PROGRAM STUDI
HUBUNGAN INTERNASIONAL
FAKULTAS ILMU SOSIAL DAN ILMU POLITIK
UNIVERSITAS BRAWIJAYA

LAPORAN TRACER STUDY 2023

Program Studi Hubungan Internasional
Fakultas Ilmu Sosial dan Ilmu Politik
Universitas Brawijaya

Approval Sheet

Tittle : Tracer Study Report of the International Relations Study Program 2023
Study Program: International Relations
Subject : Tracer Study

Malang, January 5th 2025
Approved
Head of International Relations Study Program
FISIP UB



Mely Noviryani, S.Sos., MM., MA
NIK. 2007077409112001

Table of Contents

CHAPTER I MECHANISM OF TRACER STUDY OF INTERNATIONAL RELATIONS STUDY PROGRAM, FACULTY OF SOCIAL AND POLITICAL SCIENCE, BRAWIJAYA UNIVERSITY 2023 5

1.1 Definition of Tracer Study 5

1.2 Objectives of Tracer Study 6

1.3 Benefits of Tracer Study 6

1.4 Tracer Study at Brawijaya University 7

1.4.1 Implementation Time of UB Tracer Study in 2023 7

1.4.2 Technical Implementation of UB Tracer Study in 2023 7

1.5 Tracer Study Method 7

CHAPTER II DISTRIBUTION OF TRACER STUDY RESPONDENTS IN 2023 9

2.1 Profile of Tracer Study Respondents of International Relations Undergraduate Program in 2023 9

2.2 Gender Distribution of Tracer Study Respondents of International Relations Undergraduate Program in 2023 10

2.3 Origin Domicile Distribution of Tracer Study Respondent of International Relations Undergraduate Program in 2023 11

CHAPTER III WAITING TIME OF GRADUATE RESPONDENTS 13

3.1 Waiting Time for Graduates to Get Activities after Graduation 13

3.1.1 Waiting Time for Graduates to Get a Job 16

3.1.2 Graduate Waiting Time for Entrepreneurship 20

3.1.3 Graduate Waiting Time for Further Study 25

3.2 Pathways to Get a Job 26

CHAPTER IV ACTIVITIES AND JOBS AFTER GRADUATION 29

4.1 Main Activities of Alumni 29

4.1.1 Activities of Alumni who are Entrepreneurs 32

4.1.2 Activities of Alumni who are Employed 36

4.1.3 Activities of Alumni who Continue Their Studies 39

4.2 Inactive Alumni Activities (Working, Further Study and Entrepreneurship) 42

4.3 Distribution of Alumni Workplace Categories 46

4.4 Distribution of Alumni Workplace Level 48

4.5 Distribution of Alumni Business / Entrepreneurship Level 49

4.6 Income of Employed Alumni 51

4.7 Income of Self Employed Alumni 52

4.8 Suitability Activities of Alumni (Working, Entrepreneurship, Self-employed) with Education Level 54
4.9 Suitability Activities of Alumni (Working, Entrepreneurship, Self-employed) with Education Level 56
CHAPTER V FEEDBACK AND FOLLOW-UP PLAN 58
5.1 Feedback 58
5.2 Follow-Up Plan 58
CHAPTER VI CLOSING 60
6.1. Conclusion 60
6.2. Recommendation 60

CHAPTER I
MECHANISM OF TRACER STUDY OF INTERNATIONAL RELATIONS STUDY PROGRAM, FACULTY OF SOCIAL AND POLITICAL SCIENCE, BRAWIJAYA UNIVERSITY 2023

1.1 Definition of Tracer Study

Higher education, like other social and economic entities, is facing significant changes in line with the advancement of information technology. This poses a challenge for universities to continuously improve in response to the disruption era. Innovation and applicable outputs that contribute to enhancing the capacity and continuity of social and economic life are essential demands for all educational institutions, particularly in higher education (Usher et al., 2016).

Tracer Studies are one of the important instruments in the framework of continuous improvement in higher education. Better quality from time to time becomes the target of achievement as an implication of input both in the context of market signals and feedback of internal management performance felt by alumni. In addition, tracing alumni performance is also important in providing information on the performance of education produced by higher education. The higher the absorption of graduates and the more graduates match the needs of the labor market, it shows the strength of the institution in producing graduates who match the needs (matching job market), including its relation to the level of entrepreneurship produced by higher education, namely as a job-creator (Fenta et al., 2019). The information flowing through this tracer study or alumni survey then becomes input for operational follow-up in the management of the Undergraduate of International Relations Study Program at Brawijaya University in the future, including in the development of the study program curriculum (curriculum development) (Hutagalung et al., 2019).

Tracer study activities at Brawijaya University have started since 2013 and continue to this day (UPKK, 2019). The 2020 tracer results show a response that alumni are motivated to play a greater role in the development of the Brawijaya University Undergraduate of International Relations Study Program. This response becomes very strategic in the midst of a paradigm shift in higher education towards educational outcomes that are more implementable and have a faster impact on economic and social capacity in society. And the role of alumni in this case is to provide information related to market signals and become a bridge of collaboration between universities and society.

