

ACKNOWLEDGEMENT

The concern for the Development of this report is about ex-students Graduates from this institution and their current status. The study was sponsored by University Grant Commission (UGC) Nepal. The specific batch taken was of year 2018. Kapilvastu Multiple Campus (KMC) with its own resources and manpower conducted the study. This study is the third work of its kind in KMC, trying to highlight the main challenges and issues of the institutions in higher education. It provides a snapshot of the past students take both before and after graduation, highlighting the hurdles encountered in a quest to assist stakeholders in the decision making process. We would like to thank all those participants who contributed in this project by filling out the questionnaire and helping us to collect the data in time. Without their support, it would not have been possible for us to understand the difficulties they encounter and identify areas for improvement.

We are also thankful for the support and Co-ordination to Campus Management Committee (CMC) of this Campus. Many thanks to the Tracer Study Team members for their tireless effort and dedication. To make this tracer study meaningful within the given deadline. At last but not least we are thankful to the all staff of the campus for their hard work in pulling out the data and helping for the analysis.



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EXECUTIVE SUMMARY

KMC is the first community based campus ever run by the community people in whole western region of Nepal. Kapilvastu Multiple Campus being know as one of the oldest community campus of this nation, has been involved in higher education since 2037 Bikram Sammbat (BS.) Campus has produced several graduates in different disciplines and levels.

This tracer study was conducted for the year 2018 to assess employment status of Kapilvastu Multiple Campus graduates, types of job performed by them. Similarly to know whether graduates are employed based on competencies and skills or not?

To conduct this study the tracer team collected the data of students graduated in year 2018 from this campus of different faculties. The task team adapted the questioner method to collect the related data from students. The graduates were provided pre developed structured questioner through direct and indirect media.

The graduation details of this campus are presented from different point of views. According to the data that we collected through various techniques, most of the graduates are employed in local surroundings. Among them most graduates are from the local community. The employment rate in the private sector seems greater than in the government-funded organizations. The graduates that passed out from the campus are 24 in total, out of which 13 are from the faculty of Management, and 11 from the faculty of Education.

At a glance, in total number graduates 20 students are from local community and 4 or from other community, this also implies that the admission ratio of local community is at growing side in higher education. From the local community also the number of Educationally Disadvantage Janjati (EDJ) and Dalit are at higher side, which shows that institution is able to go at the marginalized group. The students graduated from management faculty are seems to be more interested towards the public sector and Government (Govt.) sector but some of them are still unemployed. Similarly the students graduated from education faculty are found to be placed at government sector more than public sector, which shows that students are more attracted towards the governmental job.



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From the filled by graduates with their views and suggestion has focused on some crucial points that has to be addressed by institution as soon as possible. From the response of the graduates the relevance of the programs to professional requirement of their job, extracurricular activities, the skill generated during the study, quality of education delivered and the teaching learning environment with teacher student relation are ranked at positive side. Whereas the work placement, lab & sport facility and the condition of canteen & urinal are at lower side which need to be improved by the campus.

By this study the campus is suggested to take some recommendation like focus for the improvement of infrastructure, further study and training for the campus teachers and to find out different ways to increases the level of skills in students for the quick and better placement of the graduates.

Mainly, this paper is one of the series of working papers produced by KMC participants. It covers various importance aspects of education, such as quality and efficiency, linkages between education and employment, cost and financing etc. This paper addresses itself to all professional staff in the educational sector, as well as to interested researchers.



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ABBREVIATIONS

KMC	Kapilvastu Multiple Campus
UGC	University Grants Commission
NGOS	Non-Government Organization
INGOS	International Non-Government Organization
BS	Bikram Sammat
B.Ed.	Bachelor of Education
M.Ed	Master's of Education
BBS	Bachelor of Business Studies
MBS	Masters of Business Studies
BA	Bachelor of Art
CMC	Campus Management Committee
AD	Anno Domini
Govt	Government
Ph.D	Doctors of Philosophy
M.Phil	Master of Philosophy
EDJ	Educationally Disadvantages Janajati
EMIS	Education Management Information System



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CHAPTER 1

1. Introduction

It has been more than three decades (39 years) that the campus was established. As a nonprofit oriented public educational institution, the main mission of this campus is to provide quality education in affordable cost to the rural community.

