

SOSIALIZATION OF THE END OF PROGRAM LEARNING OUTCOME ANALYSIS FOR BACHELOR OF NURSING AND MASTER OF NURSING PROGRAM ACADEMIC YEAR 2024/2025

Analysis results of the End of Program Learning Outcome are documented in the academic database of each study program (BSN and MSN). These data were disseminated to stakeholders during open house events and graduation ceremonies, and on the website of each study program (BSN and MSN).

1. Open House

The socialization of the EPSLO's achievements for the BSN study program took place at a hybrid open house event held on October 2, 2025, attended by the Dean, Vice Deans, Head of study program, prospective students, and stakeholders (nurses at hospitals and community health centers, alumni, preceptors, and parents of students). During this time, the nine EPSLO's BSN study programs were presented.

Activities:

a) Presentation from Head of BSN program: Dr. Tuti Pahria



Zoom Meeting | Tuti Rahita, Fkep Unpad's screen | Recording | 02/10/2021

Participants: Tuti Rahita, Fkep Unpad; Kusrini Nings, Tuti Rahita, AdmNings; Dekan F.Kep Ku...; Tuti Heryani; Iba Winda

ANGKATAN 2019 S.D 2021

INDIKATOR 2019
 Jumlah Mahasiswa AKK : 100
 Jumlah Lulusan Tepat Waktu : 90
 % Lulusan Tepat Waktu : 92,75 %

ANGKATAN 2020
 Jumlah Mahasiswa AKK : 100
 Jumlah Lulusan Tepat Waktu : 100
 % Lulusan Tepat Waktu : 100 %

ANGKATAN 2021
 Jumlah Mahasiswa AKK : 100
 Jumlah Lulusan Tepat Waktu : 100
 % Lulusan Tepat Waktu : 100 %

PERSENTASE LULUSAN TEPAT WAKTU

Angkatan	Jumlah Mahasiswa AKK	Jumlah Lulusan Tepat Waktu	% Lulusan Tepat Waktu
2019	100	90	92,75 %
2020	100	100	100 %
2021	100	100	100 %

10:18 02/10/2021

Zoom Meeting | Tuti Rahita, Fkep Unpad's screen | Recording | 02/10/2021

Participants: Tuti Rahita, Fkep Unpad; Kusrini Nings, Tuti Rahita, AdmNings; Dekan F.Kep Ku...; Tuti Heryani; Iba Winda

SESTRATEGI LULUS TEPAT WAKTU

Tugas akhir:

1. Integrasikan dengan Mata Kuliah Metodologi Penelitian
2. Integrasikan dengan Proyek dan Riset Dosen
3. Research Camp

10:19 02/10/2021

b) Presentation from Head of Nursing Program about analysis of EPSLO

SOSIALISASI HASIL ANALISIS CAPAIAN PEMBELAJARAN (CPL) LULUSAN 2024/2025

1. Bertakwa kepada Tuhan Yang Maha Esa, menjunjung tinggi nilai kemanusiaan, profesional, etika, hukum, moral dan budaya dalam keperawatan (S)
2. Mampu menjalankan pekerjaan profesinya berdasarkan pemikiran logis, kritis, sistematis dan kreatif, inovatif serta bekerja sama dan memiliki kepekaan sosial serta bertanggungjawab secara ilmiah kepada masyarakat profesi dan klien (KU1)
3. Mampu mengaplikasikan ilmu pengetahuan dan teknologi keperawatan dengan memperhatikan nilai humaniora berdasarkan kaidah, tata cara, dan etika ilmiah dalam pemberian asuhan keperawatan. (KU2)
4. Mampu melakukan evaluasi asuhan keperawatan sebagai upaya peningkatan kualitas asuhan keperawatan dalam tatanan klinik maupun komunitas (KK1)
5. Mampu melaksanakan edukasi dengan keterampilan komunikasi dalam asuhan keperawatan dan informasi ilmiah (KK2)
6. Mampu menganalisis pengorganisasian asuhan keperawatan dan berkoordinasi dengan tim kesehatan dengan menunjukkan sikap kepemimpinan untuk mencapai tujuan perawatan klien (P)
7. Mampu melakukan penelitian ilmiah di bidang ilmu dan teknologi keperawatan untuk memecahkan masalah kesehatan (KUB)
8. Mampu menghasilkan, memanfaatkan, dan mengkomunikasikan inovasi pada bidang ilmu dan teknologi keperawatan (KIC)
9. Mampu mengembangkan keahlian profesional khususnya dalam bidang keperawatan paliatif secara holistik dan terintegrasi melalui pembelajaran seumur hidup (KK4)