The concept of the tracer study of the Undergraduate of International Relations Study Program of Brawijaya University, as previously done, uses a mechanism that refers to the concepts and methodologies presented by Harald Schomburg (2010). In his presentation, Schomburg classified 4 main pillars in tracer study activities. These pillars are (1) Input, including information about students' personal data, experience and motivation, as well as information on learning conditions and facilitation; (2) Process, including the process of learning and developing students' competencies and qualifications; (3) Output, including knowledge, skills, motivation, including the grade achieved by students; (4) Outcome,

including the transition to the first job, the first job obtained/performed, and also the capacity to contribute in the work environment.
Furthermore, it can be described as follows

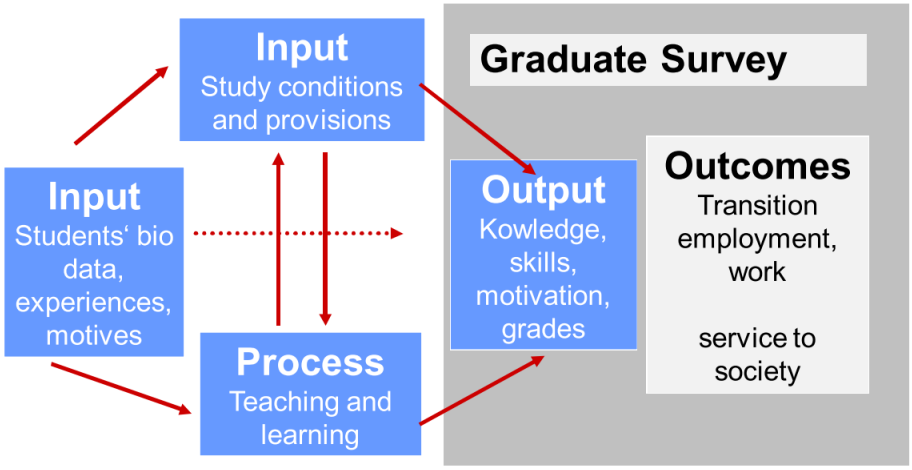


Figure 1.1 Tracer Study Flow

The scope of the tracer study target is alumni of certain graduates. The preparation of this tracer study report is based on the 2021 graduate target. Each graduate received a link to fill out the tracer study form sent via email and short message (SMS) and email broadcast through the Information and Communication Technology Unit (TIK), Brawijaya University.

1.2 Objectives of Tracer Study

The objectives of the tracer study are as follows:

1. Become a strategic instrument to maintain the connectivity of Brawijaya University with alumni.
2. Developing a data base of alumni responses to educational performance at Brawijaya University.
3. Obtaining information about the relevance of learning to the work environment (job-market) as well as the carrying capacity in equipping alumni in job-creators.
4. Obtain information on the future expectations of strategic improvements made by Brawijaya University in meeting the challenges ahead and in the long term.

1.3 Benefits of Tracer Study

The benefits of tracer studies at Brawijaya University are:

1. Obtain a map of the distribution of alumni work participation both in terms of location and type of work.
2. Become an evaluation material for internal Brawijaya University, Faculty, Department, Study Program in developing management capacity and learning quality.
3. Become an important input for institutional accreditation, especially in capturing market signals from alumni.
4. Develop networking of every unit in Brawijaya University.

1.4 Tracer Study at Brawijaya University

Tracer studies are conducted annually and the results will be reported to the Rector and Vice Rector for Academic Affairs. The results of the tracer study can be useful for users and managers of Brawijaya University. For users, the results of this study are expected to be useful to be one of the considerations whether they will use UB alumni as staff in their companies. For managers, it is expected to be useful for determining educational strategies and orientations, making conceptual and technical improvements to the implementation of education and teaching so that graduates are getting better in their intellectual capacity, skills and morals and personality. The results of this tracer study are also expected to be used as a consideration in developing the quality of the learning process and learning evaluation as well as developing educational management. With continuous improvement in these aspects, it is hoped that education at Brawijaya University will be carried out efficiently, effectively, and productively and in time increase the competitiveness of Brawijaya University alumni.

1.4.1 Implementation Time of UB Tracer Study in 2023

The implementation of the tracer study in the Undergraduate International Relations Study Program at Brawijaya University was carried out from January 2024 to February 2025.

1.4.2 Technical Implementation of UB Tracer Study in 2023

Brawijaya University's tracer study is carried out by a tracer study team which is a routine activity and is the obligation of a special unit at Brawijaya University, namely Unit Pengembangan Karir dan Kewirausahaan (UPKK) of the Faculty of Social and Political Sciences with the Study Program.

1.5 Tracer Study Method

This tracer study was carried out in 4 (four) stages, namely:

1. Development of survey instruments, namely questionnaires that will be used.
2. Design of questionnaire distribution mechanism for questionnaire filling.
3. Collection of survey data.
4. Data analysis and reporting.

In the first stage, it is a very important stage and determines the type of data collected to be analyzed and get the desired information. This tracer study uses instruments from the questionnaire in the Tracer Study survey form that has been determined by the Ministry of Education, Culture, Research, and Technology and there are several developments, especially related to entrepreneurial activities by alumni. The Tracer Study questionnaire form can be seen in Figure 1.2.

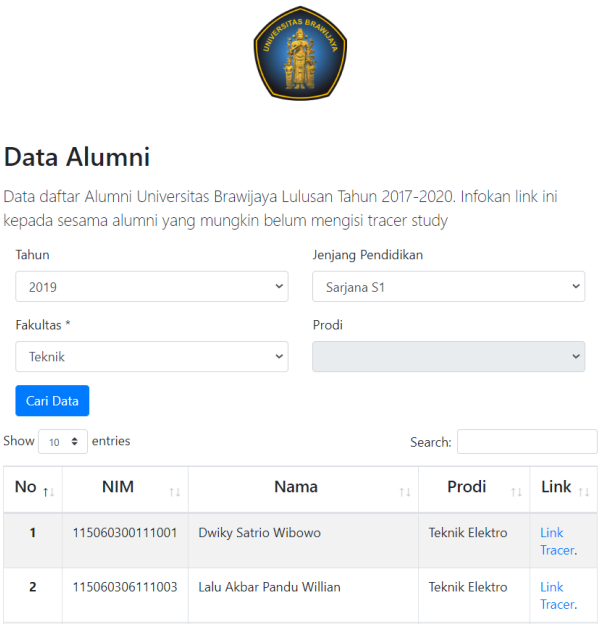


Figure 1.2 Alumni Data Search Page

With the integration with the alumni database owned by the Information and Communication Technology (ICT) Unit, the form display in Figure 1.3 is automatically filled with alumni identity data so that alumni can directly fill in the questionnaire and not be distracted by filling in the identity. Furthermore, the appearance of the tracer filling form can be presented as follows. Meanwhile, the survey results data can then be monitored in the dashboard provided by the tracer team. Increased participation from time to time can be monitored through the dashboard.

