Tracer Study Report

Jana Bhawana Campus

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Established Year 2047 B.S

14 December 2019

ACKNOWLEDGEMENT

The Tracer Study Report 2018 is prepared as part of a Tracer Study (TS) supported by University Grants Commission (UGC), Nepal and conducted by Jana Bhawana Campus (JBC). The report explains the link between study programs and job market, issues related to the quality and relevance of programs, uniqueness and positioning of individual campuses, enable universities and institutions managing higher education to make conversant and evidence based decisions about improvements and quality education and services in higher education.

We would like to extend our gratitude to all those who have directly or indirectly contributed to the study sharing their pearls of wisdom and insights. Without their support, the report would otherwise never have witnessed the form it appears at present.

In particular, we would like to acknowledge with much appreciation for the crucial role of the Campus Management Committee, Campus Administration, Faculties and Staff of Jana Bhawana Campus. Further, we are also thankful to all the graduates of 2018, who filled up the forms and submitted them on time despite of the time limitation provided.

Lastly, we extend special gratitude and thanks to **University Grants Commission, Nepal** for providing guideline and support to prepare the report.

Tracer Study Task Team (TSTT)
Jana Bhawana Campus

<u>Tracer Study Task Team</u>

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EXECUTIVE SUMMARY

Jana Bhawana Campus (JBC), situated at Godawari-11, Chapagaun, Lalitpur, is a leading academic institution established in 1991 by a team of renowned academicians, educationists and professionals. It is offering different programs in management, humanities and education stream at bachelor level and management program at master level.

JBC, at present, has been running Bachelor in Business Studies (BBS), Bachelor of Arts (BA), Bachelor of Arts in Social Work (BASW), Bachelor of Education (B.Ed), Bachelor of Computer Application (BCA) at Bachelor level and Master of Business Studies (MBS) at master level. JBC has already produced a number of graduates in each of its programs that it has been running except in BCA which was launched in 2018. It is, thus, significant to trace the graduates and know about their employment and further study status and also asses the issues related to quality and relevance of the programs. JBC has been regularly conducting tracer study since 2015.

The main objective of the tracer study was to know the employment status, give careful consideration on how graduates view their experiences they underwent during their study and their transition to the job market. Further, the campus also wanted to identify the needs for the improvement of its teaching learning environment and make improvements basing on the suggestions of graduates.

Tracer study Report (TSR) 2018 has covered the graduates of the batch 2018 from JBC who graduated in BBS, BA, B.Ed. and MBS programs run by the campus. Altogether 56 students were involved in the study who furnished the questionnaire form developed by UGC, Nepal.

Quantitative approaches were used for data collection. The primary method employed in the analysis of data was descriptive analysis. The collected data were computed using Statistical Package for Social Sciences (SPSS) 20.0 version software. The table and figures presented were generated using SPSS program.

The study is organized into five sections: introduction, data presentation and analysis, major findings, implications to institutional reform and conclusion and recommendations. The first

section presents background/rationale, objectives, institutional arrangements to conduct the study, graduate batch taken for the study, data collection - instrument and approach and finally the scope and limitations of the study. The second section provides data presentation and analysis. Likewise, the third section presents major findings of the study. The fourth section presents implications to the institutional reform. The fifth section presents conclusions and recommendations of the study.

Demographic Characteristic of Graduates

The total number of graduates to participate in the study were 56 who graduated in the year 2018 from Jana Bhawana Campus in Bachelor and Master level. Out of the total 56 graduates, 76.8% i.e 43 were female and rest were male. It reveals that the number of female graduates in the year 2018 was excessively higher than that of the males. Regarding the issue of employment and further study status of the graduates, out of 56 graduates 57.1% (i.e. 32) graduates are employed and 26.8% (i.e. 15) are pursuing further study. Among the employed graduates (i.e. 32), 25% graduates are pursuing their further study whereas among unemployed 29.16% students are pursuing their further study. Out of 32 employed graduates, 87.5% of the graduates have service in an organization and only 12.5% graduates are self employed.

Graduates' Responses on Quality Measures of JBC

The issue Teacher Student Relationship was perceived the best with the mean value 4.57. The issues Teaching Learning Environment and Quality of Education Delivered also have the mean value more than 4 which indicate that the total teaching learning activities along with the learning environment is excellent. The Teaching Learning Environment and Teacher Student Relationship are found to be excellent as the median value of response of student is 5, which indicates that majority of the students marked this issue excellent.

Regarding the teacher students' relationship, 62.50% of the graduates responded the relationship excellent followed by 32.14% of the graduates who responded the relationship better. Only few responses (i.e 5.36%) responded good which indicates that the teacher students' relationship of the student was good.

Regarding the issue of education delivery efficiency of the institution, more than two third of the total respondents (i.e 82.1%) perceived the education delivery efficiency better or excellent. No respondents marked the education delivery efficiency poor. Only one respondent responded it fair. This indicates that the graduates of this institution are satisfied with the education delivery efficiency.

Graduates' Response on Library, Lab, Sports, Canteen/Urinals etc

Regarding the issue of library facility, it was found that 52 respondents marked the library facility good and above which reveals that the library facility of the institution was satisfactory. Out of 56 graduates, only 4 of them have responded that the library facility was fair or average. More than one third i.e 35.71% of the respondents marked the library facility excellent. Further, 64.28% of the responded marked the library facility good or better. It indicates that the library facility offered by the institution is satisfactory.

Graduates' view on the lab facility offered by the institution was not found satisfactory. It indicates that the large number of respondents i.e 26 graduates out of 56 marked the lab facility average or below average. Only 2 respondents remarked that the lab facility was excellent.

Out of the 56 graduates, only 9 respondents i.e 16.1% marked that the canteen and urinal facility was excellent. Further, 10.8% respondents marked that the canteen and urinals facility average or below average. It reveals that the issue regarding canteen and urinal facility has to be address to address the graduates' concern.

The responses regarding sports facility offered by the institution, shows that only 3 graduates i.e 5.4% have responded that the sports facility offered was excellent. Out of 56 graduates, 33.9% graduates have responded that the sports facility was average or below average which indicates that the institution has to enhance sports facility.

Findings

The findings of the study show some specific indications regarding various issues like personal and professional development, teaching learning environment, facilities offered by the campus etc. The findings of the study show that JBC's academic activities have been directed towards its broader goals to contribute for producing globally competent human

resources. The perception of the students expressed in their responses with positive response of the graduates on issues related to quality and relevance of the programs, teaching learning environment and quality of education delivered show that the campus has been successful in contributing the students not only to for their professional enhancement but also towards a better educational environment. However, the study also pinpoints the need for the further enhancement in various areas like: extra curricular activities, sports activities, lab facilities etc.

