

## CHAPTER ONE: INTRODUCTION

### 1.1 Background/ Rationale

The progress of any academic institution is determined by the existing academic environment output it yields. A well functioning academic institute demands devotee faculty, sound administration and disciplined students.

Rupandehi Campus runs BBS and Bed level programs in bachelor level. The campus has also been planning to run Master's levels programs in both streams. The bachelor level programs are getting popular. To find out the status, we have observed dropout rate very seriously. Out of 165 students enrolled in the year 2074 in B.Ed. 141 students appeared in the final exam of first year, 56 in the second year 29 and 56 in the third year.

Similarly out of 150 students enrolled in the year 2074 in out of 136 students in BBS in 2074 academic year, 54 appeared in first year 28 in second year 24 in the third year and 30 in fourth year respectively. The enrolment of male students seems slightly more than the female students. The problem of brain drain has also influence in this institution.

RC must define its roles and responsibility in the society. To cope with the changing modern society this institute has also been focusing on skill based education. UGC has been regularly supporting us to run various programs like higher education reform project (HERP). RC has been providing higher education to the people of poor economic background and the students of remote village at very reasonable cost.

Under the provision of our research activities the campus has conducted tracer study as a part of HERP so that it evaluates the performance and the effectiveness of its programs. Realizing the market value and value based education, we have found the condition of our graduates in the society. It has also supported us with logical suggestions and feed backs. This tracer study was conducted with the main objective to provide UGC with information on the graduates' employment status thereby employability and efficiency of graduates. Majority of the graduates were satisfied with the RC program that they received.

The Tracer Study covered the graduates of academic year 2017 of B.Ed. and BBS programs. The total number of graduates in the selected programs in the academic year 2017 was thirty. The graduates under education got ample opportunities in different institutions, especially in private institutions. Most of the employers have the opinion that RC graduates were performing better as staffs. The employers were satisfied about the overall performance of graduates, and especially with the graduates having required individual and educational skills. It was found that the graduates are not lacking skills due to adequate opportunities.

There is a need of substantial improvement on workshop and seminar. Ample opportunity need to be provided for practice and industrial or institutional attachment. Periodic revision of the Curricula is also needed to make the program relevant, practical based to address the latest development of the market. The result of this study will be useful in academic planning and for developing short term and long term goals for the campus.

## **1.2 Objectives of the Study**

Following objectives of the tracer study have been pointed out:

- To discover social, educational, and financial background of the family of the graduates.
- To explore employment status of the graduates.
- To find out the expectations, and aspirations of the graduates that are related to their jobs from teaching and learning strategies of the campus.
- To investigate kinds of programs the graduates pursue afterwards.
- To identify the problems faced by graduates for their placement in the market.
- To find out the experience of the graduates about teaching learning process of the campus.
- To relate learning materials teaching strategies, facilities, and curriculum from graduates perspectives to strengthen their future plan.
- To find out personal and professional skill development

### **1.3 Institutional Arrangements to Conduct the Study**

In order to conduct tracer study of the graduate batch 2015, RC Campus Management Committee formed a study team consisting of the following faculties from the campus:

- |                               |                             |
|-------------------------------|-----------------------------|
| 1. Mr. Baburam Aryal          | Coordinator (Campus Chief)  |
| 2. Mr. Parthibindra Upadhayay | Member (Asst. Campus Chief) |
| 3. Mr. Balmukunda Upadhayay   | Member (HOD, Language)      |
| 4. Mr. Rangesh Wagle          | Member (HOD, Management)    |
| 5. Ms. Manju Khanal           | Member (HODEducation)       |
| 6. Mr. Basantmani Pokharel    | Member (Faculty)            |
| 7. Mr. Laxman Gyawali         | Member (Faculty)            |
| 8. Mr. Ram Prasad Baral       | Member (EMIS)               |
| 9. Mr. Sandeep Gyawali        | Member (EMIS)               |

### **1.4 Graduate Batch Taken for the Study**

RC campus management committee has decided to conduct tracer study of the batch 2017 this year as the tracer study of the batch 2016 was conducted last year. All the graduates of 2017 were taken as the main respondents for the tracer study. Altogether 5 graduates completed BBS and 24 B.Ed in the year 2017 and they were chosen for the tracer study.

### **1.5 Data Collection Tools and Procedures**

Questionnaire provided by UGC in the standard format was the main tool for the tracer study. Questionnaire were photocopied or printed and they were used as tools for data collection. Generally social media and telephone approach were used for the distribution and collection of the questionnaire. E-mail, telephone, and face book approach were used to keep in touch directly with the graduates. Personal visit approach was also applied to establish communication to the graduates who were working in remote villages of the country. With continuous effort of the task team, the sample population was traced. In order to distribute the sample population the task team was divided into eight groups each

providing clear role and responsibility. The task team tried to find out the graduates by distributing the questionnaires, and collecting them back.