Kapilvastu Multiple Campus (KMC), aptly described as the "Kapilvastu Campus," is today a multiple campus that combines the finest attributes of a Public educational institution with a deep commitment to public service, stemming from its history as a land grant institution. The academic strengths of the campus is grounded in a wide range of outstanding academic excellence and a position of distinction in its own field.

Pleased and proud are we now, as KMC has shown its educational supremacy with an acclaimed popularity in the whole arena of western Nepal. More over this, people's new perspectives towards KMC and its educational standards by. A huge enrollment of student from insides and outsides of the district, a recreational and inspirational views displayed by the concerned groups have been a milestone for the college to achieve a quantum leap in the paramount progress ahead.

This study has been completed for the year 2018. In the year 2018 there were altogether 347 students in different level of programs and from different faculties. Among them 26 students graduated from KMC. The campus tried its best to trace the students graduated from KMC in that year. The programs offered by campus in bachelors are Bachelor of Education (B.Ed.), Bachelor of Business Studies (BBS), Bachelor of Arts (B.A) and similarly in Master's are Master's of Education (M.Ed.), Master's of Business Studies (MBS). From all these programs all together 24 graduates have completed their study. Since this study is only limited for the year 2018, we had only focus on the graduates in that year. During the study 24 students has responded with their details and views about the campus. The graduate was traced by different media and channels. The tracer team provided the pre developed questioner to collect the relevant necessary data for the report.

The graduates by the questioner provided their personal, educational and employment related information. They also suggested about the problems and lacking of the institution. By the questioner graduates has also ratted the campus in different parameters. By this study campus



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is hopeful to get valuable information for the further development of the institution and to develop effective ways of preparing more responsive graduates for the society. It will also help to estimate the proportion of graduates who are in employment and the level of job satisfaction.

1.1 Background /Rationale

The Graduate Tracer Study is developed and administered by the KMC for Institutional Effectiveness to track graduates' progress in employment, further study, entrepreneurship and civic involvement after graduation. The study also seeks to evaluate the general impact of KMC's programs on graduates' competencies in several key areas and assess their view of the overall quality of this campus services during their period of study. Findings from this study provide invaluable information on graduates' current professional and academic activities and career paths and can be used to support university-wide improvement and planning initiatives for the delivery of current and future programs and services.

1.2 The main objective

The main aim of this study is to assess employment status of the KMC graduates and gain an in depth understanding of the relevance of KMC academic courses in relation to current market requirements. In addition, the objectives of this program are to help improving KMC education system, so that it can make contribution more effectively to the social and economic development of surroundings.

1.3 Specific Objectives

To know about Teaching learning environment and outcome.

To explore about efficiency of facilities provided by KMC.

To inform students, parents, lecturers and administrators.

To evaluate whether or not the graduates practicing/or employed based on the skills, knowledge and competences that they acquired at KMC.

To estimate the proportion of graduates who are in employment and the level of unemployment and job satisfaction among them.

To know about the graduation trends of students.

1.4 Institutional Arrangement to conduct the study



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The campus administration has formed a taskforce of three members of this campus on 2076/07/08 to conduct the tracer study. The team collected the data from the graduates by making them fill up the form developed previously or sending them through mail and getting them back.

1.5 Graduates batch taken for the study:

The graduate batch taken for the study is the students who graduated themselves in the years 2018 from KMC in Management (BBS, MBS), Education (Bed, Med) and Humanities (B.A). There were altogether 26 students who have graduated from the campus among which we were able to contact 24 students only. Rest of them had not taken transcript from the university till that day. The study was conducted among all 24 transcript holder graduates.