Table of Contents

LIST OF TABLES

LIST OF FIGURES

Abbreviations

B. Ed.	Bachelors of Education
BA	Bachelors of Arts
BASW	Bachelors of Arts in Social Work
BBS	Bachelors in Business Studies
BCA	Bachelor in Computer Application
GTS	Graduate Tracer Studies
HEI	Higher Education Institutions
JBC	Jana Bhawana Campus
MBS	Master of Business Studies
SPSS	Statistical Package for Social Sciences
TS	Tracer Studies
TSR	Tracer Study Report
TSTT	Tracer Study Task Team
UGC	University Grants Commission, Nepal

1. INTRODUCTION

The Tracer Study Report 2018, conducted by Jana Bhawana Campus with the support of University Grants Commission (UGC), Nepal analyses changes at individual level, following a development intervention in relation to various aspects: institutional programs, employment status, further study etc. The report includes information and data received from the graduates who have accomplished their academic study in their respective programs in the year 2018 A.D. The data was furnished by the graduates and collected by TSTT as per the Tracer Questionnaire provided by UGC. The study was focused to identify the employment and further study status of the graduates, issues related to the quality and relevance of programs, programs' contribution to graduates' professional and personal development, issues related to teaching learning, teacher student relationship and education delivery efficiency and issues related to facilities such as library, laboratory, canteen, sports facilities, urinals etc.

The study is organized into five sections: introduction; data presentation and analysis; major findings; implications to institutional reform and conclusion and recommendations. The first section presents background/rationale, objectives, institutional arrangements to conduct the study, graduate batch taken for the study, data collection - instrument and approach and the scope and limitations of the study. The second section provides data presentation and analysis. Likewise, the third section presents major findings of the study. The fourth section presents implications to the institutional reform. The fifth section presents conclusions and recommendations of the study.

1.1. Background / Rationale

Jana Bhawana Campus, located at Godawari Municipality 11, Lalitpur is a community campus which runs different academic programs: +2, Bachelor of Arts (BA), Bachelors of Arts Social Work (BASW), Bachelors of Education (B.Ed), Bachelors of Business Studies (BBS), Bachelor in Computer Application (BCA) and Master of Business Studies (MBS). The campus is committed to impart theoretical and practical quality education. It strives to develop its students as the responsible citizens of the country and instills the sense of pride being the 'Janabhawanian'. The mission of this campus is to prepare competent, qualified and

creative human resources to overcome the challenges of life by enabling the students to explore the new avenues of knowledge and prosperity. The vision of this institution is to become a leading higher education institution which prepares globally competent human resources and transform the society by enhancing quality education.

Now a days, campuses and universities embrace the use of tracer studies for excessive reasons: especially to accredit their study programs; to explain the link between study programs and the job market; to show uniqueness and positioning of individual campuses; and also to enable universities and institutions managing higher education to make conversant and evidence based decisions about improvements and quality education and services in higher education. In this context, JBC has also carried tracer study of the graduates of 2018 as a survey of its graduates from both bachelor and master level programs which manifold data on study progress, the transition to work, work entrance, job career, use of learned competencies, current occupation and changes that occurred at individual level, following a development intervention.

Further, the study gives a careful consideration on how graduates view their experiences they underwent during their study and the transition to the job market. It also covers the data to assess the areas in which the campus needs to improve and bring changes basing on the suggestions of graduates. The Tracer Study Task Team (TSTT) believes that such studies can be relevant to collect data on the employment situation of the most recent graduates in order to obtain indicators for their professional performance. They can therefore, be used to contribute for the causal explanations of the relevance and appropriateness of the study conditions, services and programs provided by Higher Education Institutions (HEI) and the quality of the graduate product. To be specific, the TSTT expects that the study is very significant for initiating changes in teaching learning methodology, environment and curricular aspect of HEIs like JBC.

1.2. Objectives of the Study

The main objective of this study is to identify the current position of employment and further study status of the graduates of JBC who graduated in the year 2018 A.D and issues related to

the quality and relevance of programs. Under the guidelines of this objective, other specific objectives of the study are:

- To identify the current position of graduates of JBC i.e. whether graduates are employed, self-employed or still looking for a job or enrolled for further studies.
- To assess the programs' contribution to graduates' professional and personal development of the graduates of JBC.
- To assess issues related to teaching learning, teacher student relationship and education delivery efficiency at JBC.
- To assess the feedback of the graduates for the improvement of overall teaching learning environment based on JBC graduates' expectations.

1.3 Institutional Arrangements to Conduct the Study

After receiving the notice published by the UGC for the conduction of tracer study, the Campus Management Committee (CMC) formed a Tracer Study Task Team (TSTT). The team comprising of 3 members discussed about the effective ways to accomplish the tracer study and traced the deadlines to conduct activities. Graduate Tracer Survey (GTS) was conducted by JBC using the questionnaire and guidelines provided by UGC to conduct the tracer study of the graduates of 2018. At first, the team with the support of Exam Department generated the list of the graduates of 2018. It made a series of telephone calls to the graduates and conveyed the information about the study program, purpose of the survey and requested for the participation. After that graduates were called in campus and the discussions were made of the survey questions and the survey form. The graduates filled up the questionnaire as per their knowledge and confusing parts were assisted by the task team. After the forms were filled up, the data were recorded, analyzed and interpreted to find the overall status of the graduates, identify the employment and further study status of the graduates.

1.4 Graduate Batch Taken for the Study

For the tracer study, only the graduates of 2018 batch were selected for the study as the institution has already conducted the Tracer Study of the graduates of 2017 batch. The

graduates for the study were from the faculty of Humanities, Management and Education at Bachelor Level and from the faculty of Management at Master Level.

1.5 Data Collection - Instruments and Approach

The survey was done at JBC with the participation of graduated batch 2018. The TSTT made a series of telephone calls to the graduates. The first call was to inform the graduates about the Tracer Study program. Then, the team introduced the purpose of the survey. After that graduates were called in campus, they were requested to participate in the survey. Among 60 graduates, 56 graduates filled up the questionnaire as per their knowledge and confusing parts were assisted by the team. TSTT could not make any contact to 4 graduates living abroad.

The study team adopted the survey method for the data collection. As per the need, the team also had series of formal and informal conversations to substantiate the data of the opinions of the graduates. The questionnaire used for the survey was provided by the UGC, Nepal. The population of this tracer study constituted the graduates of 2018.

The collected data were computed into the Statistical Package for Social Sciences (SPSS) version 20.0 at the end of the completion of data collection activity. Data analysis was done descriptively using mean, standard deviation, range and the proportions. The tools and techniques used for the survey to collect the data was questionnaire to the respondents.

1.6 Scope and Limitations of the Study

The study conducted by JBC with the support and design of UGC, Nepal has a significant scope as it explains the link between study programs and job market, issues related to the quality and relevance of programs, show uniqueness and positioning of individual campuses, enable universities and institutions managing higher education to make conversant and evidence based decisions about improvements and quality education and services in higher education. The study covers the graduates of bachelor and master programs: BA, BBS, B.Ed. and MBS. Moreover, it is more important to institutional programs of HEIs because by

collecting and analyzing information on graduate's study experiences, professional and personal careers, such institution can know the employment situation of the most recent graduates in order to obtain indicators for their professional performance. Such studies also emphasize programmatic issues, conditions, situations and contexts within which the graduates studied at the Campus; positing and interrogating the quality of these study provisions and conditions as this study argues. The study has been limited to the graduated batch, 2018 of JBC. Altogether, 56 students graduated in the year 2018 but only 56 students responded to the questionnaire.

2. DATA PRESENTAION AND ANALYSIS

The study was carried out among the graduates who completed B.ED, BA, BBS and MBS in the year 2018. The total number of students who participated in the study was 56.