### **1.6 Scope and Limitations of the Study**

The success of the programs run by the institution is directly related to its graduates and their performance in different fields. So, it is essential to establish the system of tracing its graduates. Tracer study helps the institution provide recommendations for the reform and future plan for the programs. RC is establishing tracer study of its graduates mainly to get feedback regarding the type of work, further study, and other activities they are/were involved since the completion of study from the institution. Because of time period, geography related complications; diverse ethnic groups, the scope of the study was limited as follows:

- Only 2017 batch was selected for the tracer study.
- It covers 29 graduates who have issued their graduate transcripts from the Office of the Controller of Exams in the year 2017.
- It covers current employment status and past job information of the graduates.
- It covers expectations of the graduates after choosing particular program.
- It covers the contribution of the program to the personality development of the graduates, and enhancement of knowledge, skill, and attitude of the graduates.
- It covers development of professional requirements of the graduates.
- It includes strengths and weaknesses of the institution commented by the graduates.
- It limits further study and the reasons for the additional study.

Suggestions, expectations and contributions of the graduates are collected in the tracer study report that might be beneficial for the betterment and improvement of the campus.

## CHAPTER TWO: DATA PRESENTATION AND ANALYSIS

The tracer study questionnaire designed by UGC had been the main tool of data collection. The questionnaire was distributed to the graduate batch 2017 from RC. The responses of the graduate batch 2017 have been tabulated and presented into tables and graphs of different sorts. The data have been analyzed and interpreted in this chapter.

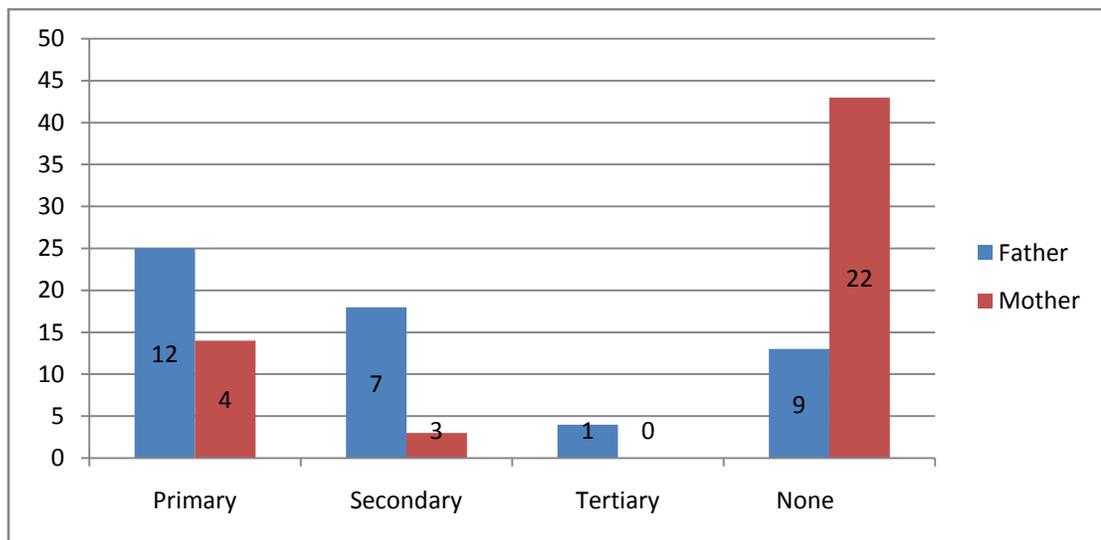
### 2.1 Subject wise Distribution of the Graduates

Graduates	Subject wise distribution of graduates					Total
	B.Ed.				BBS	
	Mathematics	Nepali	English	Health	Management	
Male	11	2	2	1	3	19
Female	0	2	2	4	2	10
EDJ	11	2	3	3	1	20
Dalit	-	-	-	-	-	-
Total : 24					Total : 5	29

Table 1: Subject wise Distribution of Graduate Batch 2017, RC survey

The table indicates that the distribution of graduates has been found to be higher in education faculty (83%), and lower in management faculty (17%). Similarly, the EDJ population has been higher in the programs (69%). The enrollment trend has been changing in the recent years; larger numbers of students are seen to be attracted to management. So, the trend of the graduate pass out distribution rate is likely to change in the upcoming years. There had been 61 graduates in total in the year 2016. The increment rate of graduates. The rate will ascend provided the quality of teaching and learning is maintained and considerably strengthened.