1.6 Data Collection- Instrument and Approach

For the collection of data, total numbers of students were surveyed since the numbers of graduates were very low. So that there was no need for the further sampling in the graduate batch of 2018. The graduates of KMC of the three faculties of 2018 AD were provided with the forms along with the questionnaires according to the guidelines of UGC. A taskforce consisting of 3 members was formed for the collection of data by the unanimous decision of the Campus Management Committee (CMC). This taskforce of 3 members sent the forms along with the questionnaires to fill up to the graduates either through mail by hand within the time frame of 15 days. After the completion of filling the forms by the task force, the data are calculated and analyzed to prepare the report of the tracer study by the team.

1.7 Scope and limitation of the study

As we know, according to the norms and conditions of UGC this study is limited only graduates of this campus and the students graduated themselves from KMC in management, Education and Humanities Stream in 2018AD and their present situation, what actually they are doing in the society. So the study is limited for only one Academic year.



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CHAPTER 2

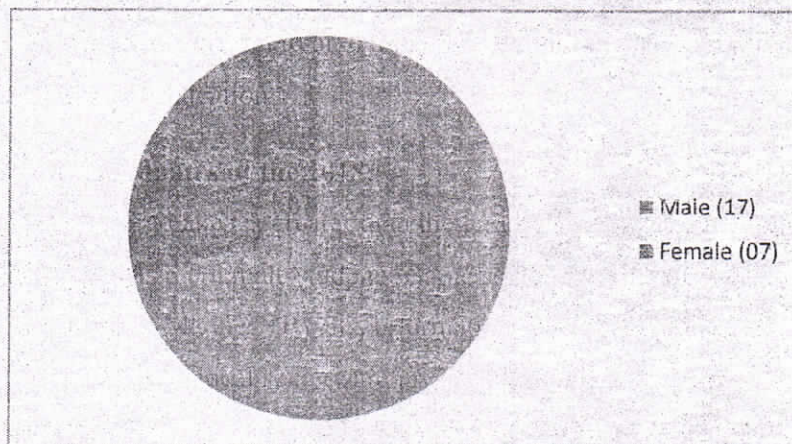
DATA ANALYSIS AND PRESENTATION

The graduation details of this campus are presented from different point of views. According to the data, what we collected through various techniques, most of the graduates are employed in local surroundings. Among them most graduates are from the local community. The employment rate in the Government sector seems greater than in the other organizations. The graduates that passed out from the campus are 24 in total, out of which 13 are from the faculty of Management, and 11 from the faculty of Education.

2.1 Gender-wise Graduates of the 2018:

The number of the male graduates is greater than the female ones. Out of the total, 70.84% are the male and rest 29.16% is the female students. Same as, out of total number of graduates, 20 are Madhesi and 4 are Non-Madhesi. By this information we can conclude that nowadays, majority group of people from local society are involved in higher education. So KMC has proved to be more responsible to enhance the betterment of this society. The following pie chart demonstrates it as follows:

Figure: 1 Gender-wise Graduate of the 2018



Source: Campus Students Record



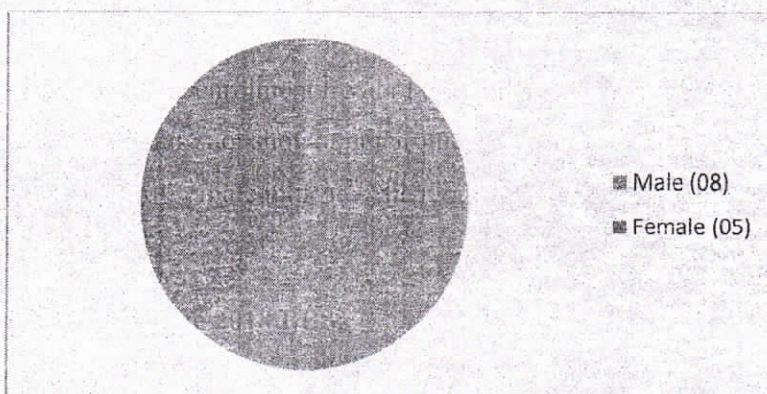
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This figure also reveals that the enrolment trend of KMC is more dependent on local community. The students of other district are not showing their interest in pursuing their study in KMC. The low rate of pass percentage of female indicates the regular drop out of female students in KMC.