2.1 Employment and Further Study Status of the Graduates

Table 1 Current Employment Status and Further Study Status

Current Employment Status		Pursuing Further Study		Total
		Yes	No	
Service in an Organization	Count	6	22	28
	% of Total	10.7%	39.3%	50.0%
Self Employed	Count	2	2	4
	% of Total	3.6%	3.6%	7.1%
Unemployed	Count	7	17	24
	% of Total	12.5%	30.4%	42.9%
Total	Count	15	41	56
	% of Total	26.8%	73.2%	100.0%

Source: Tracer Study Questionnaire 2018

Table No. 1 depicts that out of 56 graduates 57.1% (i.e. 32) graduates are employed and 26.8% (i.e. 15) are pursuing further study. Among the employed graduates (i.e. 32), 25% graduates are pursuing their further study whereas among unemployed 29.16% students are pursuing their further study. Out of 32 employed graduates, 87.5% of the graduates have service in an organization and only 12.5% graduates are self employed.

The data shows that majority of the graduates are employed but the number of graduates pursuing further education among employed is less.

Table 2 Current Employment Status of Graduates in Each program

Current Employment Status		Program Completed				Total
		B.Ed	BA	BBS	MBS	
Service in an Organization	Count	6	8	13	1	28
	% of Total	10.7%	14.3%	23.2%	1.8%	50.0%
Self Employed	Count	1	2	1	0	4
	% of Total	1.8%	3.6%	1.8%	0.0%	7.1%
Unemployed	Count	6	7	10	1	24
	% of Total	10.7%	12.5%	17.9%	1.8%	42.9%
Total	Count	13	17	24	2	56
	% of Total	23.2%	30.4%	42.9%	3.6%	100.0%

Source: Tracer Study Questionnaire 2018

Table No. 2 shows that majority of the graduates are employed. Out of 56 graduates, the number of graduates employed in service related organization and self-employed are 28 and 4 respectively. The percent of employed graduates in B.Ed., BA, BBS, MBS is 53.84, 58.82, 58.33 and 50 respectively. Most of the graduates of Bachelor Level program have the service in an organization and the employment status is highest in BBS program. The lowest percent of employment statues is in MBS among the programs offered by the campus. In aggregate, 57.40% graduates are employed among the total graduates of the Bachelor level programs.

The data shows that the employment status of the graduates in each program is just satisfactory so the campus can make some efforts offering non-credit courses to the students as per the demand of the present job market, internship, job placement.

2.2 Data Presentation and Analysis

Table 3 Issues Related to Quality and Relevance of the Programs

Issues	Number of Observation	Mean	Median
Relevance of the Program	56	3.73	4
Extra Curricular Activities	56	3.63	4
Problem Solving Abilities	56	3.84	4
Work Placement / Attachment / Internship	56	3.00	3
Teaching Learning Environment	56	4.34	5
Quality of Education Delivered	56	4.23	4
Teacher Student Relationship	56	4.57	5
Library Facility	56	3.89	4
Lab Facility	56	2.43	3
Sports Facility	56	2.86	3
Canteen Urinals	56	3.55	4

Source: Tracer study Questionnaire 2018

Table No. 3 shows the response of graduates regarding the issues related to quality and major strengths and weaknesses of the institutional programs. Responses were observed in 6 point scale, 0 to 5, where 0 indicates poor and 5 indicates Excellent. Mean value of the response of the students' response indicates that all the issues except Lab Facility and Sports Facility are perceived more than average. The issue Teacher Student Relationship was perceived the best with the mean value 4.57. The issues Teaching Learning Environment and Quality of Education Delivered also have the mean value more than 4 which indicate that the total teaching learning activities along with the learning environment is excellent. The Teaching Learning Environment and Teacher Student Relationship are found to be excellent as the median value of response of student is 5, which indicates that majority of the students marked this issue excellent. However, the two issues Lab Facility and Sports Facility are perceived poor by the students as their response indicate that the mean value is below 3 (i.e. average) and median value is just 3 of both the issues. The other issues related to quality and relevance of the programs: Relevance of the Program, Extra Curricular Activities, Problem Solving Abilities, Work Placement / Attachment / Internship, teaching learning environment, Canteen and Urinal facility are found to be satisfactory.

The data shows that the Lab and Sports Facility of the campus require further enhancement to meet the students' requirements and more focus should be given to work placement, attachment and internship issues.

Brief Summary of the Response of Graduate Students to the Quality and Relevance of the Institutional Program

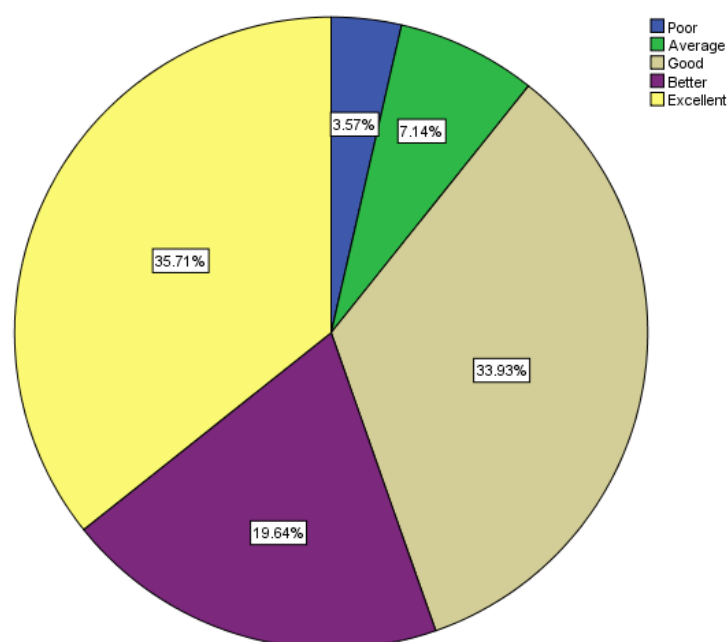## Table 4 Graduate Response to the issue Relevance of the Program

Relevance of the Program		Frequency	Percent	Cumulative Percent
Valid	Poor	2	3.6	3.6
	Average	4	7.1	10.7
	Good	19	33.9	44.6
	Better	11	19.6	64.3
	Excellent	20	35.7	100.0
	Total	56	100.0	

Source: Tracer Study Questionnaire 2018

Table No. 4 shows that 55.3% of the responses indicate that the relevance of the program is better and excellent whereupon only 10.7% of the responses indicate that the relevance of the program is average and below average. Out of 56 graduates, 20 graduates responded that the relevance of the program is excellent and only 2 graduates responded the relevance of the program poor. Out of the total respondents, 89.2% s graduates responded that the relevance of the program is above average.

The data shows that the relevance of the program as per the response of the graduates is better.

Figure 1 Relevance of the Program

Source: Tracer Study Questionnaire 2018

Figure No. 1 reveals the relevance of the program. It indicates that 35.71% of the respondents expressed their views that the relevance of the program was excellent. Only few of the responses pointed that the program relevance is poor i.e 3.57%. Hence, the data shows that the programs offered by the institution are perceived relevant by the respondents.

Table 5 Problem Solving Ability of the Program

Problem Solving Ability		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Poor	1	1.8	1.8	1.8
	Average	5	8.9	8.9	10.7
	Good	11	19.6	19.6	30.4
	Better	23	41.1	41.1	71.4
	Excellent	16	28.6	28.6	100.0
	Total	56	100.0	100.0	

Source: Tracer Study Questionnaire 2018

Table No. 5 shows that out 56 graduates, 39 respondents marked the problem solving ability of the program as better and excellent. Only 6 graduates out of the total respondents opined that the problem solving ability of the program as average or below average. In aggregate, 89.3 % respondents perceived the problem solving ability above average.