Rekap Capaian Pembelajaran Lulusan

Program Studi : Profesi Ners
Angkatan : 2023
Jumlah Mhs : 170

EVALUASI RATA-RATA PENCAPAIAN CPL

No	CPL	Standar Nilai	Rata-rata (%)
1	CPL 1	70	82.1
2	CPL 2	70	77.74
3	CPL 3	70	77.3
4	CPL 4	70	78.47
5	CPL 5	70	81.31
6	CPL 6	70	79.72
7	CPL 7	70	84.33
8	CPL 8	70	84.85
9	CPL 9	70	84.04

SOSIALISASI HASIL ANALISIS CAPAIAN PEMBELAJARAN (CPL) LULUSAN DAN TINDAK LANJUTNYA 2024/2025

Hasil analisis menunjukkan bahwa:

1. Terdapat perbedaan signifikan capaian pembelajaran lulusan antara Mahasiswa profesi Ners yang lulus 7 tahun dan 5 tahun sejak masuk menjadi Mahasiswa S1 → Tindak lanjut: Mahasiswa Angkatan 2018 dan Mahasiswa RPL yang mulai D3 sebelum tahun 2018 untuk mengikuti CBT dan persiapan masuk Profesi Ners
2. Terdapat perbedaan signifikan capaian pembelajaran lulusan berdasarkan Tingkat sosial ekonomi keluarga/Mahasiswa → Tindak lanjut Mahasiswa beasiswa KIPK perlu melakukan registrasi lebih awal dan mempersiapkan diri dari aspek finansial.