2.2 Male and Female Graduate 2018 BBS.

The trend of graduation in BBS shows that in all graduates from KMC in year 2018, the percentage of male students is at higher side than female students. It can be also noticed from the following pie chart.

Figure: 2 Male and Female Graduate 2018 BBS.



Source: Campus Students Record

The above figure shows that the attraction of management study is equal among both male and female students.

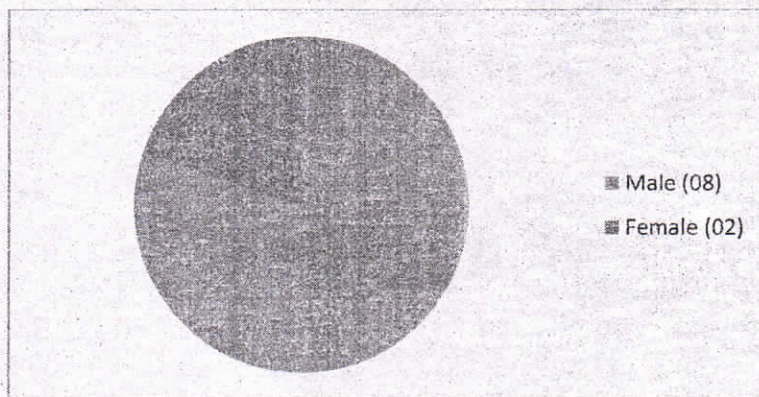
2.3 Male and Female Graduate 2018 B.Ed.

The number of the male graduates is higher than the female ones which show that the male are more successful to the faculty of Education than female at this college. The following pie chart justifies the same.



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Figure: 3 Male and Female Graduate 2018 B.Ed.



Source: Campus Students Record

Due to irregular classes of female because of their family burden has pulled the passing percentage of females in education sector.

The below mentioned table shows the number of the graduates on gender basis. According to the above Pie-chart there were 13 commerce graduates in 2018 among which 8 male and 5 female graduated from this campus. Likewise, there were 10 graduates from the faculty of Education (B.Ed.) from this college among which, there were 8 male and 2 female. Further there are 1 male students graduated in the same year in M.Ed. program.

Table: 1 Male and Female Graduate 2018

Programs	Male	Female	Total
BBS	8	5	13
B. Ed	8	2	10
BA	-	-	-
MBS	-	-	-
M.Ed.	1	-	1
Total	17	7	24

Source: Tracer Study Questionnaires 2018

The above table indicates that the graduation rate of KMC is below the national average, which is a serious matter to look after for the authorities.

2.4 Caste wise distribution of graduation



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Students Passed Out from KMC is diversified in the sense of their Cast Group. Mainly EDJ and Dalit Marginalized Groups are the main Source of Student in this region. Hence the pass rate is also seen at higher side.

Table 2 Caste wise distribution of graduation

Program	Dalit	EDJ	Others	Total
BBS	1	6	6	13
B.ED	1	4	5	10
BA	-	-	-	-
M.ED	-	-	1	1
MBS	-	-	-	-

Source: Tracer Study Questionnaires 2018

Because of its geographical location the institution has been able to serve the marginalized groups specially EDJ which are in the priority list of government policies also.

2.5 Graduation on the basis of community and gender

The Passed Students as per their Basis of Community and Gender are as follows:

Table 3 Graduation on the basis of community and gender

Program	Madhesi	Non-Madhesi	Male	Female	Total Student
BBS	13	-	8	5	13
B.ED	7	3	8	2	10
BA	-	-	-	-	-
M.ED	-	1	1	-	1
MBS	-	-	-	-	-

Source: Tracer Study Questionnaires 2018

It demonstrates that the number of the female in management graduation was higher than that of the male. Whereas, in Education the number of the male graduates are higher than female.

2.6 Employment and Further Study status of the Graduates



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In the whole number of students taking graduation from this campus in year 2018 nearly 59 percent are employed whether that be Governmental / Non-Governmental / private and public sectors. Among the graduates who are employed, many of them had started their job after the completion of the graduation. only 4 of them were already placed.

