curricular activities | - | 2 | 7 | 11 | 21 | 5 |
| 5 | Problem solving | - | 1 | - | 14 | 24 | 7 |
| 6 | Inter-disciplinary learning | - | - | 2 | 13 | 27 | 4 |
| 7 | Work placement | - | 4 | 11 | 16 | 7 | 8 |
| 8 | Teaching learning environment | - | - | - | 6 | 24 | 16 |
| 9 | Quality of education delivered | - | - | 2 | 4 | 25 | 15 |
| 10 | Teacher student relationship | - | - | - | 6 | 14 | 26 |
| 11 | Library | - | - | - | 8 | 27 | 11 |

Out of 46 graduates of B Ed included in the study, 21 (45.65%) were much satisfied, 7 (15%) were highly satisfied while nearly 30% graduates were satisfied at average level only. Graduates are found to be much satisfied as 60% graduates were much satisfied and 15% were very much satisfied with the number of optional subjects offered by the campus. Similarly, nearly 59% graduates felt that the B. Ed. program was relevant to their professional requirements, while 30 % graduates were just satisfied at average level. Regarding extra curricular activities, 43% students of B. Ed. were satisfied at average and below average level, but they are found to have been more satisfied (67% above average level). About interdisciplinary learning, nearly 33% graduates were satisfied at average and below average level, and 67% graduates were satisfied above average level. However, 67% graduates were

less satisfied regarding work placement. Only 13% graduates were less satisfied with the quality of education delivered by the college, and nearly 87% graduates were more satisfied with the quality of education. So far teacher student relationship is concerned, 13% graduates were satisfied at average level, but 87% were more satisfied (30% much satisfied, 57% very much satisfied). Finally, 17% graduates were satisfied at average level regarding the library facility, while nearly 58% were more satisfied and 24% were very much satisfied, this comes to be 82% that goes beyond average level satisfaction.

2.4.2 Issues of BBS

Quality of higher education related to BBS has been judged in terms of various indicators as given in the following table.

| SN | Particular | Not at all (0) | Less (1) | Little(2) | Average(3) | Much(4) | Very much(5) |
|----|---|----------------|----------|-----------|------------|---------|--------------|
| 1 | Range of courses offered | - | - | 1 | 6 | 35 | 4 |
| 2 | Number of optional subjects | - | - | 1 | 2 | 35 | 8 |
| 3 | Relevance of program to professional requirements | - | - | - | 40 | 4 | 2 |
| 4 | Extra-curricular activities | - | - | - | 16 | 29 | 1 |
| 5 | Problem solving | - | - | 1 | 19 | 21 | 5 |
| 6 | Inter-disciplinary learning | - | - | 2 | 6 | 29 | 10 |
| 7 | Work placement | - | 1 | 13 | 28 | 3 | 1 |
| 8 | Teaching learning environment | - | 1 | 1 | 2 | 28 | 13 |
| 9 | Quality of education delivered | - | - | 1 | 2 | 14 | 24 |
| 10 | Teacher student relationship | - | - | 2 | - | 8 | 36 |
| 11 | Library | - | - | 1 | 4 | 22 | 19 |

Out of 46 graduates included in the study, 35 (76%) were much satisfied, 4 (8.69%) were highly satisfied while nearly 13 % graduates were satisfied at average level only about the range of course offered for BBS. Graduates are found to be much satisfied as 76 % graduates were much satisfied and 17 % were very much satisfied with the number of optional subjects offered by the campus. Similarly, nearly 87% graduates felt that the BBS program was not relevant to their professional requirements as they were just satisfied at average level. Regarding extra curricular activities, nearly 35% students of BBS were satisfied at average

and below average level, but they are found to have been more satisfied (65 % above average level). About interdisciplinary learning, nearly 85 % graduates were satisfied above average level. However, more than 91% graduates were less satisfied regarding work placement. More than 89% graduates were satisfied with the teaching learning environment of the college, and nearly 83% graduates were more satisfied with the quality of education. So far teacher student relationship is concerned, only 4 % graduates were satisfied at average level, but 96 % graduates were more satisfied (17 % much satisfied, 78 % very much satisfied). Finally, 17% graduates were satisfied at average level regarding the library facility, while nearly 48 % were more satisfied and 41 % were very much satisfied, this comes to be 89 % that goes beyond average level satisfaction.