Figure 2 Problem Solving Ability of the Program
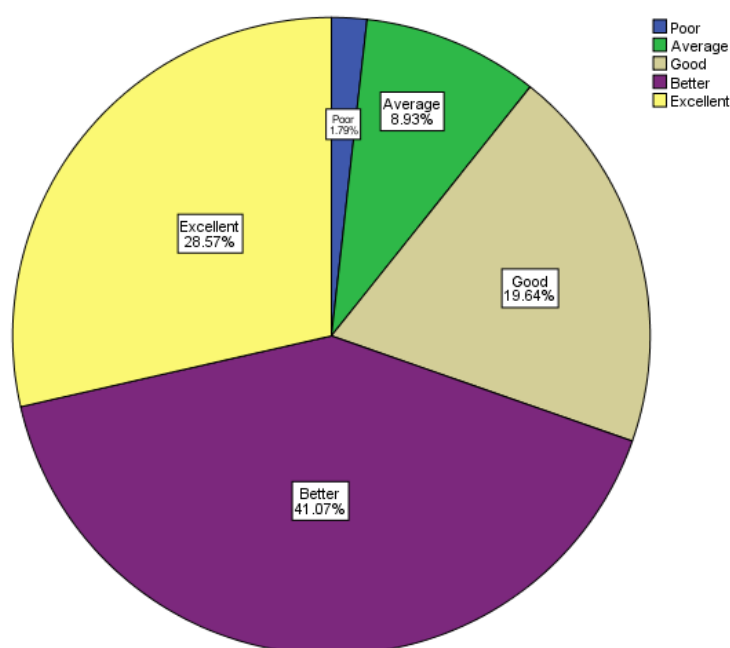
Source: Tracer Study Questionnaire 2018

Figure No. 2 reveals the problem solving ability of the program. It shows that majority of the total responses regarding the problem solving ability of the program indicated better or excellent i.e. 69.64%. However, 1.79% of the total respondents opined that the problem solving ability of the program was poor.

Hence, from the responses of the graduates, it can be concluded that majority of the graduates regard the problem solving ability of the program as better or excellent.

2.3 Programs' Contribution to Graduates' Professional and Personal Development

Table 6 Gender of Graduate Students

Gender do Graduates		Frequency	Percent
Valid	Male	13	23.2
	Female	43	76.8
	Total	56	100.0

Source: Tracer Study Questionnaire 2018

Table No. 6 illustrates the number of graduates who graduated in the year 2018 from Jana Bhawana Campus in Bachelor and Master level. Out of the total 56 graduates, 76.8% i.e 43

were female and rest were male. It reveals that the number of female graduates in the year 2018 is excessively higher than that of the males.

Figure 3 Gender of Graduates (in percent)
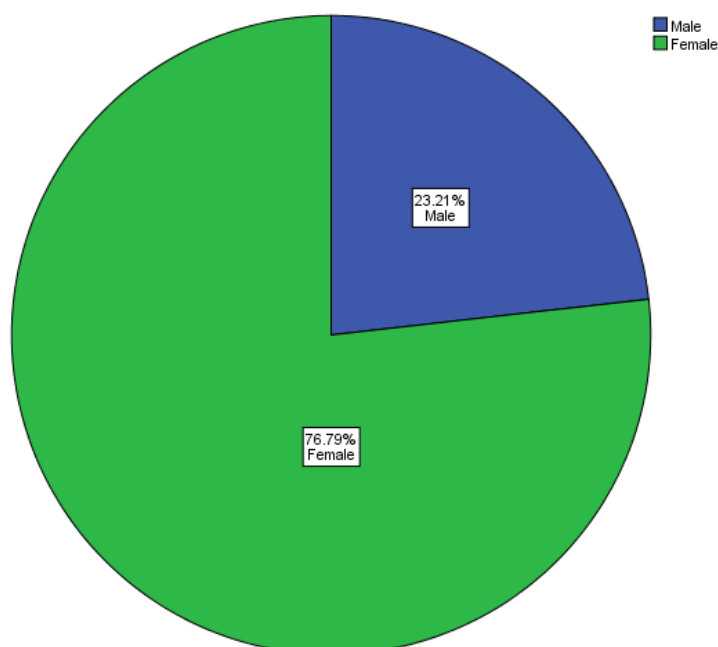
Source: Tracer Study Questionnaire 2018

Figure No. 3 presents the data of the total graduates on the basis of their gender. It shows that the percent of female graduates is 53.58% more than that of the male graduates of the year 2018.

Table 7 Gender of Graduates on Different Program

Program Completed	Gender		Total
	Male	Female	
B.Ed	2	11	13
BA	2	15	17
BBS	9	15	24
MBS	0	2	2
Total	13	43	56

Source: Tracer Study Questionnaire 2018

Table No. 7 shows that out of 56 graduates, 43 graduates were female. The table shows that all the graduates in MBS are female. Among the programs offered in the bachelor program, all the programs have majority of female graduates. The data shows that program offered are

more beneficial to the female graduates as the number of female graduates is high in all programs however the male graduates are significantly low in all program.

Figure 4 Gender of Graduates in Each Program
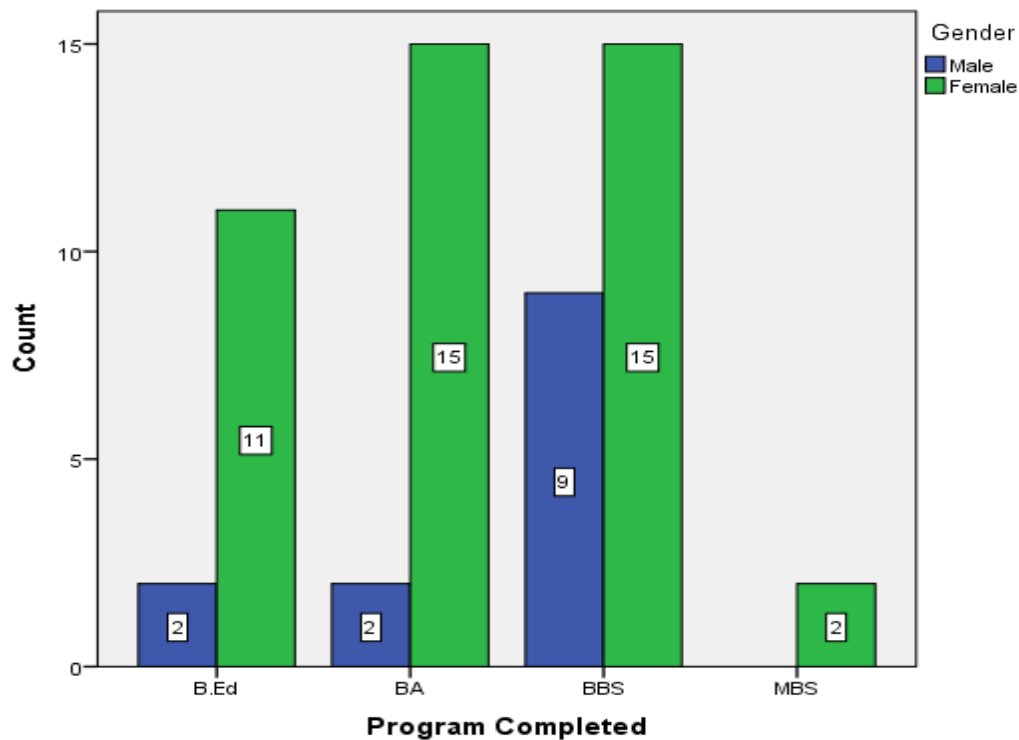
Source: Tracer Study Questionnaire 2018

Figure No. 4 presents the percent of male and female graduates who graduated in the year 2018 in different programs. The highest number of male graduated in BBS program i.e 9 and the highest number of female graduated in BBS and BA program i.e 15 in each program. The figure shows that the number of female graduates exceeds the number of male graduates in each program.