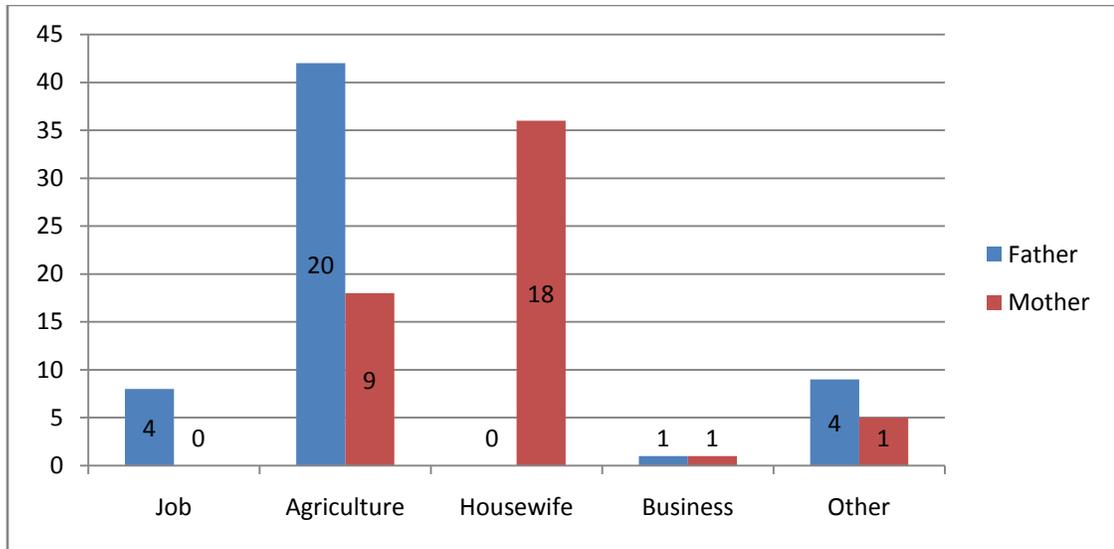
## 2.2 Graduates' Parents' Education Status



Graph 1: Graduates' Parents' Education Status of Graduate Batch 2017, RC survey

The bar graph shows that the education status of graduates' father has been found to be more educated that is around 50% than the number of mother that is around 25 percent. However, mothers' education is not highly influential in the education of the children.

## 2.3 Occupation of Graduates' Parents

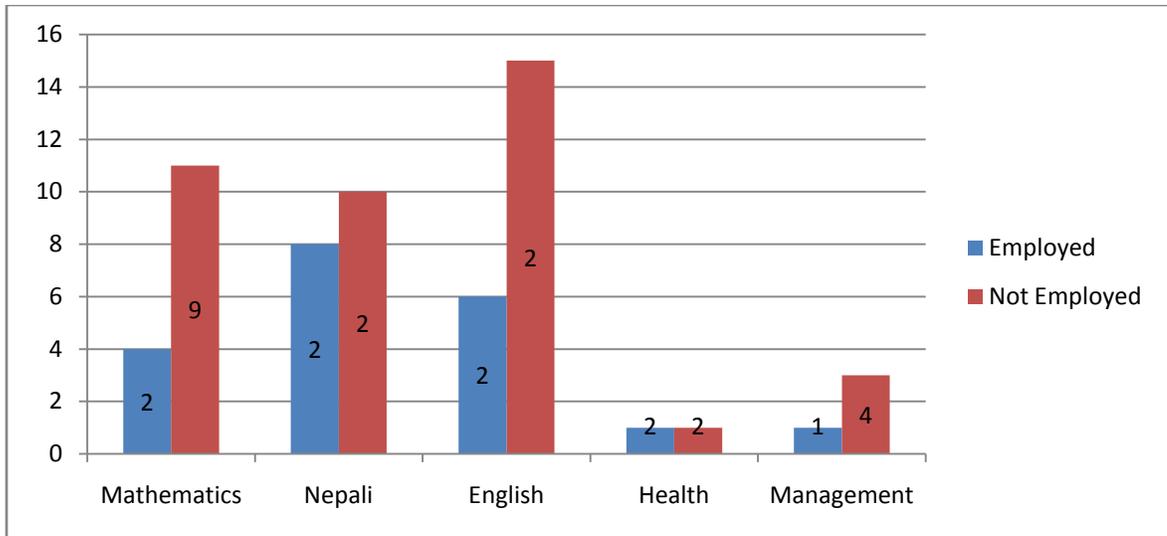


Graph 2 : Graduates' Parents' Occupation Status of Graduate Batch 2017, RC survey

The bar graph indicates that 75% of the fathers of the graduate batch 2017 has been found to be involved in agriculture whereas only 4% has been found to be involved in business. Similarly, 14% has been engaged in job and 3% population has been found to be associated to other occupation. On the other hand very few mothers i.e. 10% have been found to be associated to different profession and 40% mothers have been found to be helping the family in agriculture.