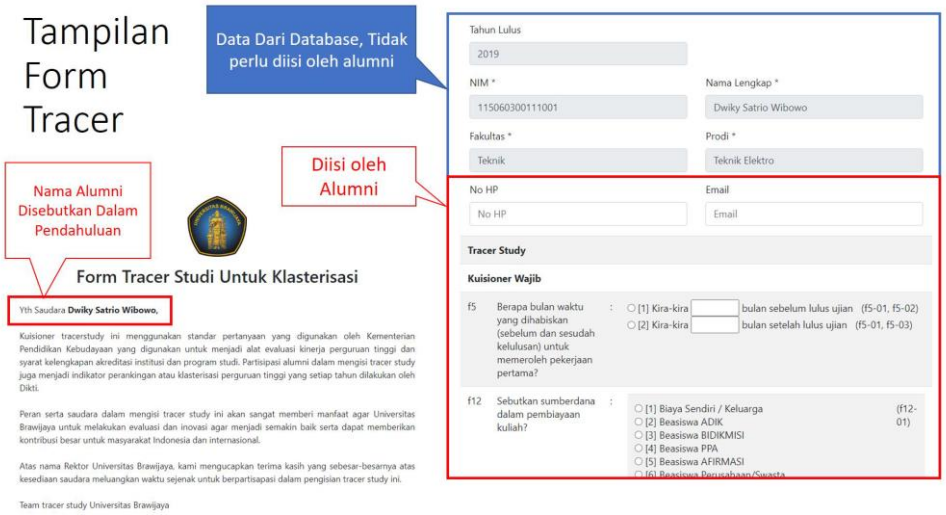


Figure 1.3 Tracer Study 2021 Questionnaire Page

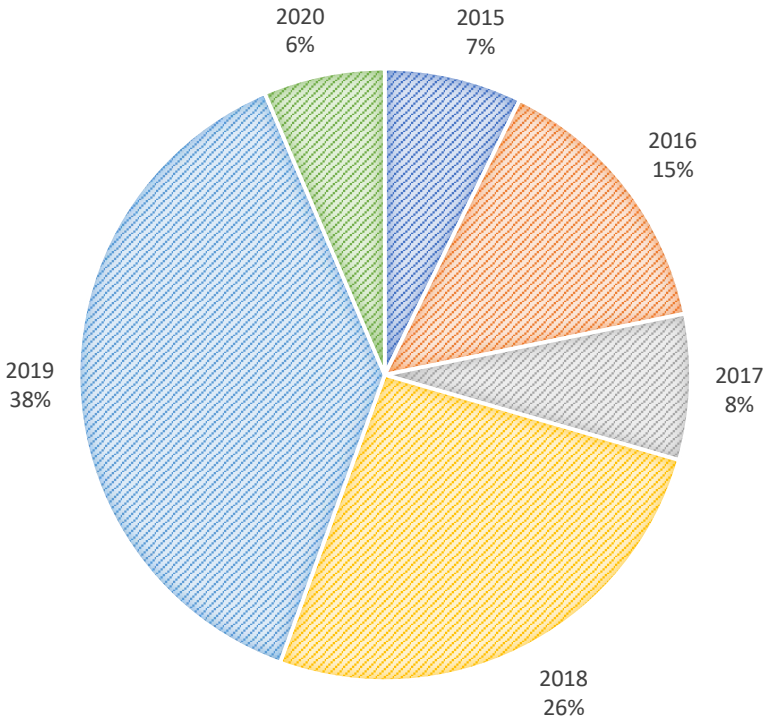
CHAPTER II
DISTRIBUTION OF TRACER STUDY RESPONDENTS IN 2023

2.1 Profile of Tracer Study Respondents of International Relations Undergraduate Program in 2023

The respondent population was obtained from the database of alumni of the Undergraduate International Relations Study Program as a whole recorded in the Brawijaya University Sinatra Aplication database, the number of respondents who filled out the online questionnaire was 234 respondents for 2023 graduates.

The UB Tracer Study in 2023 was conducted using an online self-census method using the target respondents of all graduates of the Undergraduate of International Relations Study Program who graduated in 2023. The 2023 graduates who filled out the tracer study were divided into six batches, namely batches 2015, 2016, 2017, 2018, 2019 and 2020.

Chart 2.1 Distribution of Tracer Study Respondents 2023



In the implementation of the 2023 tracer study, a total of 234 alumni of the International Relations Study Program participated as respondents. The respondents came from various generations, with the following distribution:

- Class of 2015 as many as 17 respondents or around 7.3% of the total respondents.
- Class of 2016 as many as 34 respondents, equivalent to 14.5% of the total.
- Class of 2017 amounted to 18 respondents, which is 7.7% of the total.
- The class of 2018 was recorded as one of the classes with a high number of respondents, namely 61 people or 26.1%.

- The class of 2019 was the class with the highest number of respondents, 89 people, which accounted for 38.0% of the total respondents.
- The class of 2020 accounted for 15 respondents, or 6.4% of the total respondents.

This distribution shows that the majority of tracer study respondents are from the 2018 and 2019 batches. This may reflect the high level of responsiveness of graduates in those two years, as well as their active involvement in the alumni evaluation and mapping process. In contrast, the number of respondents from earlier batches such as 2015 and 2016 is relatively lower, which may be due to the longer graduation period or limited access to information.

.