Rekap Capaian Pembelajaran Lulusan

Program Studi : Profesi Ners
Angkatan : 2023
Jumlah Mhs : 170

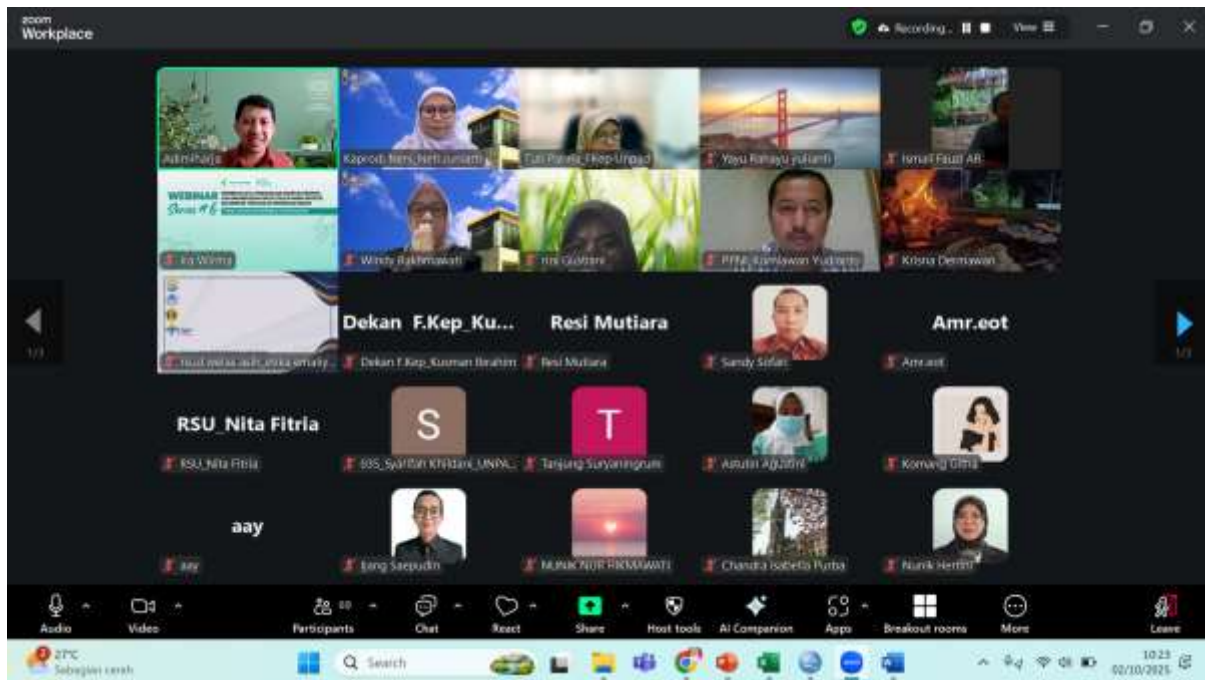
EVALUASI RATA-RATA PENCAPAIAN CPL

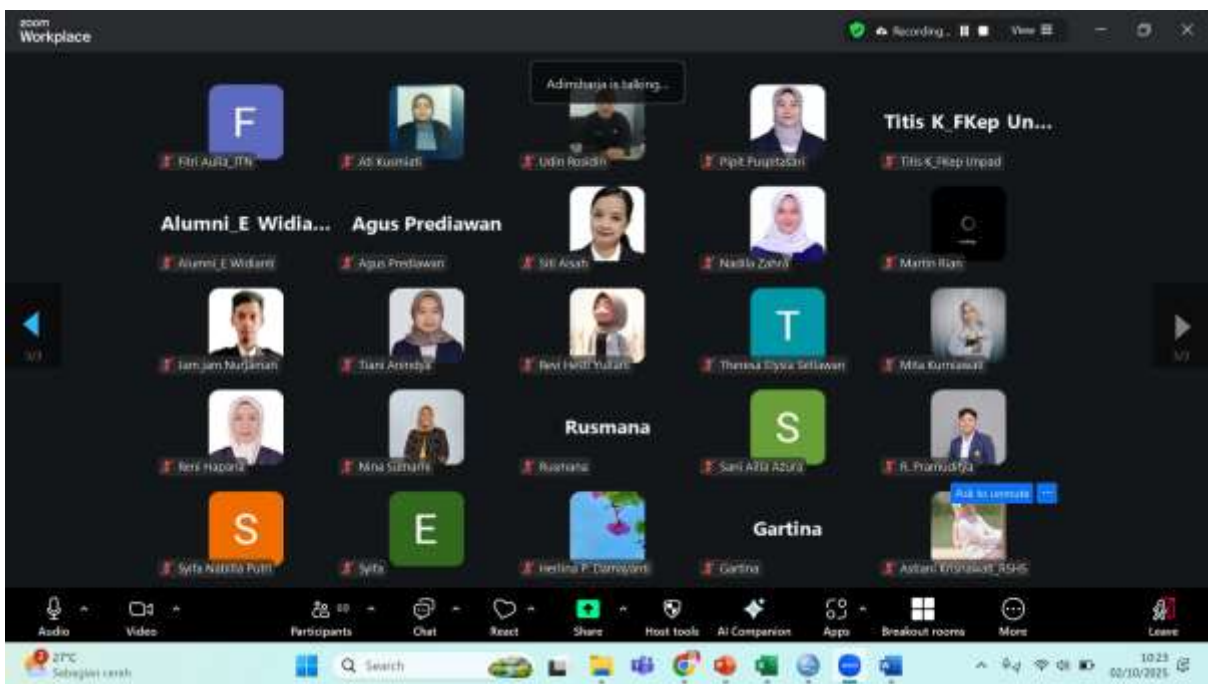
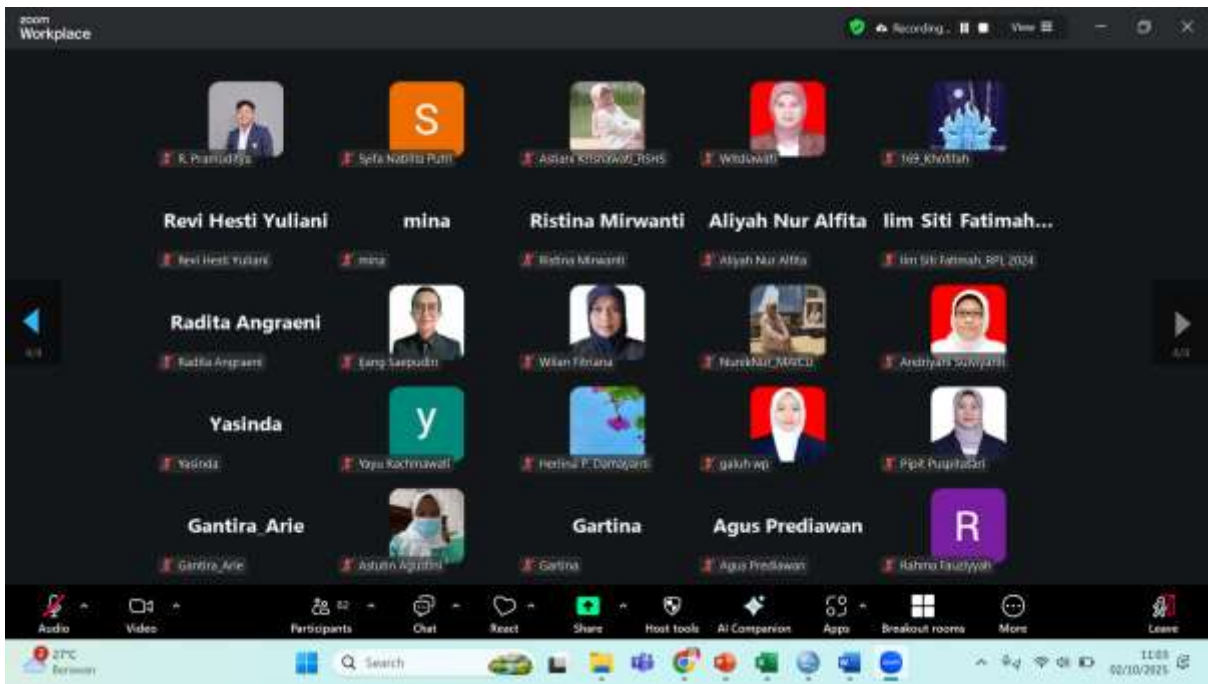
No	CPL	Standar Nilai	Rata-rata (%)
1	CPL 1	70	82.1
2	CPL 2	70	77.74
3	CPL 3	70	77.3
4	CPL 4	70	78.47
5	CPL 5	70	81.31
6	CPL 6	70	79.72
7	CPL 7	70	84.33
8	CPL 8	70	84.85
9	CPL 9	70	84.04