#### 2.4 Employment status of the Graduates while Studying in Campus

Of 29 graduates from 2017 batch from RC, the highest distribution was observed from education faculty. Following table shows the complete picture.



Graph 3: Employment Status of the Graduates during Campus Batch 2017 Survey RC

The bar graph depicts that the graduates majoring Nepali in education (50%) and English in education (50%) have been found to be employed whereas the graduates majoring Mathematics in education (19%), Health in education (50%), and in Management (20%) while they were studying. However a large number of graduates (70%) have been found to be unemployed. In order to afford their study, they relied on the job.

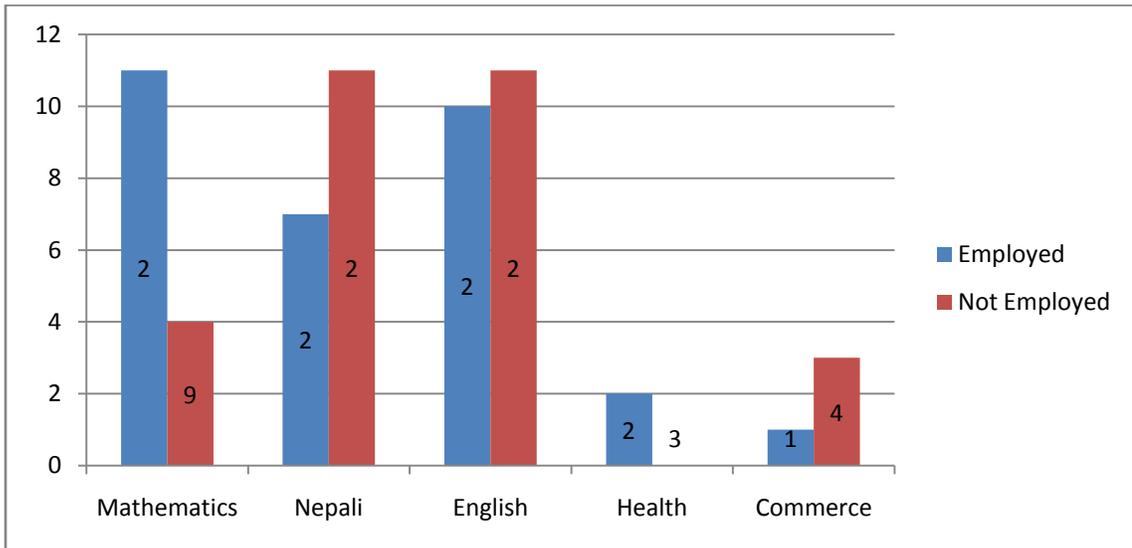
## 2.5 Current Employment Status of the Graduates

The success of any academic institution and its programs is determined by the quality of academic outputs it imparts. The employment status of the graduates has been shown in the table.

Graduates	Male	Female	Total
EDJ	5	2	7
Other	1	4	5
Total	6	6	12

Table 2 : Current Employment Status of the Graduates Batch 2017 Survey RC

The table indicates that of the total number of employed graduates, 35% EDJ male has been found to be employed likewise 17% EDJ female has been found to be employed. Whereas 3.22% other male and 17.12% other female have been found to be employed. The data shows that EDJ graduates have been found to be better in finding the job.



Graph 4: Current Employment Status of the Graduates Batch 2017 Survey RC

The graph indicates that of 29 graduates in the batch 2017 from the campus, 9 have been listed to be employed. Majority of the graduates have been listed from education stream. Only one graduate has been identified to be employed from Management stream. Comparatively the graduates from majoring Mathematics 20% and majoring English 50% have been found to be engaged in jobs after graduation. Of the total graduates 20 have been listed to be unemployed. Most of them are pursuing further study, some of them are preparing for different sorts of jobs, and rest of them are performing household activities.