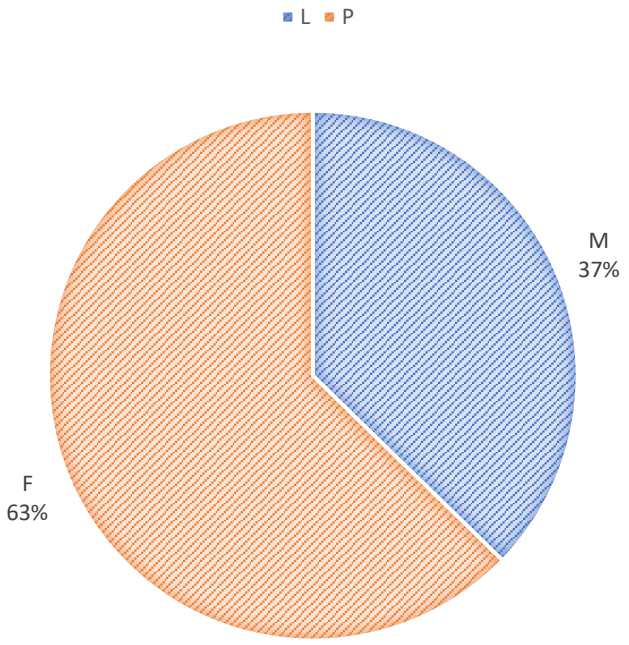
No	Graduates	Amount
1	2015	17
2	2016	34
3	2017	18
4	2018	61
5	2019	89
6	2020	15
Total Amount		**234**

Table 1.1 Distribution of Alumni Respondents of the International Relations Undergraduate Study Program in the 2023 Tracer Study

2.2 Gender Distribution of Tracer Study Respondents of International Relations Undergraduate Program in 2023

Of the total 234 respondents who participated in the tracer study of the International Relations Study Program in 2023, the composition based on gender shows the dominance of female respondents. There were 88 male respondents or around 37.6%, while female respondents totaled 148 people, equivalent to 63.2% of the total respondents. This distribution reflects that most of the alumni who filled out the tracer study came from women, which is in line with the demographic trends in the International Relations Study Program in various universities, where the number of female students is generally higher. The high participation of female alumni also shows their enthusiasm and involvement in the post-graduation academic evaluation process.

Chart 2.2 Gender Distribution of Tracer Study 2023 Respondents



2.3 Origin Domicile Distribution of Tracer Study Respondent of International Relations Undergraduate Program in 2023

The 2023 tracer study organized by the International Relations Study Program of Brawijaya University successfully captured 234 alumni respondents from various provinces in Indonesia. The data shows that the participating alumni not only come from the area around the campus, but also reflect a wide geographical diversity from Sabang to Merauke.

Most of the respondents came from East Java Province, as many as 68 people or around 29.1% of the total respondents. This is quite reasonable considering that Brawijaya University is located in Malang, East Java, so most students tend to come from this region. The second most respondents came from DKI Jakarta with 20 people (8.5%), followed by West Java with 19 respondents (8.1%), and Central Java with 13 respondents (5.6%). Provinces in Java Island as a whole accounted for the majority of respondents, with a total of 125 people or 53.4% of all alumni who filled out the tracer study.

Meanwhile, participation also came from provinces outside Java, including:

- **Banten**: 5 respondents.
- **East Kalimantan** : 4 respondents
- **Central Kalimantan** : 2 respondents
- **Kepulauan Riau**: 2 respondents
- **Southeast Sulawesi** : 2 respondents
- **Bali** dand **DIY** each: 2 respondents
- **South Sulawesi**, **Lampung**, **West Nusa Tenggara**, **East Nusa Tenggara**, and **West Sumatera** each: 1 responden

This distribution illustrates that alumni of Brawijaya International Relations Study Program are not only concentrated in certain regions, but have diverse regional backgrounds. This reflects the inclusive character and national appeal of this study program. Although the dominance still comes from Java Island, the participation of alumni from outside Java shows the wide distribution and potential of alumni networks spread across various regions of Indonesia.

CHAPTER III
WAITING TIME OF GRADUATE RESPONDENTS

3.1 Waiting Time for Graduates to Get Activities after Graduation

Knowing the waiting period of graduates for post-graduation activities, such as work, entrepreneurship, or continuing their studies, is one of the important indicators in evaluating the quality of higher education, especially in the context of curriculum relevance to the needs of the world of work. A relatively short waiting period reflects that graduates have adequate competencies, skills, and readiness to immediately contribute to society and the professional world.

Information on the waiting period is also very useful as a basis for quality assurance of study programs, especially in designing and adjusting the curriculum to be more responsive to the dynamics of the labor market. By understanding how quickly graduates are absorbed into productive activities, universities can identify strengths and weaknesses in the learning process, career services, and student development systems. Moreover, waiting period data is an integral part of study program accreditation and higher education institution performance reporting to the government and other stakeholders. Tracer study reports that include the waiting period of graduates become an important instrument in improving transparency, accountability, and competitiveness of educational institutions at the national and international levels.

For prospective students and parents, this information provides a realistic picture of job opportunities and career prospects after graduation, so that it can help in making educational decisions. Meanwhile, for industry and work partners, the waiting period reflects the effectiveness of the link and match between graduates and the real needs in the field. Thus, monitoring the waiting period for graduates is not only administrative, but an important part of a higher education quality development strategy that is oriented towards the success of graduates in the future. The waiting period referred to here is the waiting period from graduation to get activities after graduation. The activities in question are activities for work, continuing studies or entrepreneurship.

Based on the results of the 2023 tracer study, it provides a comprehensive picture of the waiting period for alumni of the International Relations Study Program at Brawijaya University to start their main post-graduation activities, namely work, entrepreneurship, or continuing their studies. This data reflects the level of readiness, responsiveness to opportunities, and the dynamics of graduates' transition from the campus world to the professional world.