c) Sharing session from Alumni: Syifa Eka Rahmawati



d) Participants of Open House





2. Graduation Event

This *Final Student Achievement* Report for all study programs was presented at the Nursing Graduation Ceremony of the Faculty of Nursing, Padjadjaran University, which was attended by various parties, including stakeholders such as the Chairman of Indonesian National Nurses Association (INNA) the West Java Province, the Chairman of the INNA Bandung City, the Chairman of the INNA of Unpad Faculty of Nursing, the Chairman of alumni of the Unpad Faculty of Nursing, Heads of Health Offices in Districts and Cities, Leaders of Clinical Practice Institutions, Hospital Partners, and Health Service Institutions. In addition, the event was also attended by other stakeholders including the parents of graduates, nursing graduates from the Faculty of Nursing, and clinical and academic supervisors.

This report represents the final achievements of students in the Bachelor of Nursing Program at the Faculty of Nursing, Padjadjaran University, at both the Jatinangor and Pangandaran campuses, as well as the Master's Program. It serves as a form of academic accountability and a testament to the shared pride in the graduates' accomplishments. After undergoing a long and challenging educational process, as well as learning experiences in classrooms, laboratories, and practical fields, graduates take on professional responsibilities as professional nurses with integrity, competence, and ethics. The indicators of academic and professional success of students during their education for BSN program include the on-time program completion rate, exam pass rate, job placement rate, time to employment. While for MSN program include the on-time program completion rate, job placement rate, job promotion after graduation, type of work place, and level of work place (as attach).





TRACER STUDY REPORT
ALUMNI OF BACHELOR OF NURSING STUDY PROGRAM
FACULTY OF NURSING UNIVERSITAS PADJADJARAN

Executive Summary

This tracer study of 127 nursing graduates demonstrates outstanding educational outcomes, with a 98.4% employment rate and strong alignment between the curriculum and healthcare sector needs. The data supports program effectiveness, graduate readiness, and institutional relevance—key criteria for accreditation in higher nursing education.

Table 1: Graduate Employment Overview

Metric	Value	Percentage	Accreditation Implication
Total Graduates	127	100%	Cohort size sufficient for meaningful assessment
Employed	125	98.4%	Exceeds typical accreditation benchmarks (>80%)
Not Yet Employed	2	1.6%	Minimal unemployment indicates strong market alignment
Employment in Nursing/Health Fields	123	98.4%	High relevance of education to professional practice

Interpretation: The near-total employment rate indicates that the program successfully prepares graduates for immediate entry into the workforce, meeting core accreditation standards for graduate outcomes.

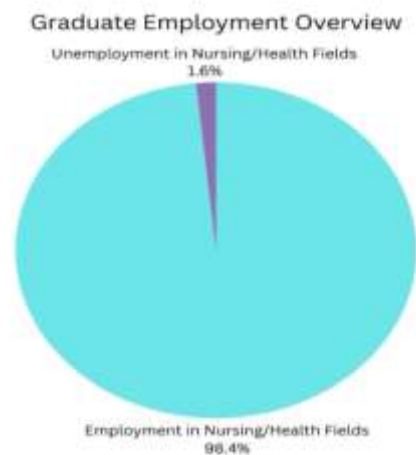
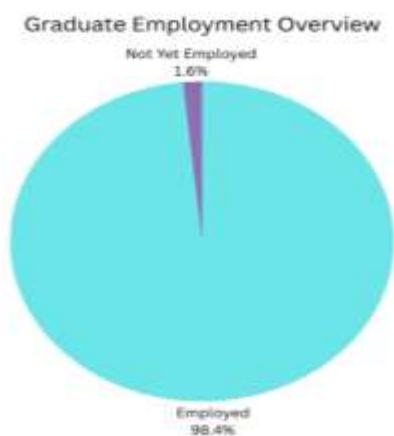


Table 2: Time to Employment

Time Period	Number of Graduates	Percentage	Cumulative Percentage
0 months (Immediate)	5	4.0%	4.0%
1–3 months	82	65.6%	69.6%
4–6 months	28	22.4%	92.0%
7–9 months	8	6.4%	98.4%
Still Seeking (>9 months)	2	1.6%	100.0%

Interpretation: 92% of graduates secured employment within six months, demonstrating efficient transition from education to practice—a key indicator of program effectiveness and graduate readiness.