Table 8 Program Completed by Caste / Ethnicity

Program Completed		Caste/Ethnicity					Total
		Brahmin	Chhetri	Newar	Tamang	Pahari	
B.Ed	Count	5	1	1	6	0	13
	% within Program Completed	38.5%	7.7%	7.7%	46.2%	0.0%	100.0%
	% within Caste/Ethnicity	20.0%	16.7%	10.0%	46.2%	0.0%	23.2%
BA	Count	7	2	3	3	2	17
	% within Program Completed	41.2%	11.8%	17.6%	17.6%	11.8%	100.0%
	% within Caste/Ethnicity	28.0%	33.3%	30.0%	23.1%	100.0%	30.4%
BBS	Count	12	3	5	4	0	24
	% within Program Completed	50.0%	12.5%	20.8%	16.7%	0.0%	100.0%
	% within Caste/Ethnicity	48.0%	50.0%	50.0%	30.8%	0.0%	42.9%
MBS	Count	1	0	1	0	0	2
	% within Program Completed	50.0%	0.0%	50.0%	0.0%	0.0%	100.0%
	% within Caste/Ethnicity	4.0%	0.0%	10.0%	0.0%	0.0%	3.6%
Total	Count	25	6	10	13	2	56
	% within Program Completed	44.6%	10.7%	17.9%	23.2%	3.6%	100.0%
	% within Caste/Ethnicity	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Source: Tracer Study Questionnaire 2018

Table No. 8 shows that among the graduates of 2018, the highest percent of graduates belonged to Brahmin i.e 44.6% where as the lowest percent of graduates belonged to Pahari i.e 3.6%. It also shows that in B.Ed. program the highest percent of graduates belonged to Tamang where upon the pahari graduates is nil. Likewise, in BA program the highest percent of graduates belonged to Bhramin which equals to 41.2 and the lowest percent of graduates belonged to Chhetri and Pahhari. Similarly, in BBS program, 50% graduates belonged to Brahmin and the Pahari graduates is nil. In MBBS program, the graduates belonged to Brahmin and Newar in equal number.

According to the table, there is no graduate belonging to Dalit. Among the total graduates, Brahmin and Chhetri collectively cover 55.7% whereas Pahari cover only 3.6%.

Figure 5 Ethnicity of Graduates in Each Program
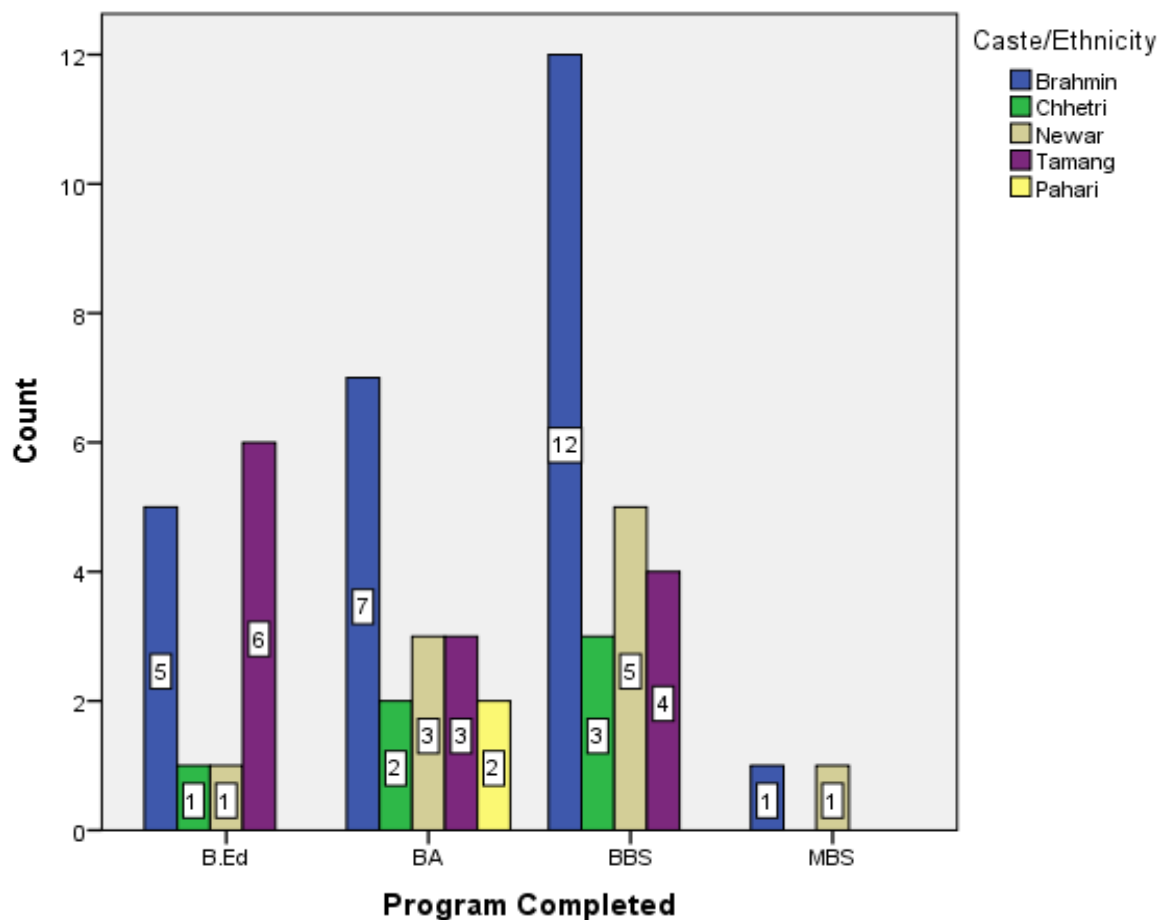
Source: Tracer Study Questionnaire 2018

Figure No. 5 shows demographic composition of the graduates in each program. It shows that composition of Brahmin is higher in each program except in B.Ed. program in which the number of Tamang graduates is highest among all. There is significant representation of Tamang in B.Ed., BA and BBS programs. There is no representation of dalit in any program. The figure shows that there is unequal demographic composition of caste and ethnicity.