Table: 4 Employment and Further Study status of the Graduates

Programs	Private	Public	NGO	Govt.	Others	Self	Unemployed	Further Study	Total
BBS		6	1				3	3	13
B.Ed.				6			2	2	10
BA									
M.Ed.				1					1
MBS									
Total		6	1	7			5	5	24

Source: Tracer Study Questionnaires 2018

The table shows the employment status of the graduates of this campus in year 2018. It demonstrates that No students from BBS are employed in this batch at private sector, six are involved in public sector and 1 in NGO respectively 03 of the graduates has remained unemployed. So far as the graduates from the Education faculty are concerned, 6 of the graduates are institutionally employed where, no one are involved in private sectors, 6 are pursuing their carrier in Government sector and remaining 2 are unemployed. Beside these graduates of year 2018 one from M.Ed. is involve in Government job.

2.7 Job Satisfaction Status of the Graduates

It is the tendency; most of the graduates of this campus are involved in Government sector and then only in Public offices by the help of Public Service Commission and some are involved in NGO sector. The below mentioned Table shows the degree of the satisfaction in the employed graduates of 2018 batch. Out of all 2 of the employees are shown to be very much satisfied with their jobs. Similarly, 8 of the employees are much satisfied with their jobs. Likewise, 4 of the graduates are just a little satisfied with their jobs.

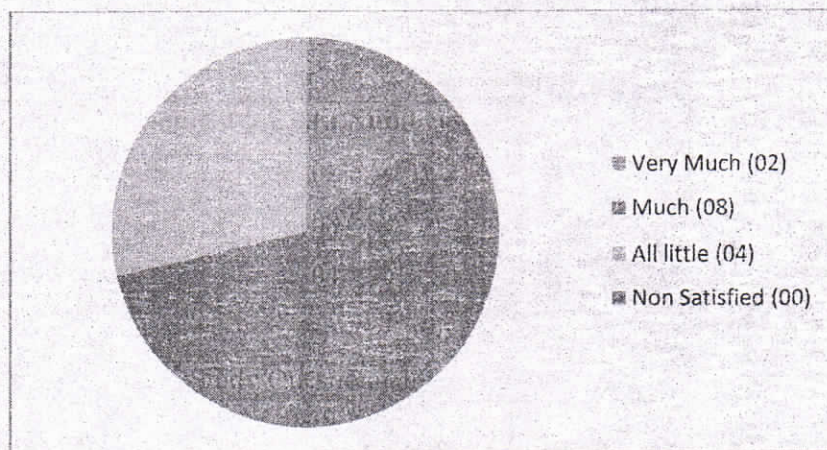
Table: 5 Job Satisfaction Status of the Graduates



Job Satisfaction	In Numbers	In Percentage
Very Much	02	14.29%
Much	08	57.14%
All little	04	28.57%
Non Satisfied	-	0%

Source: Tracer Study Questionnaires 2018

Figure: 4 Job Satisfaction Status of the Graduates



In this way, the diagram shows that most of the employees are much satisfied with their jobs only 28.57 percent a little satisfied with their job. No one is dissatisfied with their job.