Table 3: Type of Work place Distribution

Sector	Graduates	Percentage	Relevance to Nursing
Hospital (Rumah Sakit)	105	84.0%	Directly related
International Training Center	7	5.6%	Highly related
Educational Institution	5	4.0%	Related (education pathway)
Health Department (Govt.)	3	2.4%	Related (public health)
Healthcare Analyst/Admin	4	3.2%	Related (specialized roles)

Sector	Graduates	Percentage	Relevance to Nursing
Unemployed	2	1.6%	N/A

Interpretation: The distribution shows both depth in traditional clinical roles and breadth in emerging healthcare sectors, indicating comprehensive curriculum coverage and versatile graduate competencies.

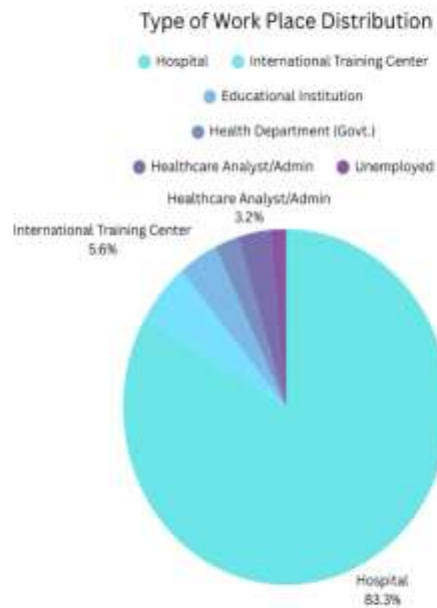
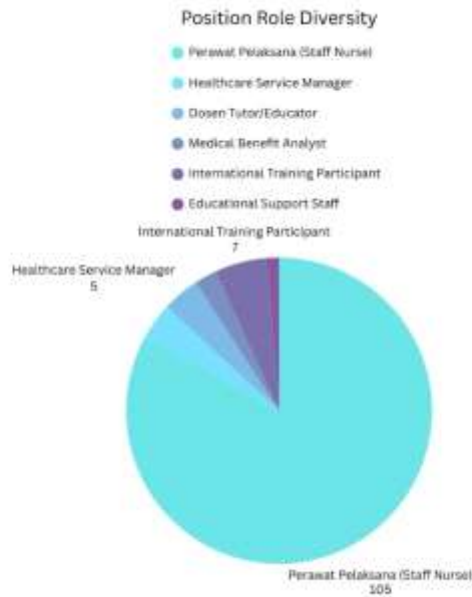


Table 4: Position Role Diversity

Position	Count	Career Pathway Category
Perawat Pelaksana (Staff Nurses)	105	Clinical Practice
Healthcare Service Manager	5	Leadership/Management
Dosen Tutor/Educator	5	Nursing Education
Medical Benefit Analyst	3	Healthcare Systems
International Training Participant	7	Global Nursing
Educational Support Staff	2	Academic Support

Interpretation: Graduates have entered diverse career pathways beyond bedside nursing, demonstrating the program's success in developing transferable skills and supporting career mobility.



Program Effectiveness and Graduate Outcomes

The 2019 tracer study data reveals exceptional outcomes for nursing graduates, with 125 of 127 graduates (98.4%) securing employment within the first year post-graduation. This exceeds typical accreditation benchmarks and indicates strong alignment between program objectives and healthcare sector needs. The majority of graduates (84%) entered hospital-based nursing roles, confirming the program's effectiveness in preparing clinicians for direct patient care. Furthermore, the short waiting period for employment—with 92% employed within six months—suggests that graduates possess immediately applicable competencies valued by employers.

Curriculum Relevance and Skill Development

The data demonstrates strong curriculum relevance, with nearly all employed graduates working in nursing or health-related fields. Beyond traditional clinical roles, graduates have successfully entered specialized positions including healthcare management, medical benefit analysis, nursing education, and international training programs. This diversity indicates that the program develops both technical nursing competencies and transferable professional skills. The presence of graduates in German language training programs specifically suggests intentional preparation for global nursing opportunities, reflecting curriculum components that address cross-cultural competence and international standards.