## 2.6 Issues related to the Expectations and Aspirations of the Graduates about the Relevance of the Programs

In order to be sales able in the cut throat competition in market, the graduates should be combined with skill and knowledge. In this respect the connection between knowledge they gained during the study and the skill they needed in their job should be very strong. With the help of the responses provided by the graduates in seven different areas we tried to evaluate the programs. The main target of the graduates was reported to be government sector services that they might look for after being awarded with bachelor's degree. Keeping the fact in view they choose their bachelors program. We surveyed the

graduates' expectation in order to find out the significance of the program they studied, in their present job, through the tracer study questionnaire, on the basis of these practical areas. The relevancy level was ranged from 0 to 5 points. The following table reveals the relevancy of the programs:

SN	Particulars	Ranking status						
		Poor	%	Moderate	%	Highly Relevant	%	Total
1	Enhanced academic knowledge	0		36	60	24	40	29
2	Improved problem solving	0		35	58	25	42	29
3	Improved research skills	8	13	40	67	12	20	29
4	Improved learning efficiency	0		40	67	20	33	29
5	Improved Communication skill	0		44	73	16	27	29
6	Improved information technology skill	0		50	83	10	17	29
7	Enhanced team spirit	0		46	77	14	23	29

Table 3 : Issues Related to the Expectations and Aspirations of the Graduates about the Relevance of the Programs Graduates Batch 2017 RC Survey

Rating: 0-1 (Poor)

2-3 (Moderate)

4-5 (Highly relevant)

According to the rating rated by the graduates in seven different areas, 60% pointed out the program they completed in this campus to be highly relevant in terms of the enhancement of academic knowledge, 42% to improved problem solving skill, 33% to improved learning efficiency, and 23% to enhancement of team spirit whereas 83%

responded the program to be moderate relevant to their jobs in terms of improved information technology. Seventy three percent of the graduates gave moderate rating to improved communication skill, and 77% to enhanced team spirit, and 67% to improved research skill. The campus programs were low relevant in terms of improved IT skill, according to 17% respondents. In the same way, 20% respondents gave poor rating to the campus programs in terms of improved research skill, 23% rated poorly to enhancement of team spirit.

The data clearly indicates that the campus must take initiatives to strengthen the programs highly relevant to the practical fields. IT related fields need to be enhanced. RC should formulate strategies to enhance research oriented activities to foster research culture in the graduates. Strategies should be enhanced to help the graduates develop their learning efficiency.

## 2.7 Issues Related to the Experience of the Graduates about their Jobs

The graduates of the batch 2017 have been listed to be employed in different sectors. Although they expected to be employed in government sector, a majority of them have been listed to be employed in private sector. They pointed out that public service commission competition is a bit tough so they do not seem to be highly interested in the area. Majority of them are very much interested to go foreign countries for the jobs. Korea, UAE, Japan, European countries, etc. are their destinations for job rather than finding and creating jobs in Nepal. The table shows the complete figure of the graduates having working experience in different sectors.

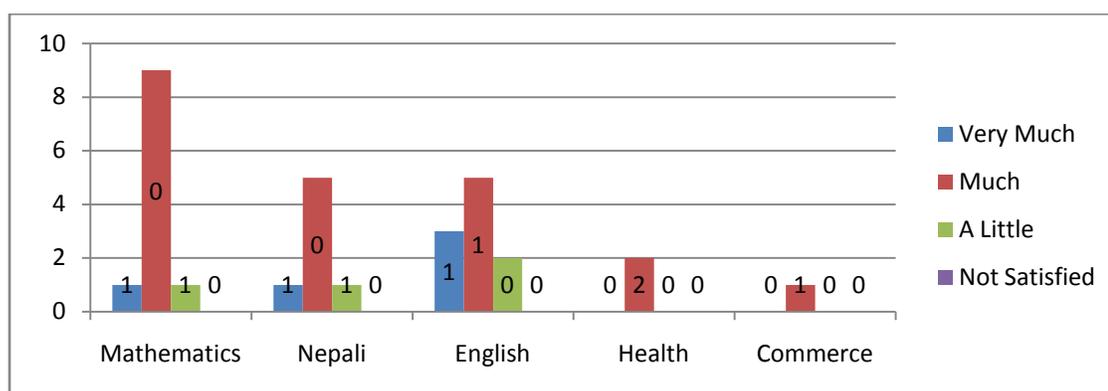
Organization type	B.Ed.				BBS	Total
	Mathematics	Nepali	English	Health	Management	
Private	1	1	1	0	1	4
Public	0	0	0	2	0	2

NGO/INGO	0	0	0	0	0	0
Government	1	1	1	0	0	3

Table 4 : Issues Related to the Experience of the Graduates about their Jobs Graduate Batch 2017 Survey RC

The table indicates that (about 14%) were found to be employed in the private sector. Likewise, about (7 %) graduates were employed in the public sector; remaining 10% graduates were found to be involved in the government sector.