2.4.3 Issues of BA

Quality of higher education related to BA, with 12 graduates traced out, has been judged in terms of various indicators as given in the following table.

| SN | Particular | Not at all (0) | Less (1) | Little(2) | Average(3) | Much(4) | Very much(5) |
|----|---|----------------|----------|-----------|------------|---------|--------------|
| 1 | Range of courses offered | - | - | - | 9 | 2 | - |
| 2 | Number of optional subjects | - | - | 1 | 3 | 8 | - |
| 3 | Relevance of program to professional requirements | - | 1 | - | 5 | 3 | 1 |
| 4 | Extra-curricular activities | - | - | 1 | 4 | 7 | - |
| 5 | Problem solving | - | - | - | 1 | 10 | 1 |
| 6 | Inter-disciplinary learning | - | - | - | 2 | 9 | 1 |
| 7 | Work placement | - | 1 | 1 | 8 | 1 | 1 |
| 8 | Teaching learning environment | - | - | - | - | 6 | 6 |
| 9 | Quality of education delivered | - | - | - | - | 6 | 6 |
| 10 | Teacher student relationship | - | - | - | - | 3 | 9 |
| 11 | Library | - | - | - | 1 | 11 | - |

Out of 12 graduates included in the study, most of them were not much satisfied with the range of courses offered (75%). They were less satisfied with job placement, relevance of the program, extracurricular activities, etc. However, they were satisfied with teaching learning environment, quality of education delivered, teacher student relationship and library facilities.

3 Major findings

The major findings of the study can be summarized as follows:

- 1 Out of 46 graduates of B. Ed. traced in this study, more than 45 per cent graduates were employed while they were still studying at the campus. Employment rate of Bed graduates was 56.52 within six months of their graduation
- 2 While the total number of graduates of BBS traced in this study was 46, out of them 34 per cent graduates were employed while they were still studying at the campus. However, employment rate was 36 per cent within one year. The data shows that all the employees were involved in service in organization.
- 3 The total number of graduates of BA traced in this study was 12, out of which more than 33 per cent graduates were employed during study. Most of the employed graduates of B Ed, BBS and BA were involved in service in organization.
- 4 Nearly 85 per cent graduates of B Ed expected to find a job in teaching field, whereas only 13 per cent expected to find a government job. Only one graduate expected to find a job in Ngo sector. Regarding satisfaction of current job, 52 per cent employees were much satisfied, and 32 per cent were less satisfied.
- 5 It is found that nearly 76 per cent graduates of BBS expected to find a job in banking field, whereas only 8.7 per cent expected to find a government job. While 47 per cent employees were much satisfied with their current jobs, 35 per cent were a little satisfied, 17.65 per cent employee were very much satisfied with their current jobs.
- 6 It has been found that nearly 33 per cent graduates of BA expected to find a job in teaching field, especially in the government schools, whereas 42 per cent expected to find a government job. Only 16.67 % graduates wanted to find a job in NGO sector.
- 7 Out of 46 graduates of B Ed traced in the study, nearly 55 percent graduates were employed within a year of graduation. Out of them only less than 50 per cent continued their study. While 22 graduates opted for further study, 50 per cent graduates continued their study at Siddhartha Campus. Slightly more number of graduates without employment joined master level compared to the employed graduates. Fifteen per cent graduates were neither employed nor went for further study.
- 8 It has been revealed that that out of 28 female graduates of B Ed, 14 females, i.e. 50 per cent were employed within one year of graduation. Similarly, out of 5 EDJ, only one was employed, and out of 5 Janajatis, 3 (60%) were employed within one year.
- 9 Out of 46 graduates of BBS traced in the study, nearly 37 per cent graduates were employed within a year of graduation. Out of 46 graduates, only nearly 46 per cent continued their study. While 21 graduates opted for further study, 38 per cent graduates continued their study at Siddhartha Campus. While nearly 17 per cent employed graduates continued their further study, only 28% graduates without employment joined master level. Similarly, nearly 35 per cent (34.78) per cent graduates were neither employed nor went for further study.
- 10 The table reveals the fact that out of 23 female graduates only 7 females, i.e. 30 per cent were employed within one year of graduation.