Of the total respondents, 36 alumni have started their activities even before graduation, either in the form of working, running a business, or continuing their education. This number shows that alumni have been professionally active since they were students, reflecting good time management skills, competency readiness, and the courage to take early initiatives in pioneering career paths. This finding is an indicator that the curriculum and practical experience gained during the study period have equipped students with a strong enough foundation to compete outside the campus.

Meanwhile, 124 alumni started their main activity after graduation. Although they did not immediately enter the world of work or education after graduation, this figure still shows

that most graduates are able to enter the professional world within a reasonable time frame. This group also reflects a more planned process of job search, further study selection, and business plan development after completing undergraduate studies.

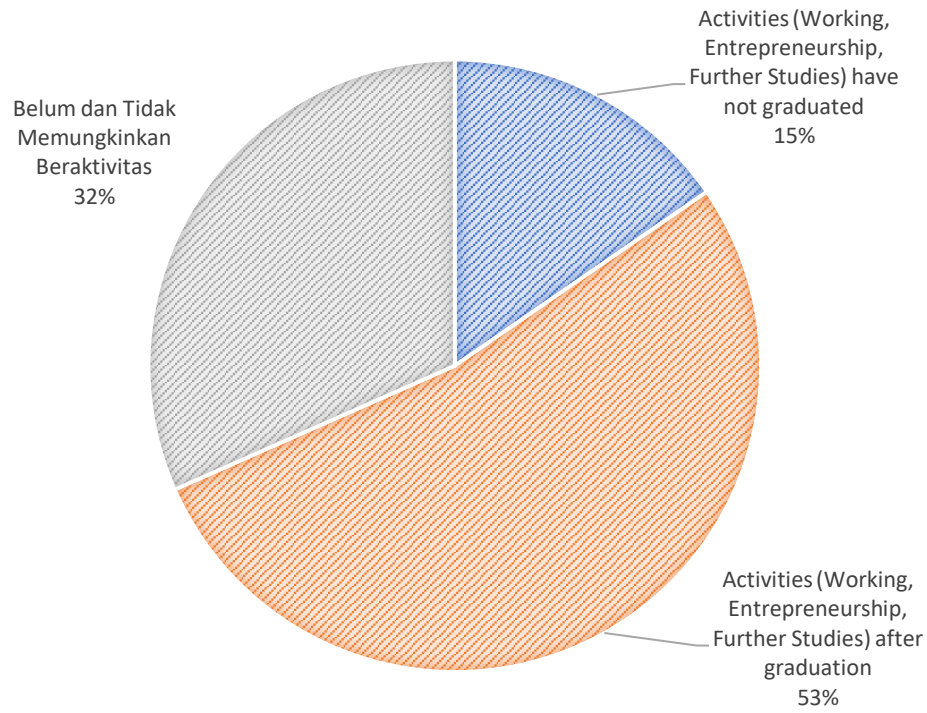
However, there are also 74 alumni who are not yet active, and are in no condition to immediately start professional activities due to factors such as family responsibilities, marriage, military service, or other personal reasons. This number indicates that respondents are still in a pause or transition phase, which requires special attention in terms of career support, counseling, and post-campus coaching.

Overall, this data illustrates that the majority of alumni of Brawijaya International Relations Study Program have been absorbed in productive activities, both before and after graduation. Meanwhile, the existence of a group of alumni who are not yet professionally active opens space for institutions to strengthen strategic interventions through follow-up tracer study services, job readiness training, mentoring programs, and strengthening networks of career and educational opportunities.

Table 3.1 Alumni Waiting Time for Activities

No	Waiting Time	Amount
1	Activities (Working, Entrepreneurship, Further Studies) before graduating	36
2	Activities (Working, Entrepreneurship, Further Studies) after graduating	124
3	Not yet active and unable to be active	74
Total Amount		**234**

Chart 3.1 Alumni Waiting Time for Activities



However, there were still a number of alumni who were unemployed at the time of the tracer study. Of this group, most stated that they were still actively looking for work, while others said that they planned to continue their studies in the near future. The existence of this group is important to observe, as it indicates the need for additional support, such as career guidance, job skills training, or facilitation of information on further studies.

Alumni who were not yet active expressed a variety of diverse and contextual reasons. Most stated that they were waiting for a job call, indicating that they had gone through the recruitment process and were just waiting for a follow-up from the employer. This suggests that they have actively entered the job market and only need time to enter the job placement stage.

In addition, there are also alumni who are preparing additional skills, such as attending training, courses, or certifications. This step reflects a high level of self-awareness of the importance of improving competencies before actually entering the workforce or changing career paths. The preparation of these skills can also be an important asset to increase the competitiveness of graduates in a dynamic job market.

Some alumni reported that they were taking care of their families, a choice that reflects the prioritization of temporary personal or domestic responsibilities. These decisions are generally short-term, and it is possible that they will return to the workforce or education once their family situation allows.

There are also alumni who have previously worked but whose work contracts have ended, and are currently in the process of looking for new job opportunities that are more in

line with their interests and long-term plans. Those who choose to change jobs are usually oriented towards improving the quality of work, a better work environment, or a desire to develop themselves in a field that is more relevant to their academic background.

These various reasons show that alumni who are not yet active are not necessarily unproductive, but are in the preparation phase and searching for the best path in developing their careers or personal lives. Understanding this condition is important for study programs and career development units in order to provide appropriate support, whether in the form of job vacancy information, additional training, or psychosocial assistance and career planning.

Overall, this data illustrates the diversity of paths taken by alumni in entering the post-campus life phase. These various activities show that graduates of the International Relations Study Program at Brawijaya University have high capacity and flexibility in responding to opportunities, and show readiness in facing the growing global challenges.

3.1.1 Waiting Time for Graduates to Get a Job

Of the total respondents who have worked, 25 alumni have started their work activities even before graduation. This shows that some graduates are able to seize job opportunities since they are still students. This condition not only reflects superior academic and practical competencies, but also shows the effectiveness of the study program in providing relevant and applicable skills, professional networks, and work experience (such as internships or organizational activities).