### 2.8 Level of Satisfaction of the Graduates with Current Job



Graph 5 : Level of Satisfaction of the Graduates with Current Job Graduate Batch 2017 Survey RC

The chart presents encouraging data regarding satisfaction of the graduates in relation to their current jobs. Of the total employed, 33 % are very much satisfied with their current jobs, about 45 % are much satisfied, and about 22% are a little satisfied with their current jobs. None of the employed graduates have any significant complains about their current jobs.

### 2.9 Issues Related to Quality and Relevance to Higher Education

Through the responses provided by the graduate batch 2017 of RC, we got an opportunity to assess our institution and its programs. Graduates pointed out major strengths and weaknesses of the instructional program that they perceived when they attended the programs. They put values of 11 indicators ranged from 0 to 5. The following summary

table shows the strengths and weaknesses of the campus evaluated by the graduates and contribution of educational program in their personal development.

SN	Particulars	Ranking status			Total
		Very weak	Moderate	High Value	
1	Range of courses offered	10	15	4	29
2	Number of optional subjects	4	15	10	29
3	Relevance of the program to your professional requirement	10	15	4	29
4	Extracurricular activities	4	15	10	29
5	Problem solving	5	19	4	29
6	Inter-disciplinary learning	4	15	10	29
7	Work placement/ attachment	10	15	4	29
8	Teaching learning environment	4	15	10	29
9	Quality education delivered	10	15	4	29
10	Teacher student relationship	4	15	10	29
11	Library/Lab	10	15	4	29

Table 5 : Issues Related to Quality and Relevance to Higher Education graduates batch 2017 survey RC

The table shows the strengths and weaknesses of the campus and campus programs on the basis of the responses provided by the graduate batch 2016. The graduates from the tracer study batch 2017 pointed out the particulars at different ratings. Of the graduates 33% graduates gave high value to extra-curricular activities, 30% to optional subjects and relevance of the programs to professional requirements, 32% to problem solving, quality education delivered to 40%, interdisciplinary learning and teaching learning environment 38% each, whereas 76% rated moderate value to range of course offered.

On the whole the graduates rated moderate value to most of the programs of the institution. Around 20% pointed out weak rating to work placement, 15% rated weak value to range of courses offered, and 13% to optional subjects, 10% to lab and library.

The data show that most of the students are not highly satisfied with work placement activities and range of courses offered in the institution. Similar types of responses have been observed for the second particular, the number of optional subjects offered in the campus. The graduates are satisfied with quality education, teaching learning, and interdisciplinary learning.

RC needs to establish relationship with private and public sector organizations for work placement of its graduates. Guidance and counseling sessions about the preparation of government jobs and international jobs can also be conducted, in order to meet the expectation of the graduates. RC needs to make strategies to offer enough courses to fulfill the need of the graduates. Library and lab should be upgraded and advanced to deliver the need of the graduates.

## **2.10 Education and their Personal Development**

The tracer study of the graduate batch 2016 has been carried out to find out the present condition of the graduates. Of 60 graduates some went for further study and some did not. The graduates who went for further study were employed as well as unemployed. Some pointed out that they are pursuing further study in 2017. Some viewed that they had to take all the responsibilities of the family so, they could not further their study. Some told us that they had no opportunity for jobs in the locality. They are trying for foreign employment. The following data indicate the summary of the picture.

Graduates	M.Ed.	MBS	Total
Male	3	1	4
Female	1	1	2
EDJ	1	1	2
Dalit	0	0	0

Total	4	3	8
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Table 6 : Education and their Personal Development graduate batch 2016 survey RC

The table indicates that of 29 graduates about 20 % graduates are pursuing higher studies. Of them all about 6% EDJ graduates are pursuing their higher study in Master's in education 6% female graduates are pursuing Master's in education 10% male is pursuing Master's in Management whereas 10% female graduates are pursuing Master's in Management.

The data points out that EDJ graduates are very conscious about their further study and personal development in comparison to others. A fair number of female graduates are also aware about their personal and educational development.

### **2.11 Graduates' Recommendation for the Campus' Betterment**

The graduates presented the following suggestions for the betterment of the campus:

- Teacher should be accountable towards students
- There should be proper coordination among different sectors and organizations
- There should be provision of refresher training for skill development to teachers and others
- Research based teaching learning technologies should be enhanced.
- Advanced library should be used.
- Enough sports facilities should be provided.
- Campus academic programs should be upgraded.
- Job oriented programs should be launched
- Practical field visit activities should effectively be enhanced.
- Awareness activities should be conducted time to time as per need
- New technologies should be adopted to sharpen the skill of the students.
- Methodology in teaching learning activities should be used.
- Enough extra-curricular activities should be launched in the campus.