- 11 It has been found that out of 25 employed graduates of B Ed, 60 % were much satisfied regarding the enhancement of academic knowledge. Similarly, with improvement of problem solving skills 44% graduates were much satisfied, and 40 % graduates were satisfied at average level. Regarding research skills 76 % graduates were less satisfied , where as the satisfaction level seems higher with improvement of learning efficiency as the 80 % graduates were much and very much satisfied with this indicator, and so is true with the improvement of communication skills as 76 % graduates were much satisfied. Regarding improvement of information technology skills 80 % graduates were less satisfied. The higher education seems to have enhanced team spirit slightly above average level as 60 % were much satisfied.
- 12 Out of 17 employed graduates of BBS, 64.7 % were much satisfied regarding the enhancement of academic knowledge. Similarly, with improvement of problem solving skills 64% graduates were much satisfied, and regarding research skills 59 % graduates were much satisfied, where as the satisfaction level seems higher with improvement of learning efficiency as the 76 % graduates were much satisfied with this indicator, and so is true with the improvement of communication skills as 82% graduates were much satisfied. Regarding improvement of information technology skills 65% graduates were well satisfied. The higher education seems not to have enhanced team spirit well as 70.5 % as the BBS graduates were satisfied at average level only. However, the BA graduates were not well satisfied with the concerned indicators mentioned above.
- 13 Out of 46 graduates of B Ed included in the study, more than 60 % graduates were found satisfied above level about the ranges of courses offered for the program. Graduates are found to be much satisfied as 75 % graduates were satisfied above average level with the number of optional subjects offered by the campus. Similarly, nearly 59% graduates felt that the B. Ed. program was relevant to their professional requirements, while 30 % graduates were just satisfied at average level. Regarding extra curricular activities, 43% students of B. Ed. were satisfied at average and below average level, but they are found to have been more satisfied (67% above average level). About interdisciplinary learning, nearly 33% graduates were satisfied at average and below average level, and 67% graduates were satisfied above average level. However, 67% graduates were less satisfied regarding work placement. Only 13% graduates were less satisfied with the quality of education delivered by the college, and nearly 87% graduates were more satisfied with the quality of education. So far teacher student relationship is concerned, 13% graduates were satisfied at average level, but 87% were more satisfied (30% much satisfied, 57% very much satisfied). Finally, 17% graduates were satisfied at average level regarding the library facility, while nearly 58% were more satisfied and 24% were very much satisfied, this comes to be 82% that goes beyond average level satisfaction.

- 14 It has been found that 76 % graduates were much satisfied, and 8.69% were highly satisfied about the range of course offered for BBS. Graduates are found to be well satisfied as 93 % graduates were satisfied above average level with the number of optional subjects offered by the campus. However, nearly 87% graduates felt that the BBS program was not relevant to their professional requirements as they were just satisfied at average level. Regarding extra-curricular activities, nearly 35% students of BBS were satisfied at average and below average level, but they are found to have been more satisfied (65 % above average level). About interdisciplinary learning, nearly 85 % graduates were satisfied above average level. However, more than 91% graduates were less satisfied regarding work placement. More than 89% graduates were satisfied with the teaching learning environment of the college, and nearly 83% graduates were more satisfied with the quality of education. About teacher student relationship, 96 % graduates were more satisfied. Finally, regarding the library facility, while nearly 89 % were satisfied above average level.
- 15 BA graduates were not much satisfied with the range of courses offered (75%). They were less satisfied with job placement, relevance of the program, extracurricular activities, etc. However, they were satisfied with teaching learning environment, quality of education delivered, teacher student relationship and library facilities.