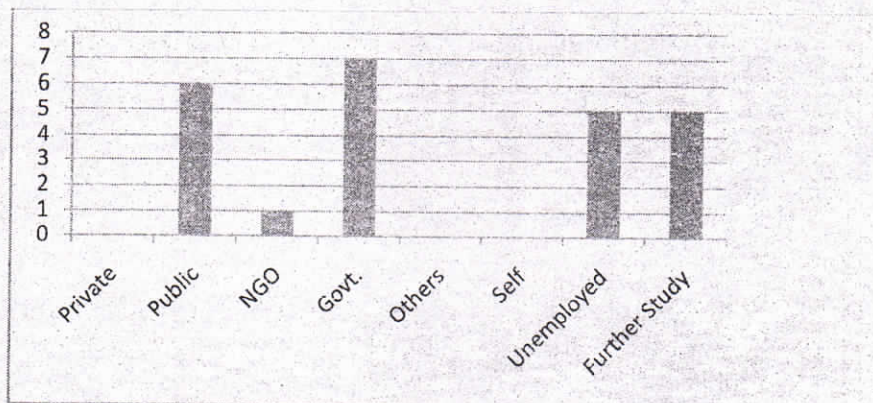
2.8 Involvement Sector of the Graduates

The bar diagram shows the sector of the graduates involvement in regard of their employment. According to the diagram, No one of them are involved in private organizations, whereas 06 of them are in Public sector, 7 of the graduates are involved in the government sector, 1 graduate is involved in NGOS. Five Graduates has gone for further study, in which some are pursuing their study in KMC.

Figure: 5 Involvement Sector of the Graduates



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Source: Tracer Study Questionnaires 2018

While we observed the entire situation regarding employment of students graduated in year 2018 as a whole, the graduates from this campus are less inclined towards Private sector and NGO/INGO, Self Business.

2.9 Issues Related to Facilities

Many Students who have passed from KMC has offered their own private views about the different Parameters as requested in Questionnaires. As per the Data Collected from the Graduates, we can conclude that data as Follows.

Table: 6 Issues Related to Facilities



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SN	Particulars	Number of Respondent with their View					
		0	1	2	3	4	5
1	Relevance of the program to your professional (job) requirements	-	-	2	16	5	1
2	Extracurricular activities	-	-	7	13	4	-
3	Problem solving ability	-	-	9	9	6	-
4	Work placement / attachment / internship	-	1	14	6	3	-
5	Teaching / Learning environment	-	-	2	16	6	-
6	Quality of education delivered	-	-	-	18	6	-
7	Teacher Student relationship	-	-	1	12	11	-
8	Library facility	-	1	9	13	1	-
9	Lab facility	-	10	13	1	-	-
10	Sports facility	-	6	16	2	-	-
11	Canteen / Urinals etc	-	17	7	-	-	-
	Total	00	35	80	106	42	01

Source: Tracer Study Questionnaires 2018

The above table shows some serious data's, which are very much needful for the reform process of the campus. Among the total rating done by graduate the aggregate deviational gap of marking is at higher side in the range Two and Three, which shows a satisfactory situation in teaching learning environment, quality of education delivered and the teacher student relation part. But in some indicators like canteen urinal the institutional will have to think seriously.



CHAPTER-3

MAJOR FINDING OF THE STUDY

3. Major Findings

The study of the graduates of 2018 A.D. has numbers of findings. They are categorized under the following headings as far as possible.

3.1 Employment and further study status of graduates

From the very beginning, many pupils of this campus are employed in various sectors. As we know, out of our product some of them are outstanding in relation to national and international wings. No one can underestimate its contribution in this surrounding. Even though there are some up and downs of its performance. Now-a-days after completing this graduation analysis, the following facts are discovered.

- Almost 59 percent of the graduates from this institution are involved in different sectors.
- The numbers of employed graduates are Equal from Education faculty and Management faculty.
- It is found that five of the graduates are pursuing further study.
- The programs taken by the Graduates supports them in their job fields.
- Due to lack of job placement in the market, some graduates find difficulty to be placed.
- Due to lack of technical know-how, they are facing difficulty to get appropriate jobs.
- Extra training is necessary for graduates to access jobs.

3.2 Issues related to the quality and relevance of the programs characteristics, expectations, and aspirations of graduates.

- Those graduates who are involved in financial institution are much more satisfied than Who are engaging in NGOS. Graduates are still not been able to find the job as per their skills and qualification.
- Having getting full-time job, even though they also want to change their jobs because of low earning and lack of facilities.
- Part time employees seek full-time jobs with handsome salaries.



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- Almost all graduates (whether they are in full or part-time private jobs) preferred Governmental jobs.
- Many graduates have suggested this institution to bring Technical and Applied subjects This may help the graduates to get jobs easily.