## **2.12 Graduates' Contribution to the Betterment of the Campus**

Of the 60 graduates, majority of them belong to the same community. So they have been found very interested in contributing the campus. They enthusiastically expressed their views to contribute the campus in the following ways:

- Involving in campus as a faculty member
- Donating scholarships
- Organizing different co-curricular activities
- Organizing public awareness programs inside campus premises
- Organizing student motivation programs
- Involvement in sanitation, plantation, sewerage, and health related programs
- Providing valuable suggestions
- Providing financial support

## **CHAPTER THREE: MAJOR FINDINGS**

### **3.1 Subject wise Distribution of the Graduates**

Total graduates collected for the tracer study of the batch 2017 were 29. Of them 24 from bachelor's in Education and 5 from bachelor's in Management were collected for the study. Of them 11 majoring Mathematics, 5 from Nepali, 4 from English and 4 from health were listed out for the study.

### **3.2. Graduates' Parents' Status**

Of the total number of graduates' parents' educational status, it was found that education of father was higher than the education of mothers' of the graduates. Altogether 70% of the graduates' parents have been found to be involved in agriculture. Very less number of graduates' parents has other professions.

### **3.3 Employment Status of the Graduates**

Of 29 graduates for the tracer study of the batch 2017 it was found that 9 graduates have been found to be employed in different sectors. The distribution of employed graduates has been found to be 6% in Mathematics in education, 10% in English education, 13.33% in Nepali education and 1.6% in Health education and in Management respectively. The distribution of unemployed graduates has been 67% in total while they were studying.

Of the total graduates majoring Mathematics graduates have been found to be higher as employed than of other subjects. The distribution of the employed graduates indicates 35.48% in Mathematics, 32.25 in English and 10 graduates have been found to be other subjects after they completed their bachelor's graduation.

Massive dropout rate among student had been observed while preparing annual report of the campus, due to the adolescents' strong willing for unskilled foreign employment in Arab countries, Korea, India etc.

### **3.4 Issues Related to Characteristics, Expectations, Aspirations of Graduates, and Relevancy of Higher Education**

In the tracer study efforts had been made to find out whether educational program they completed was significant for their present job. Graduates found campus programs to be highly relevant in terms of improved communication skill and enhanced team spirit, as more than 52% of the employed graduates rated campus programs to be so. Remaining graduates also rated these particulars with mid value.

In the particulars like enhanced academic knowledge, improved problem solving skills, and improved learning efficiency, 50% to 61% of the employed graduates find the campus programs to be moderately relevant for their present job; although 8% of the graduates' expectations have not been met at all by the education they got, in terms of these particulars. And yet, 30% to 44% of the employed graduates find their education as highly relevant to their present job.

The causes of the differing responses from the graduates have been observed due to the mismatch between the education and the type of job they are compelled to do. They do whatever jobs are available in the local level. It may be also because the campus has not developed the efficiency in delivering as per the expectations of the students in practical field.

In the particulars like improved IT skills and improved research skills, maximum number of employed graduates rated low relevancy level to the campus programs. In them minimum number of graduates rated mid value and high value.

Graduates in humanities and management programs are far too lower in comparison to the graduates in education faculty. In the same way, EDJ and dalit graduates are lower in comparison to their enrollment rate in the campus.

Least percentage of female graduates was found to be employed in comparison to male graduates. As a result, highest numbers of female graduates were found to be pursuing further study.

### **3.5 Issues Related to the Employment Experience of Graduates**

Out of 29 Graduates 32% graduates of the batch 2017 have been found to be employed various sectors. Insolvent of the graduates in the government sectors seems very less

### **3.6 Issues Related to the Quality and Relevance of Higher Education**

It was found that of the graduates 33% graduates gave high value to extracurricular activities, 30% to optional subject, 32% to problem solving and 40% to interdisciplinary learning. On the whole graduates rated moderated value to most of the programs to the institution .Around 20% pointed out week rating to work placement, 15% rated week value to range of cores offered and 13% to optional subject, 10% to lab and library.

### **3.7 Education and their Personal Development**

It was found that of 29 graduates about 33% graduates are pursuing higher studies. It was found higher number in comparison to others.

### **3.8 Graduates' Contribution and Recommendation for the Betterment of the Campus**

All the 29 graduates have been found very positive toward the betterment of the campus. They are keen to take part in different activities that are beneficial for the improvement and progress of the campus. They want to see the campus as one of the leading campuses of this locality. In this regard they have mentioned some fruitful suggestions.

## **CHAPTER FOUR: IMPLICATIONS TO THE INSTITUTIONAL REFORM**

The study clearly presented the scenario of the graduates of the year 2016 of the campus. According to the study the performance of the graduates of the campus was found satisfactory in different sectors; however a lot needs to be done to uplift the educational and academic environment of the campus.