4. IMPLICATIONS TO INSTITUTIONAL REFORM

The tracer study has revealed the realities of the various aspects of the campus. The study is a reflection of the outcomes of the institution from the point of view of the graduates. As the study brings the situation of the graduates to the floor, it reveals significant facts about the status of the graduates, their employment condition, endeavours for further studies, knowledge and skills imparted by the program, expectation of the graduates, and so on. The study includes the suggestions given by the graduates for further improvement. The study has the following implications for the institutional reform.

- 1 The study reveals the fact that the unemployment rate of the graduates is high, the college can revise and activate its mechanisms such as job placement cell to help them find a job and motivate them for self employment.
- 2 Most of the graduates of B Ed expected to find a job in the teaching, and the graduates of BBS expected to find a job in the banking field, however, there are a number of different fields to which they can try to find the employment opportunities. The graduates can be motivated to be mentally ready to find employment opportunities in other fields such as PSC, TSC, NGOs/INGOs, etc. For this, some motivational programmes can be given to the students during their studies.
- 3 As the students' level of satisfaction regarding the relevance of education with their professional requirement is reflected in the study, the college can design various supplementary programmes to meet the requirements of the students in their professional fields. The programmes like banking management training, office management training, ICT training, leadership and personality development training, etc. can help the students become well prepared for the professional life.
- 4 The study has revealed facts with figures about different indicators regarding the quality of education delivered by the college. As such, the college can develop measures to increase the satisfaction level of the students concerned with the indicators that show low level of satisfaction.

- 5 The study has revealed the realities of the graduates regarding the choice of an institution for their further study, it helps to develop the measures to motivate the students to continue their further studies at this institution so far applicable.
- 6 As the comments, feedback and suggestions have been collected from the graduates in their real terms, these can be valuable inputs for the improvement of various aspects pointed out by the students, the real service takers.
- 7 The study includes the contributions the students can provide for the development of the institution, it helps to make them positive about the campus, at the least.
- 8 Based on the feedback received from the graduates, the college can launch need-based new programmes.

5. CONCLUSION AND RECOMMENDATIONS

5.1 Conclusion

The tracer study 2073 (Graduate batch 2072) reveals the fact that the number of female graduates (56.73%) is more than the number of male graduates, while the number of EDJ and Janajati being 7.7 and 11.54 percent in total. The employment rate of the total graduates included is found to have been 44.23 in total, of which 39.42 per cent were employed during study. B Ed and BBS graduates who have joined their master level have chosen Siddhartha Campus by 39.42 per cent while 58.81 per cent have chosen other colleges. The study has also revealed the fact that graduates are less satisfied with the enhancement of research skills and the development of information technology skills. Students are expecting more to be done about the work placement and the extra-curricular activities in the days to come, and seem to be more satisfied with other aspects regarding quality of education.

5.2 Recommendations

Recommendations have been made from two perspectives: for institutional reform, and for policy reform.

5.2.1 Recommendations for institutional reform

Following recommendations have been made for the institutional reform, i.e. for the development of the college:

- 1 Work placement system should be made more effective to help students find employment opportunities.
- 2 Extra-curricular activities should be given more priority.
- 3 Transport and hostel facility should be managed for the students who come to the college from a long distance.
- 4 Teaching techniques should be made more practical, problem solving and relevant.
- 5 Audio-visual classes should be managed and more teaching materials should be used in

teaching.

- 6 Triangular discussions should be conducted between teachers, students and guardians.
- 7 Number of elective subjects should be increased so far possible.
- 8 Account keeping system should be modernized, and the teachers should be more regular and effective in teaching.
- 9 More professional subjects, streams need to be added e.g. BBA, BBM, B Sc. B. Ed ICT, etc.

5.2.2 Recommendations for policy reform

Following recommendations have been made for the improvement of higher education:

- 1 The courses being offered should be made more practical, problem-oriented and of employment generating type.
- 2 Number of elective papers should be added.
- 3 Professional courses should be offered even in the rural areas so that the students in the rural areas can get professional courses in low expenditure.
- 4 Educational system should be modernized to meet the requirement of the day based on the demands.
- 5 Higher education should be made research oriented.