2.4 Issues Related to Teaching / Learning, Teacher / Student Relationship and Education Delivery Efficiency
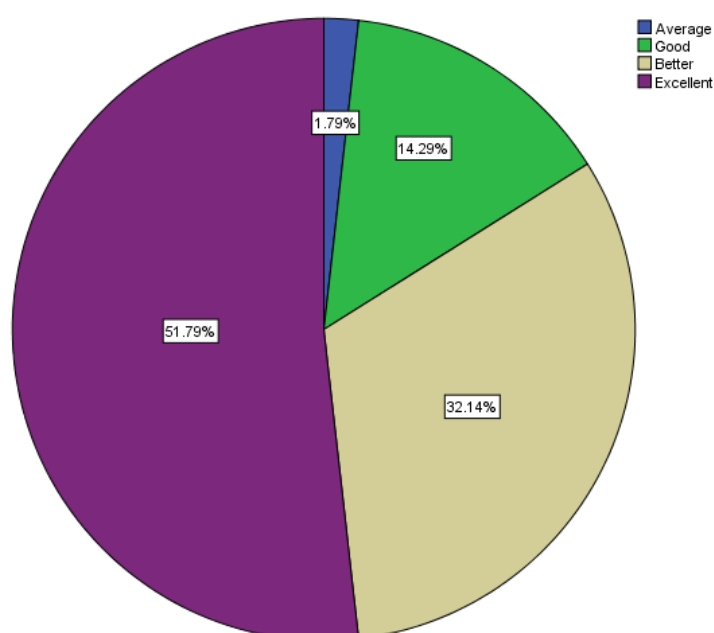
Table 9 Teaching Learning Environment

Teaching/Learning Environment		Frequency	Percent
Valid	Average	1	1.8
	Good	8	14.3
	Better	18	32.1
	Excellent	29	51.8
	Total	56	100.0

Source: Tracer Study Questionnaire 2018

Table No. 9 shows that majority of the graduates i.e 51.8% of the total graduates responded the teaching learning environment of the institution excellent which is followed by better remarks which holds 32.1%. Only 1.8% graduates responded that the teaching learning environment of the institution is average upon which there is no response at all with poor or fair indication.

The data shows that graduates perceived the teaching learning environment of the institution was excellent.

Figure 6 Teaching learning Environment

Figure No. 6 shows the graduates' responses on the teaching learning environment. It shows that majority of the graduates i.e 51.79% responded that the teaching learning environment of the campus is excellent. No graduates responded below average.
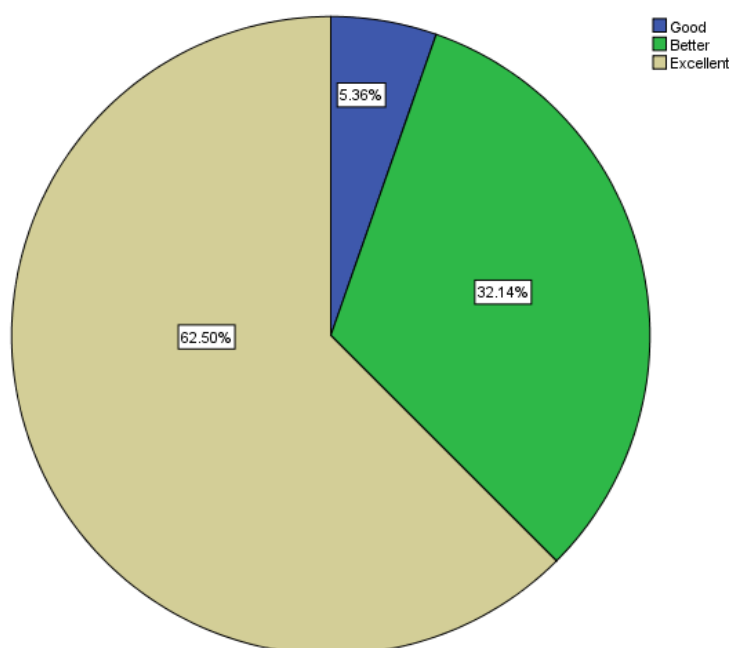
Table 10 Teacher / Student Relationship

Teacher / Student Relationship		Frequency	Percent
Valid	Good	3	5.4
	Better	18	32.1
	Excellent	35	62.5
	Total	56	100.0

Table No. 10 shows the teacher-student relationship. It shows that the teacher student relationship is very good as out of 56 respondents 53 graduates have responded better or excellent. Only 3 graduates have responded good. There is no graduate who have responded the relation average or below.

Figure 7 Teacher Student Relationship

Figure No. 7 shows the teacher students' relationship. In this regards, 62.50% of the graduates responded the relationship excellent followed by 32.14% of the graduates who responded the

relationship better. Only few responses (i.e 5.36%) are on good which indicates that the teacher students' relationship of the student is good.

Table 11 Education Delivery Efficiency

Education Delivery Efficiency		Frequency	Percent
Valid	Fair	1	1.8
	Good	9	16.1
	Better	21	37.5
	Excellent	25	44.6
	Total	56	100.0

Source: Tracer Study Questionnaire 2018

Table No. 11 shows the efficiency of the education delivered. Regarding the issue, two third of the total respondents (i.e 82.1%) perceived the education delivery efficiency better or excellent. No respondents marked the education delivery efficiency poor. Only one respondent responded it fair.

This indicates that the graduates of this institution are satisfied with the education delivery efficiency.

2.5 Issues Related to Facilities such as Library, Laboratory, Canteen, Sports Facilities, Urinals etc

Table 12 Library Facility

Library Facility		Frequency	Percent
Valid	Fair	2	3.6
	Average	2	3.6
	Good	16	28.6
	Better	16	28.6
	Excellent	20	35.7
	Total	56	100.0

Source: Tracer Study Questionnaire 2018

Table No. 12 shows the graduates' responses regarding library facility of the institution. In this issue, 52 respondents marked the library facility good and above which reveals that the

library facility of the institution is satisfactory. Out of 56 graduates, only 4 of them have responded that the library facility is fair or average.

Figure 8 Library Facility
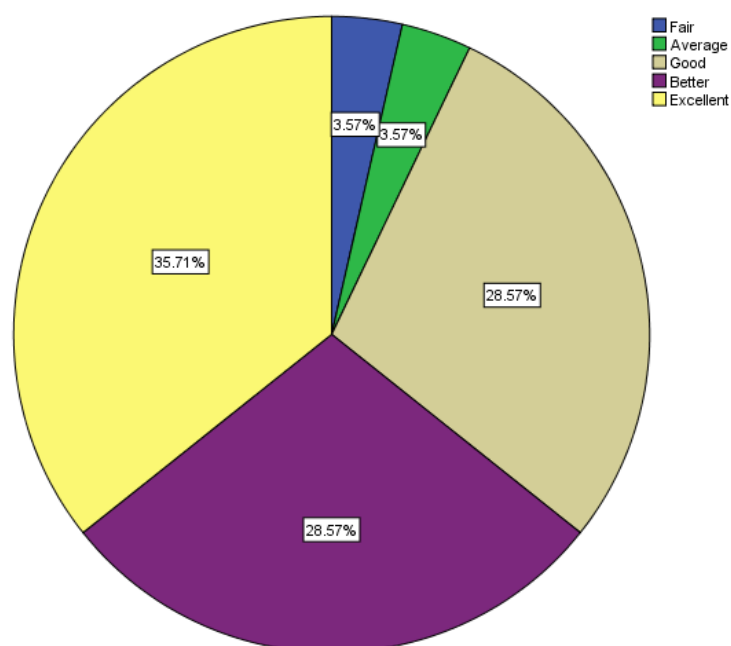
Source: Tracer Study Questionnaire 2018

Figure No. 8 shows that more than one third i.e 35.71% of the respondents marked the library facility excellent. Further, 64.28% of the responded marked the library facility good or better. It indicates that the library facility offered by the institution is satisfactory.