Meanwhile, 105 alumni started working after graduation, which is the dominant figure in the distribution of waiting time. Despite starting activities post-graduation, the majority of this group was able to enter the workforce relatively quickly. This is a positive indicator that the curriculum, soft skills, and learning ecosystem developed by the study program have equipped graduates with adaptive capacity and competitiveness in the national and international job market.

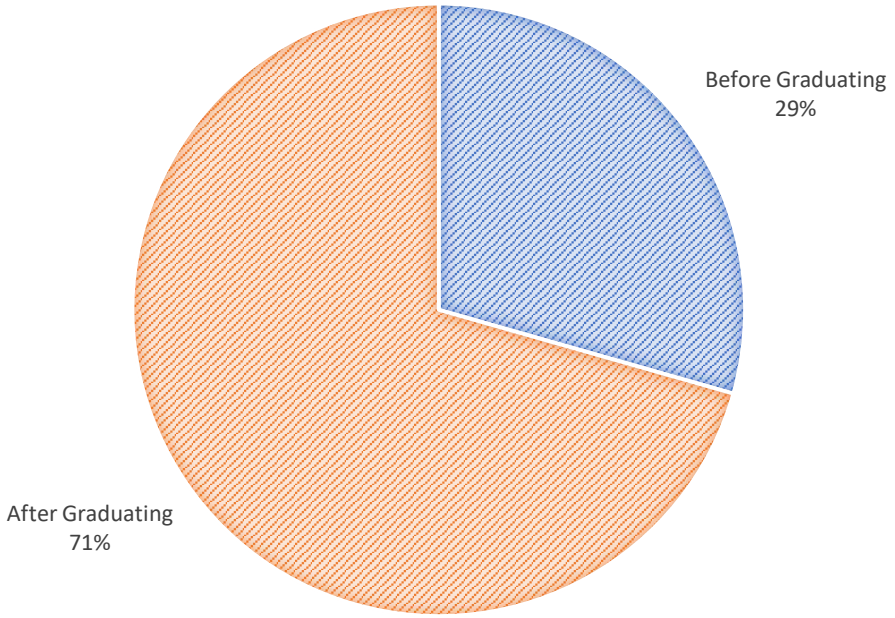
This division of waiting time illustrates that graduates of the International Relations Study Program do not experience significant delays in entering the world of work. On the contrary, many of them have navigated their career paths even before officially graduating. This finding can be evidence of the success of experiential learning strategies that encourage students to actively network, engage in the professional world early on, and design career paths more planned.

In the future, the study program can continue to strengthen collaboration with industry, international organizations, and government agencies to expand internship, recruitment, and career mentoring opportunities so that the number of graduates who work before graduation can continue to increase, and the transition from the campus world to the world of work can take place more efficiently and structured.

Table 3.2 Alumni Waiting Time for Employment

No	Waiting Period	Amount
1	Doing Activities Before Graduation	25
2	Doing Activities After Graduation	105
Total Amount		**130**

Chart 3.2 Alumni Waiting Time for Employment



The results of the 2023 tracer study show that a number of alumni of the International Relations Study Program at Brawijaya University have successfully entered the workforce even before they officially graduated. This finding shows a high level of readiness and initiative from students in building a career path since they were still in college.

Of the total alumni who worked before graduation, 19 respondents obtained jobs within 0 to 6 months before graduation. This means that they are able to identify and seize job opportunities quickly and precisely, and shows that the transition process from education to the world of work can take place simultaneously and effectively. This success can also be attributed to the role of organizational experience, internships, professional relationships, and competency readiness of students.

In addition, there were 6 respondents who started working more than 6 months before graduation. This finding indicates that some students have had stable jobs long before completing their formal studies. In many cases, this reflects high levels of time management, multitasking and professional responsibility. In addition, it may also indicate students'

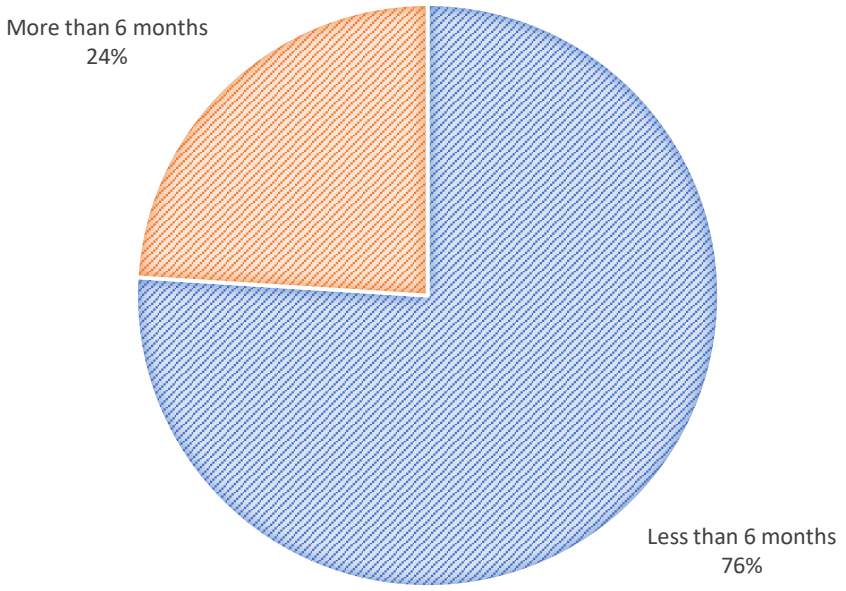
involvement in part-time work, professional projects, or direct engagement with the world of work through non-formal channels.