Strengths for Accreditation Documentation

Several metrics from this tracer study provide compelling evidence for accreditation reviews: (1) The near-perfect employment rate demonstrates program effectiveness and graduate employability; (2) The high percentage of graduates working in field-related positions (98.4%) confirms curriculum relevance; (3) The rapid employment timeline indicates graduate readiness and strong industry linkages; (4) Career pathway diversity shows comprehensive competency development; and (5) International placements reflect global orientation and partnership development. These outcomes collectively support standards related to graduate achievement, curriculum quality, and institutional impact.

Areas for Enhancement and Continuous Improvement

While the overall outcomes are strong, two graduates remained unemployed at the time of data collection, suggesting potential areas for enhanced career support services. Additionally, the gender distribution (93% female, 7% male) reflects broader nursing demographics but may indicate opportunities for more diverse recruitment strategies. The tracer study methodology itself could be strengthened through more standardized data collection (e.g., consistent institution naming) and longitudinal tracking to assess career progression beyond initial employment. These areas represent opportunities for quality enhancement that accreditation bodies typically value as evidence of continuous improvement commitment.

Recommendations for Accreditation Presentation

For accreditation purposes, this data should be presented with visualizations highlighting key performance indicators, accompanied by narrative explaining how outcomes reflect program quality. Specifically: emphasize the 98.4% employment rate as evidence of graduate success; highlight role diversity as demonstration of comprehensive competency development; feature international pathways as evidence of global engagement; and present the rapid employment timeline as indicator of strong industry relationships. Additionally, acknowledging the minimal unemployment while describing support services shows balanced self-assessment and commitment to all graduate outcomes.

Conclusion

This tracer study provides robust evidence that the nursing program effectively prepares graduates for successful career entry and contributes to healthcare workforce development. The data demonstrates achievement of key accreditation standards related to graduate outcomes, curriculum relevance, and program impact. For ongoing quality assurance, recommendations include implementing longitudinal tracking, enhancing career support for the small percentage not immediately employed, and further diversifying career pathway preparation while maintaining the clear strengths in clinical nursing education.

TRACER STUDY REPORT
ALUMNI OF MASTER OF NURSING STUDY PROGRAM
FACULTY OF NURSING UNIVERSITAS PADJADJARAN

2025

Overview

This tracer study was conducted to evaluate the employment outcomes and career progression of alumni from the Master of Nursing program at the Faculty of Nursing Universitas Padjadjaran. The indicators analyzed include employment status, job promotion, type of workplace, and level of workplace. The results provide evidence of graduate relevance, career mobility, and alignment between learning outcomes and labor market demands.

Methods

Study Design

This tracer study employed a descriptive cross-sectional design using an online survey approach to collect data on employment outcomes and career progression of alumni from the Master of Nursing program. The study was designed to capture alumni status at a single point in time following graduation.

Study Population and Participants

The study population consisted of Master of Nursing alumni who commenced their studies in 2022 at the Faculty of Nursing, Universitas Padjadjaran. These alumni were selected as they represent a cohort that had sufficient time after graduation to enter the workforce and demonstrate early career outcomes. All eligible alumni from the 2022 intake were invited to participate in the survey.

Data Collection Method

Data were collected using a self-administered online questionnaire distributed electronically. The survey link was disseminated through official alumni communication channels, including institutional email and alumni messaging groups. The online survey method was selected to ensure broad reach, efficiency, and convenience, particularly considering the geographical distribution of alumni and the need for timely data collection.

The questionnaire included structured items covering:

- Employment status
- Job promotion after graduation
- Type of workplace
- Level of workplace

The instrument was designed to align with tracer study indicators commonly used in higher education quality assurance and graduate outcome evaluations.

Data Collection Period

The online survey was conducted over a defined data collection period, during which alumni were given sufficient time to respond. Reminder messages were sent periodically to increase response rates and minimize non-response bias.

Data Analysis

Collected data were exported from the online survey platform and analyzed using descriptive statistics. Results were summarized in the form of frequencies and percentages and presented using tables and graphical visualizations to facilitate interpretation of alumni outcomes.