Table 13 Lab Facility

	Lab Facility	Frequency	Percent
Valid	Poor	10	17.9
	Fair	5	8.9
	Average	11	19.6
	Good	13	23.2
	Better	15	26.8
	Excellent	2	3.6
	Total	56	100.0

Source: Tracer Study Questionnaire 2018

Table No. 13 presents the lab facility offered by the institution. It presents large number of respondents i.e 26 graduates out of 56 marked that the lab facility was average or below average. Only 2 respondents remarked that the lab facility was excellent.

Figure 9 Lab Facility
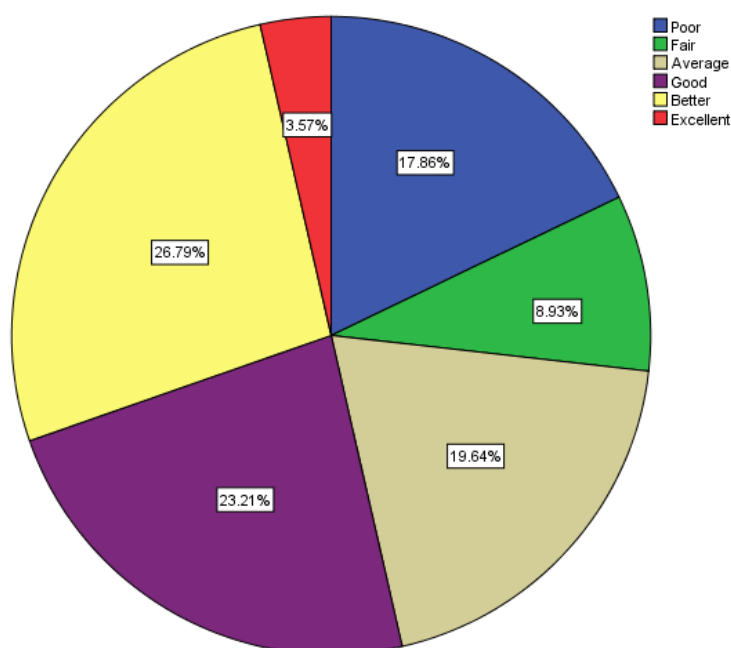
Source: Tracer Study Questionnaire 2018

Figure No. 9 shows the responses of the graduates regarding the issue lab facility. It reveals that 30.36% of the total resources indicate the lab facility average or below average. Further, the figure indicates that only 3.57% of the total respondents marked the lab facility excellent. The data shows that the lab facility has to be enhanced further.

Table 14 Canteen and Urinals Facility

Canteen and Urinal Facility		Frequency	Percent
Valid	Poor	3	5.4
	Fair	1	1.8
	Average	2	3.6
	Good	15	26.8
	Better	26	46.4
	Excellent	9	16.1
	Total	56	100.0

Source: Tracer Study Questionnaire 2018

Table No. 14 shows the responses of the graduates regarding the issue canteen and urinal facility. Out of the 56 graduates only 9 respondents i.e 16.1% marked that the canteen and urinal facility was excellent. Further, 10.8% respondents marked that the canteen and urinals facility average or below average. It reveals that the issue regarding canteen and urinal facility has to be address to address the graduates' concern.

Table 15 Sports Facility

Sports Facility		Frequency	Percent
Valid	Poor	3	5.4
	Fair	4	7.1
	Average	12	21.4
	Good	19	33.9
	Better	15	26.8
	Excellent	3	5.4
	Total	56	100.0

Source: Tracer Study Questionnaire 2018

Table No. 15 shows the responses regarding sports facility offered by the institution. It shows that only 3 graduates i.e 5.4% have responded that the sports facility offered was excellent. Out of 56 graduates, 33.9% graduates have responded that the sports facility was average or below average.

The data reveals that the sports facility has to be enhanced.

3. MAJOR FINDINGS

3.1 Employment and Further Study Status of the Graduates

Regarding the issue of employment and further study status of the graduates, out of 56 graduates 57.1% (i.e. 32) graduates are employed and 26.8% (i.e. 15) are pursuing further study. Among the employed graduates (i.e. 32), 25% graduates are pursuing their further study whereas among unemployed 29.16% students are pursuing their further study. Out of 32 employed graduates, 87.5% of the graduates have service in an organization and only 12.5% graduates are self employed. It shows that majority of the graduates are employed but the number of graduates pursuing further education among employed is less.

In the issue regarding the employment status, out of 56 graduates, the number of graduates employed in service related organization and self-employed are 28 and 4 respectively. The percent of employed graduates in B.Ed., BA, BBS, MBS is 53.84, 58.82, 58.33 and 50 respectively. Most of the graduates of Bachelor Level program have the service in an organization and the employment status is highest in BBS program. The lowest percent of employment statues is in MBS among the programs offered by the campus. In aggregate, 57.40% graduates are employed among the total graduates of the Bachelor level programs. It shows that the employment status of the graduates in each program is just satisfactory.

3.2 Issues Related to the Quality and Relevance of Programs

For the assessment of the issues related to quality and major strengths and weaknesses of the institutional programs, responses were observed in 6 point scale, 0 to 5, where 0 indicates poor and 5 indicates excellent. Mean value of the response of the students' response indicates that all the issues except Lab Facility and Sports Facility are perceived more than average. The issues Teacher Student Relationship was perceived the best with the mean value 4.57. The issues Teaching Learning Environment and Quality of Education Delivered also have the mean value more than 4 which indicate that the total teaching learning activities along with the learning environment is excellent. The Teaching Learning Environment and Teacher Student Relationship are found to be excellent as the median value of response of student is

5, which indicates that majority of the students marked this issue excellent. However, the two issues Lab Facility and Sports Facility are perceived poor by the students as their response indicate that the mean value is below 3 (i.e. average) and median value is just 3 of both the issues. The other issues related to quality and relevance of the programs: Relevance of the Program, Extra Curricular Activities, Problem Solving Abilities, Work Placement / Attachment / Internship, teaching learning environment, Canteen and Urinal facility are found to be satisfactory.

It shows that the Lab and Sports Facility of the campus require further enhancement to meet the students' requirements and more focus should be given to work Placement, attachment and internship issues.

Similarly, regarding the relevance of the program, 55.3% of the responses indicate that the relevance of the program is better and excellent whereupon only 10.7% of the responses indicate that the relevance of the program is average and below average. Out of 56 graduates 20 graduates responded that the relevance of the program is excellent and only 2 graduates responded the relevance of the program poor. Out of the total respondents, 89.2% s graduates responded that the relevance of the program is above average. It shows that the relevance of the program as per the response of the graduates is better.

Furthermore, regarding the issue of problem solving ability of the program, it shows that out 56 graduates, 39 respondents marked the problem solving ability of the program as better and excellent. Only 6 graduates out of the total respondents opined that the problem solving ability of the program as average or below average. In aggregate, 89.3 % respondents perceived the problem solving ability above average.

It shows that majority of the graduates regard the problem solving ability of the program as better or excellent.

3.3 Programs' Contribution to Graduates' Professional and Personal Development

Altogether 60 students graduated in the year 2018 in Bachelor and Master level. Among them, only 56 students participated in the tracer study. 4 other students were in the foreign country. Out of the 56 graduates, 76.8% i.e 43 were female and rest were male. It reveals that the number of female graduates in the year 2018 is excessively higher than that of the males.