Overall, this data provides a positive signal of the effectiveness of the learning approach and career coaching within the International Relations Study Program. The ability of alumni to start a career before graduation reflects the success of the program in building practical competencies, professional connections, and understanding of field realities needed in the global world of work. In the future, this potential can continue to be strengthened by expanding partnerships with the industrial sector, international organizations, and government agencies, as well as encouraging students to be more active in internship programs, research cooperation, and other practical activities as part of an integrated career development strategy since the study period.

Table 3.3 Waiting Time for Alumni to Work Before Graduation

No	Waiting Period	Amount
1	Employed before 6 months of graduation	19
2	More than 6 months of activity before graduation	6
Total Amount		**25**

Chart 3.3 Waiting Time for Alumni to Work Before Graduation



The results of the 2023 tracer study show that most of the alumni of the International Relations Study Program of Brawijaya University who are working start their professional

activities after graduation, with a relatively fast waiting period. This finding provides a positive picture of the absorption of graduates by the labor market and the relevance of the competencies possessed by alumni to the needs of the professional world.

As many as 94 alumni found jobs within 0 to 6 months after graduation. This number shows that the majority of graduates do not need a long time to enter the workforce after completing their studies. This short waiting time is an indicator of the success of the study program in equipping students with academic skills, soft skills, and high work readiness. In addition, this also indicates that graduates are able to compete and adapt quickly in the work environment, both in the public sector, private sector, international organizations, and non-governmental institutions.

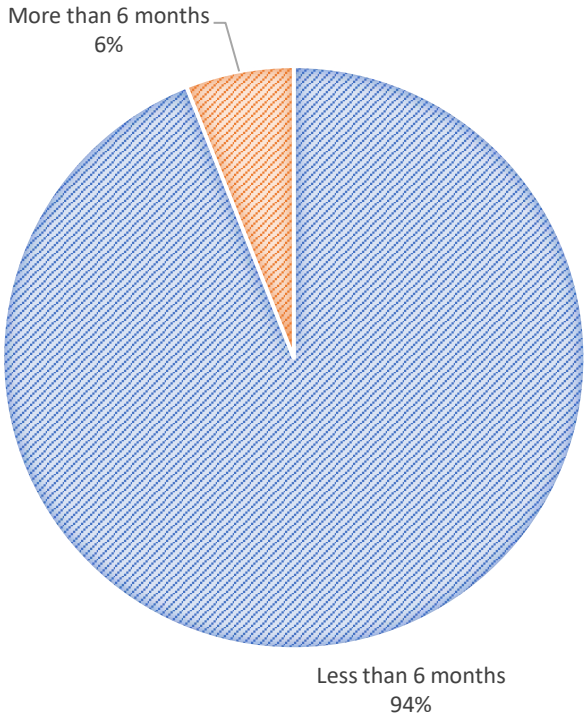
Meanwhile, there were 11 alumni who started working more than 6 months after graduation. Although relatively longer, this waiting time is still within reasonable limits, given the dynamics of the job market which can be influenced by various factors such as strict selection, certain career preferences, geographical location, and individual strategies in determining jobs that match interests and long-term plans.

Overall, this data confirms that graduates of the UB International Relations Study Program have good job prospects and a high level of work readiness, with the majority able to enter the workforce in less than six months after graduation. This finding can also serve as a foundation to continue strengthening the integration between the academic curriculum and career coaching, so that the transition of graduates to the world of work can take place more quickly and efficiently.

Table 3.4 Waiting Time for Alumni to Work After Graduation

No	Waiting Period	Amount
1	Employed before 6 months post-graduation	94
2	Employed after 6 months post-graduation	11
Total Amount		**105**

Chart 3.4 Waiting Time for Alumni to Work After Graduation



Most of the alumni are known to have worked, both in the public and private sectors, reflecting the success of the study program in preparing graduates who are ready to enter the professional world of work. These alumni are spread across various fields, including government, international organizations, national and multinational companies, and social community institutions. Working activities are the main path pursued by the majority of graduates as a form of real implementation of the knowledge and competencies they have gained during college.

3.1.2 Graduate Waiting Time for Entrepreneurship

In addition, there are also alumni who choose to become entrepreneurs, showing a spirit of independence and creativity in building their own businesses. This reflects that the education provided is not only oriented towards job search, but also fosters the spirit of entrepreneurship among graduates. Based on the results of the 2023 tracer study, it can be seen that some alumni of the International Relations Study Program at Brawijaya University chose the entrepreneurial path as the main form of post-graduation activity. This path not only shows the courage of alumni to create opportunities independently, but also reflects the relevance of the graduate profile as a global industry player, which is required to have high innovation power and adaptability to market dynamics.

Interestingly, of the total alumni who chose self-employment, 11 respondents had started their businesses even before graduation. This shows that the entrepreneurial spirit among students has started to grow since they were still undergoing their studies. The ability

to manage time between studying and building a business is a strong indicator of students' independence, responsibility, and long-term vision. The businesses run are diverse, ranging from trading, fashion, culinary, education, to media and entertainment sectors, all of which reflect an understanding of economic opportunities at both local and global levels.