Ethical Considerations

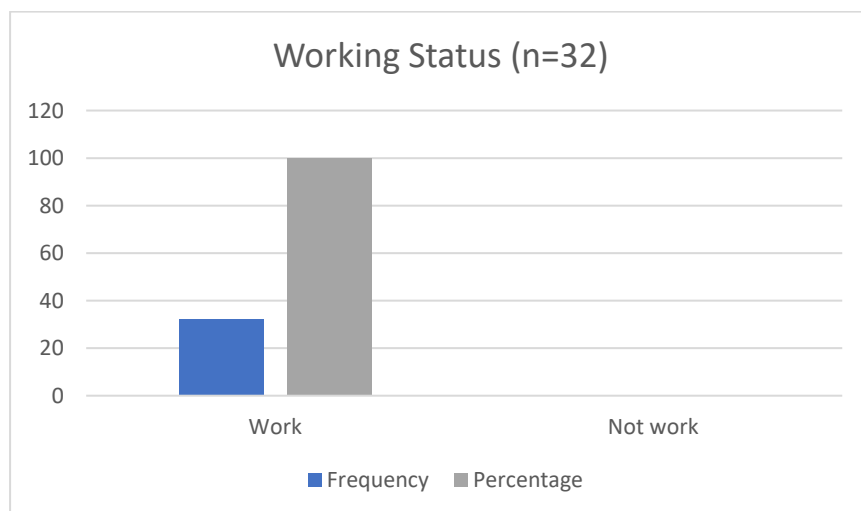
Participation in the study was voluntary, and informed consent was obtained electronically prior to survey completion. Respondent anonymity and data confidentiality were maintained throughout the research process. The data were used solely for academic evaluation, quality improvement, and institutional reporting purposes at the Faculty of Nursing, Universitas Padjadjaran.

Results

The results of the survey was described in the following section. All the graduates ($n = 32$) were invited to participate via email and a WhatsApp group. All thirty-two participants were agreed to participate and completed the survey,

1. Employment Status of Alumni

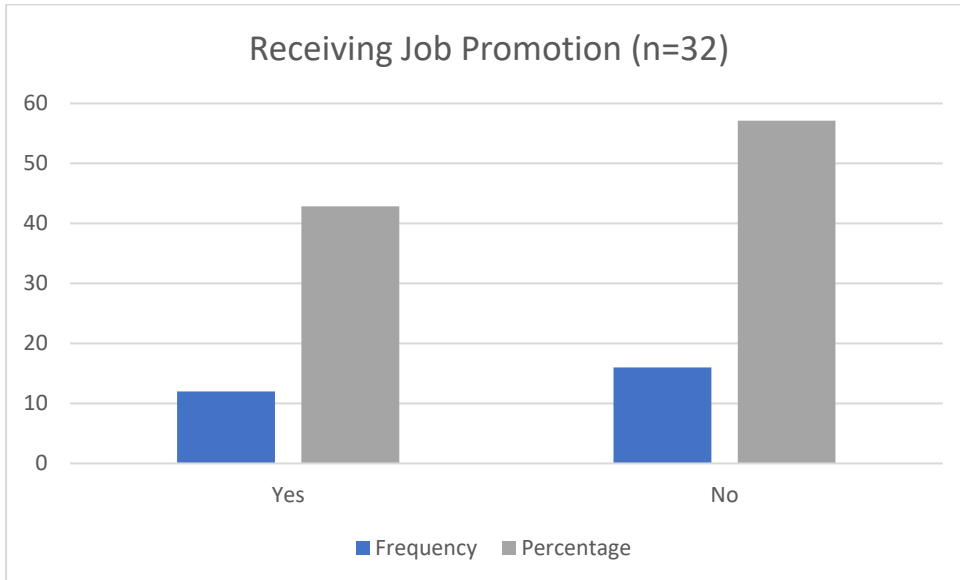
The tracer study graph indicates that all of Master of Nursing alumni are already employed at the time of data collection (Picture 1). This data indicates a high employability rate among graduates. This finding reflects the strong demand for graduates with advanced nursing qualifications and demonstrates that the program effectively prepares students for professional roles in the health sector.



Picture 1. Employment Status of the Master Nursing Alumni ($n=32$)