Further, while analyzing the gender of graduates in different program it was found that out of 56 graduates, 43 graduates were female. All the graduates in MBS are female. Among the programs offered in the bachelor program, all the programs have majority of female graduates. The highest number of male graduated in BBS program i.e 9 and the highest number of female graduated in BBS and BA program i.e 15 in each program.

The figure shows that the number of female graduates exceeds the number of male graduates in each program.

In the issue of caste and ethnicity, the highest percent of graduates belonged to Brahmin i.e 44.6% where as the lowest percent of graduates belonged to Pahari i.e 3.6%. It also shows that in B.Ed. program the highest percent of graduates belonged to Tamang where upon the pahari graduates is nil. Likewise, in BA program the highest percent of graduates belonged to Bhramin which equals to 41.2 and the lowest percent of graduates belonged to Chhetri and Pahhari. Similarly, in BBS program, 50% graduates belonged to Brahmin and the Pahari graduates is nil. In MBBS program, the graduates belonged to Brahmin and Newar in equal number. There is no graduate belonging to Dalit. Among the total graduates, Brahmin and Chhetri collectively cover 55.7% whereas Pahari cover only 3.6%.

While analyzing the demographic composition of the graduates in each program, it was found that the composition of Brahmin is higher in each program except in B.Ed. program in which the number of Tamang graduates is highest among all. There is significant representation of Tamang in B.Ed., BA and BBS programs. There is no representation of dalit in any program.

3.4 Issues related to Teaching / Learning, Teacher / Student Relationship and Education Delivery Efficiency

Basing on the data obtained from the survey study, the teaching learning environment of the institution was found to be excellent. The majority of the graduates i.e 51.8% of the total graduates responded the teaching learning environment of the institution excellent which is followed by better remarks which holds 32.1%. Only 1.8% graduates responded that the teaching learning environment of the institution is average upon which there is no response at all with poor or fair indication.

In regards to the issue of teacher student relationship, it was found that the teacher student relationship was found to be excellent. Out of 56 respondents 53 graduates have responded better or excellent. Only 3 graduates have responded good. There is no graduate who have responded the relation average or below. In this regards, 62.50% of the graduates responded the relationship excellent followed by 32.14% of the graduates who responded the relationship better. Only few responses (i.e 5.36%) are on good which indicates that the teacher students' relationship of the student is good.

Similarly, in regards to education delivery efficiency, it was found that the two third of the total respondents (i.e 82.1%) perceived the education delivery efficiency better or excellent. No respondents marked the education delivery efficiency poor. Only one respondent responded it fair.

3.5 Issues Related to Facilities such as Library, Laboratory, Canteen, Sports Facilities, Urinals etc

Regarding the issue of library facility, it was found that 52 respondents marked the library facility good and above which reveals that the library facility of the institution is satisfactory. Out of 56 graduates, only 4 of them have responded that the library facility is fair or average. More than one third i.e 35.71% of the respondents marked the library facility excellent. Further, 64.28% of the responded marked the library facility good or better. It indicates that the library facility offered by the institution is satisfactory.

Graduates' view on the lab facility offered by the institution was not found satisfactory. It indicates that the large number of respondents i.e 26 graduates out of 56 marked the lab facility average or below average. Only 2 respondents remarked that the lab facility was excellent.

Out of the 56 graduates, only 9 respondents i.e 16.1% marked that the canteen and urinal facility was excellent. Further, 10.8% respondents marked that the canteen and urinals facility average or below average. It reveals that the issue regarding canteen and urinal facility has to be address to address the graduates' concern.

The responses regarding sports facility offered by the institution, shows that only 3 graduates i.e 5.4% have responded that the sports facility offered was excellent. Out of 56 graduates, 33.9% graduates have responded that the sports facility was average or below average which indicates that the institution has to enhance sports facility.

4. IMPLICATIONS TO INSTITUTIONAL REFORM

After completion of the tracer study along with the data obtained from the responses of the graduates, we have obtained various suggestions and expectations from the graduates. Though JBC has been striving for delivering quality education, the study indicates that the campus still has some areas where it can make further reforms to provide better services to the students. The study provides some ways and needs for reforms/improvements in the issues like lab facility, sports facility and canteen/urinals.

The study shows that most of the graduates have completed their degree from the discipline of management and humanities and the number of graduates in Education is very less. Further, the number of graduates in MBS program is very less which indicates that the institution has to give emphasis in the enrollment of the students in it. Therefore, necessary institutional reforms should be initiated to attract more students in B.Ed and MBS program.

The ethnicity/caste –wise composition of graduates does not seem inclusive as very few percent respondents are found from 'lower caste' and indigenous communities. There was no representation from dalit community. In this context, the institution needs to initiate appropriate policies necessary to attract students from such communities.

Many graduates have offered suggestions to start other programs at Master level except from current existing program MBS. Some graduates have suggested conduct more extracurricular activities, use of audio/visual and practical based activities. Regarding these suggestions, the campus has to make some improvements at present equipping many of its classrooms with projectors and teachers have already started using PowerPoint presentation while teaching. Some other graduates have suggested to enhance lab and sports facilities. Regarding this, the campus has to make some plans to enhance both the computer lab and mass communication lab.

Some important suggestions are on Research based teaching; Job oriented Trainings, Internship and Placement activities. In regard to this, the campus has decided to make the Research Management Cell (RMC) more efficient. The campus has to allocate budget for research activities through RMC. The campus is in the process of developing non-credit courses to enhance the students' skills to meet the demand of the job market. Further,

Employment Support Cell (ESC) has to make annual plan to extend its activities focusing on internship support and placement activities.

Some graduates have suggested for classroom and teacher management. The campus has been improving its infrastructural facilities along with classrooms set up enhancing the facilities. It has also finalized its Master Plan.

5. CONCLUSION AND RECOMMENDATIONS

5.1 Conclusion

The survey has provided Jana Bhawana Campus some specific indications regarding various issues like personal and professional development, teaching learning environment, facilities offered by the campus etc. The findings of the study show that JBC's academic activities have been directed towards its broader goals for contributing towards producing globally competent human resources. The perception of the students expressed in their responses with positive response of the graduates on issues related to quality and relevance of the programs, teaching learning environment and quality of education delivered show that the campus has been successful in contributing the students not only to for their professional enhancement but also towards a better educational environment. However, the study also pinpoints the need for the further enhancement in various areas like: extra curricular activities, sports activities, lab facilities etc.

The study even shows that all the programs i.e BA/BSW, BBS, BCA, MBS launched are not equally successful in terms of students enrollment and graduating students in significant number. It also indicates that the campus has to launch more demanding programs to attract the students. Some important suggestions are on Research based teaching; Job Oriented Trainings, Internship and Job Placement activities. The analysis of the data shows that the campus has to enhance its lab, sports and canteen facilities.

5.2 Recommendations:

- ➢ Tracer Studies should be carried out regularly to know the status and performance of graduates.
- ➢ Launch Masters level in Humanities and Education.
- ➢ Launch technical programs to grow the attraction of the students.
- ➢ Give more emphasis on sports and extra-curricular activities.
- ➢ Enhance RMC and research activities.
- ➢ Improve canteen/urinal and drinking water facility.
- ➢ Initiate appropriate policies necessary to attract students from minorities/indigenous communities.

- Develop non-credit courses, emphasize internship and job placement programs.
- Emphasis should be given to grow Education programs.
- Attention should be paid for the infrastructural development.