3.3 Issues related to the employment experience of graduates

- Some of the graduates are found in jobs while or before they involve in their study.
- Those graduates who have the jobs related to their own chosen programs, they have only little problems with their jobs. But those graduates who have jobs not related to their chosen programs, they stated problems and they need extra trainings for the jobs.
- Most of the employees are found in their jobs after completion of their programs.
- Highest number of graduated who are in public jobs are dissatisfied with their compensation.

3.4 Issues related to the quality and relevance of programs.

- Graduates have indicated to manage Doctor of Philosophy (Ph.D.) and Mater's of Philosophy (M.Phill.) Teachers to bring quality in teaching-learning activities.
- Graduates have also indicated the importance of well-equipped infra-structure for the campus.
- The graduates have indicated importance of additional new subject to enable them to achieve jobs easily in job Market.
- They have indicated to manage other sectors of KMC, such as library, classroom equipments etc.
- They have also indicated the necessity of addition of those subjects which are helpful to enhance their skills and other local occupation mainly technical, and latest trends of education including yoga meditation etc.,
- The graduates have also indicated to utilize modern technology in classroom teaching.

3.5 Education and their programs contribution to graduates' personal development

There is similarly percentage of employed graduates in education and management 50%, in management is 50%. The main reason for the lower employment is because of lower passing rate. Though they are not been able to place them self, graduates admit that programs has given then a good level of skills such as problem solving ability.

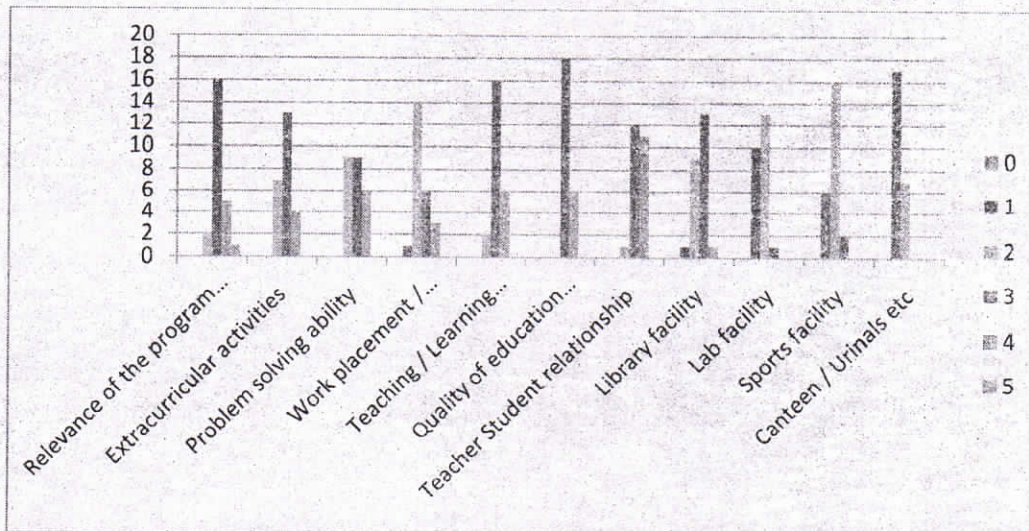


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3.6 Analysis of Issues Related to Facilities

From the Analysis of the Data Collected in Chapter 2.9, we can summaries it as follows. With the total number of 24 Graduates and their personal view, they have assigned different score sheet to all Parameters indicated in Questionnaire. With the total result we can see that Teacher Student Relation, Relevance to Program and Library Facility of the KMC is expressed well by KMC Graduates. Some Aspects like Sports Facility, Canteen/Urinals, Lab Facility and work placement/ attachment/ Internship need to be more effective and have proper focus from Administration.

Figure: 6 Analysis of Issues Related to Facilities



Source: Tracer Study Questionnaires 2018

CHAPTER 4

IMPLICATIONS TO INSTITUTIONAL REFORM

4. Implications to Institutional Reform

The findings of the study have indicated number of sectors which need immediate reformations. The findings can be implying to institutional reform in the following sectors:

- Additional Training Programs during and after the courses should be run by the



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Institution to improvement in teaching-learning process. Because the report has clearly shown a low pass rate in the institution.