2. Job Promotion After Graduation

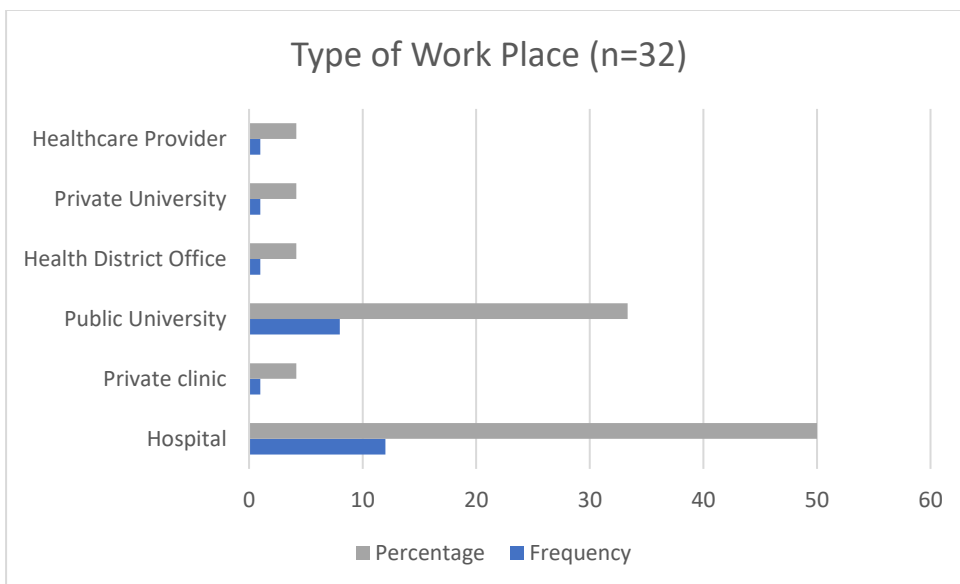
The tracer study data show that approximately half of the employed alumni have experienced job promotion after completing the Master of Nursing program, while the remaining respondents reported no promotion. This distribution suggests that postgraduate nursing education contributes meaningfully to career advancement, particularly in terms of leadership roles, managerial responsibilities, and expanded professional authority. The presence of promotions among alumni indicates that the competencies acquired during the program—such as advanced clinical reasoning, research utilization, and leadership skills—are recognized by employers.



Picture 2. Job Promotion Status of the Master Nursing Alumni (n=32)

3. Type of Workplace

Based on the graph, the dominant workplace for Master of Nursing alumni is hospitals and public universities. A smaller proportion of graduates are employed in private universities, health district office and private clinics. This pattern confirms that the Master of Nursing program maintains a strong professional orientation, directly supporting the healthcare system through the production of advanced-practice and academically competent nurses.

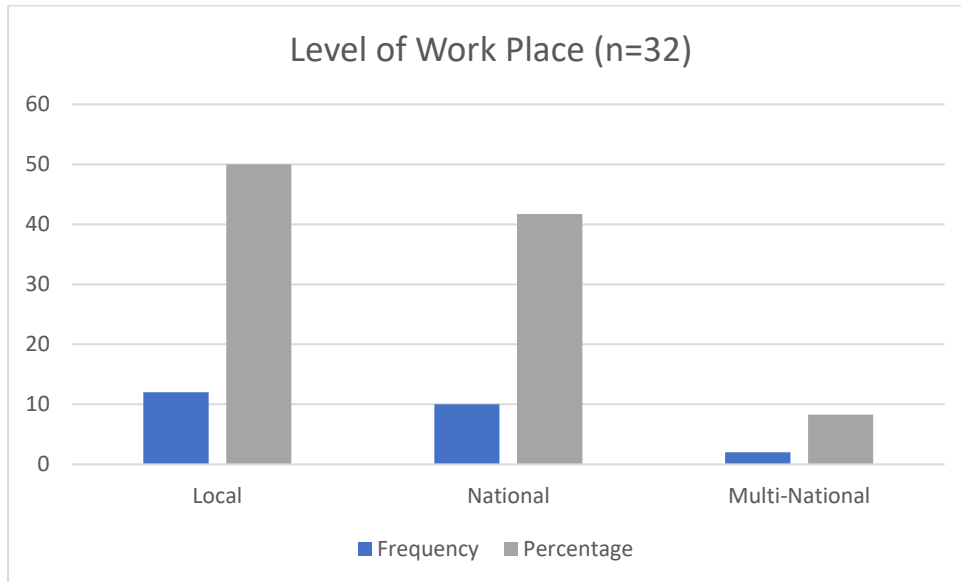


Picture 3. Type of Workplace of the Master Nursing Alumni (n=32)

4. Level of Workplace

In terms of workplace level, the tracer study illustrates that alumni are predominantly employed at the local and national levels, with limited representation at the international level. This distribution is consistent with the current structure of healthcare employment in

Indonesia and highlights the program's contribution to strengthening the national health workforce. Nevertheless, the presence of graduates working at higher institutional levels suggests potential for future expansion of international career pathways.



Picture 4. Level of Work place of the Master Nursing Alumni (n=32)

Implications for Program Quality and Graduate Outcomes

Overall, the tracer study findings demonstrate that the Master of Nursing program produces graduates who are:

- Highly employable
- Capable of career progression and promotion
- Absorbed primarily into relevant healthcare institutions
- Contributing at local and national organizational levels

These outcomes align with the program's intended learning outcomes and support the achievement of Outcome-Based Education (OBE) principles as well as Key Performance Indicators (IKU) related to graduate employability and career advancement.

Conclusion

The tracer study confirms that alumni of the Master of Nursing program show strong labor market absorption, meaningful career development, and appropriate workplace placement. The results provide empirical support for continuous curriculum improvement and strengthen the program's accountability to stakeholders, including students, employers, and accreditation bodies.

3. Website