The campus must make strategies so as to make its programs highly relevant to practical life. Emphasis should be given to all seven areas raised in the questionnaire to make the campus programs relevant to the graduates' job assignment.

RC needs to establish relationship with private and public sector organizations for work placement of its graduates. Guidance and counseling sessions about the preparation of government jobs and international jobs can also be conducted, in order to meet the expectation of the graduates.

Tracer study finding can be helpful in formulating institutional reform in terms of program evaluation and revising the campus strategies. We can check the relevancy of the campus programs and make them up to date, with new methodology and motivation.

The study presented clear road map to the administration and the faculty members and stake holders the map to strengthen the academic quality by encouraging their participation and providing them enough opportunities. The study revealed the fact that the graduates of the management stream were found a bit less satisfactory in finding jobs. The campus needs to provide facilities to the management stream to encourage them get job. .

Along with the enhancement of academic knowledge and learning efficiency, campus programs must be oriented to competition culture. Present day market seeks the manpower that is smart in IT skills and research skills. Learners must be equipped with communication skills, team work, and decision making skills. Graduates with all these skills become confident personality.

When students become IT consumers, they get information about foreign employment. They get information about jobs in banking sectors, marketing sector, and NGO/INGO. Campus extra activities need to be directed to encourage students and make them smart.

Campus can make relationship with different organizations that recruit manpower on regular basis. We can join hands with private sector. We can focus on the qualities, attributes, subjects and programs to empower the graduates, so as to guarantee job placement.

We must encourage students to set goal and prepare themselves accordingly to pursue the goal. Students without goal become ready to do whatever job they find. As a result they face negative transfer of higher education to the job they pursue.

RC must introduce and enhance technical education that has high value in employment. Moreover, graduates must be equipped with IT skills and communication skills. For that we are planning to introduce Science education, CTEVT technical vocational programs in the campus.

We plan to enhance research culture in the campus. Faculties are encouraged to conduct research. Faculty and students are given incentives for research activities. Faculties involve students in collaborative research as well.

General trend has been observed that there is mismatch between the programs students study and the type of job they pursue. For example, after passing BBS, the graduates are ready to accept the job of teaching. Effective guidance and counseling desk in the campus is needed.

## **CHAPTER FIVE: CONCLUSION AND RECOMMENDATIONS**

This tracer study report has been concluded in very positive way. Our campus is in the process of QAA that needs institutional improvement, internal systemic reform, and improvement in the delivery of quality. Quality education is the main motto of the campus. RC is very keen to uplift the quality of research culture, and ideals norms and values.

The tracer study is very vital for the substantial development of the campus. The tracer study report 2017 is the second attempt for us. If we compare the previous tracer study report and this one, we can notice substantial improvements. For the first time there were some strange and puzzles in collecting data. The idea of taking feedback, response, and criticism from graduates seemed strange in the past. Now it has been realized that for the betterment of the campus, a lot of effort has to be done more than just teaching learning. In this regard all the concerned people especially stakeholders can see the gaps and loopholes to be filled. The insights this study developed will be helpful in formulating campus strategies in the days ahead.

On the basis of the study we can recommend some suggestions:

- Campus should make strategies to raise the number of graduates, and keep their record in systematic ways.
- Number of female, EDJ, and dalit graduates are lower in comparison to their enrollment rates.
- Make strategies to empower students with academic knowledge and learning efficiency.
- Equip students with IT skills, research skills, communication skills, team work, decision making, and so on, through co-curricular activities.
- Establish information center in campus, along with guidance and counseling cells.
- Establish relationship with private sector, public sector, (I)NGO, and join hands with them to prepare manpower as per their expectations.
- Provide further education opportunity for the graduates in the campus.
- Encourage students for government jobs and highly competitive international jobs.
- Introduce highly demanding programs in the campus.
- Run the existing programs with new zeal, enthusiasm, and motivation.
- Enhance cooperative, moral, respectful, and humanistic culture among teachers and students.
- Encourage students to set goals and prepare for life accordingly, help them develop confident personality.

- As the relevancy of campus programs in job assignment has been found poor, about 40% of the employed graduates place moderate response to all the particulars on the section, campus should make necessary improvement to raise the level of response to highly relevant. Make the campus programs highly relevant to the job assignment has been recommended.
- In the section related to strength and weakness of the campus programs and their relevancy, among 29 graduates from 2016 batch, more than 50% have given moderate value to almost all of the 10 particulars. Campus programs should emphasize the particulars so as to raise the level of response to high value. Improvement on the areas of all 10 particulars has been recommended.
- To raise the number of Dalit, Women, and EDJ graduates, emphasis should be given on incentives and scholarship of different sorts.