- b) Management of comfortable and well-equipped class-room, healthy canteen, proper campus ground, and permanent compound wall in addition with Management of a well-equipped library with adequate text and reference books with the concept of e-library.
- c) Proper management of facilities such clean drinking water, seminar hall, decorated classrooms, auditorium hall is lacking in the institution which is clearly marked by graduates during their questioner fill up.
- d) Regularization of co - extracurricular activities/educational tours and Transformation of operational work of the campus from Manual to Digital Method.

These above mentioned points and suggestions from the Graduates will be taken in Consideration, and will be included in institution planning as well.

CHAPTER 5

CONCLUSION, RECOMMENDATIONS AND IMPLICATION

5.1 Conclusion

On the basis of the findings of the study, as the mentioned data shows major student numbers are from Madhesi, Janajati, Dalit, and marginalized group. The noticeable facts of this campus are educationally disadvantages group (EDJ) are the leading in the result and has almost beaten other in every field. Despite of this, the campus needs to bring special programs to enhance backward group.



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As per our objective of study to explore about the efficiency of facility provided by KMC, It can be concluded that KMC has to bring immediate changes including in its infrastructures like office, library, urinal, canteen and others to meet the desires of the students.

Extracurricular activities, development of infrastructure lab facility, sports facility and placement should be taken in consideration by CMC.

Similarly as the objective of the study to know about the graduation trend of the students, The Report shows that the institution is still not been able to attract female at greater number in Higher Education which is one of the drawback for this Campus. The Graduation percentage of the campus in management need to be improved which is below the average of university.

Though the Relevance program to their professional requirement is at good side, since they are able to generate some good skill during their study like problem solving ability for decision making this part has shown a satisfactory result in the objectives of the study, this also shows a positive result in the area taken for consideration of this study.

The report has been able to provide the data needed for dissemination of information among Parents and other stakeholders with diversified data and multi level of grading done by graduates about the different aspects of the institution as provided in Questionnaire.

The ratio of placement of Graduate, which was also a objective of study are still seems at lower side because nearly one third of passed students are still seems to be unemployed. Those who are employed, also not satisfied with their job due to low pay scale and different nature of job according to their field of study. The highest number of Graduates placed is in public and Govt. sector. The placement of Graduates are Nil is the sector of private and non-of them are seen self employed. It also needs the attention of KMC.

Similarly after their Graduation in that year no one has gone for further study. This again is an area of development for the institution who offers masters program.

5. 2 Recommendations:

Therefore, the following recommendations are forwarded to the concerned CMC authorities of Kapilvastu Multiple Campus to:



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- a) Focus should be given to manage facilities and infrastructure in the campus as pointed Out by graduates.
- b) Improvement in quality of teaching-learning process according to latest technologies is demanded by the students which should be included in study process.
- c) Improve the qualities of graduates to meet the demands of the market by Training to get jobs as per their satisfaction.
- d) Increase relationship with different organizations for work placement by producing qualitative man-power is also seems to be focused.
- e) Find out the various ways of utilizing and mobilizing local resources as much as possible to support the campus to bring its sustainability.
- f) Strong road- maps of this campus for the developmental works of the campus on desired plan.



TRACER STUDY WORK SCHEDULE

As per the e-mail received from the UGC on 2076/07/06 regarding the submission of Tracer Study. The Tracer Study Team made its Work Plan as below:

Date	Work Activity
Kartik - 15	Meeting of Tracer Study Team.
Kartik – 17 to 22	Collection of data about students graduated in year 2018 from Campus.
Kartik - 24 to 29	Questionnaires distribution and fill up through direct and indirect contacts with graduates.
Mansir – 1 to 6	Collection of Questionnaires and other related data.
Mansir – 8 to 13	Summarizing and Analysis of collected data.
Mansir – 15 to 20	Preparation of Tracer Study Report.
Mansir - 26	Submission of Tracer Report.



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