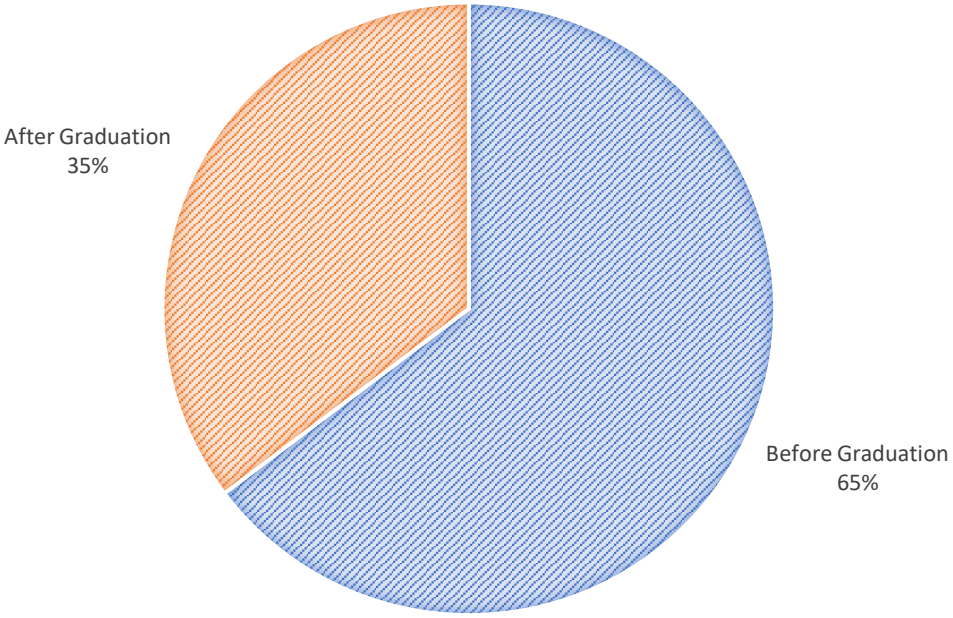
Meanwhile, 6 alumni started their businesses after graduation, indicating that some graduates also utilize the post-campus transition period to develop business ideas that have been initiated, or start seriously pursuing independent businesses as the main career path. This phase is often used for exploration, more careful planning, as well as market search and seed funding.

Overall, these findings show that the entrepreneurial path is not only an alternative to formal employment, but also a form of actualization of graduates' ability to create added value in society. Through this choice, alumni demonstrate their capacity as active actors in the global economy, with an innovative spirit and strong leadership skills. Future study programs can continue to strengthen the entrepreneurial ecosystem, such as business training, access to business incubators, mentoring, and industry partnerships, to encourage growth in the number of alumni who are able to build and maintain sustainable independent businesses.

Table 3.5 Alumni Waiting Time for Entrepreneurship

No	Waiting Period	Amount
1	Before Graduation	11
2	After Graduation	6
Total Amount		**17**

Chart 3.5 Alumni Waiting Time for Entrepreneurship



The results of the 2023 tracer study show that a number of alumni of the International Relations Study Program of Brawijaya University have chosen the entrepreneurial path even before completing their formal studies. This phenomenon is a positive indication of the growing entrepreneurial spirit among students, as well as showing the level of readiness and courage to create opportunities independently.

Of the total alumni who started entrepreneurship before graduation, 5 respondents started their business within 0 to 6 months before graduation. This shows that their business ideas and initiatives most likely grew in parallel with the academic process in the final semester. These students were able to manage their time between studies and business, and showed independence, discipline, and careful planning in building their own business. The types of businesses run include dynamic sectors such as fashion, culinary, media, and education.

Meanwhile, 6 other respondents had started entrepreneurship more than 6 months before graduation. This means that they have been committed to the business world for a longer period of time, even while their studies were still active. This may reflect the continuation of a family business, a community-based business, or a business started early in their studies. The decision to start a business early on shows that students do not just see entrepreneurship as an alternative, but as a primary career choice that has been designed from the start.

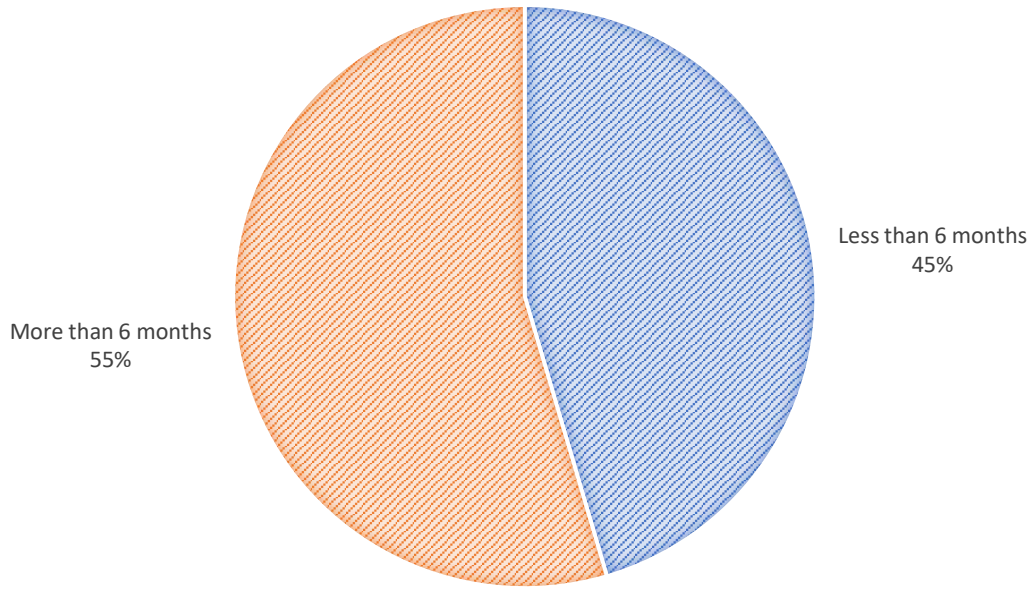
This data reinforces that the entrepreneurial path does not have to start post-college. Instead, the study period can be a strategic momentum to start a business, with the support of the academic environment, access to cross-disciplinary knowledge, and extensive social networks. This finding is very relevant to the profile of graduates as global industry players,

who are required to be adaptive, innovative, and dare to take initiatives in facing the opportunities and challenges of the business world.

Table 3.6 Alumni Waiting Time for Entrepreneurship Before Graduation

No	Waiting Periode	Amount
1	0-6 months before graduation	5
2	Above 6 months before graduation	6
Total Amount		**11**

Chart 3.6 Alumni Waiting Time for Entrepreneurship Before Graduation



In the future, study programs can strengthen the role of entrepreneurship education in the curriculum, build business incubators, and provide access to mentoring from industry practitioners, so that students who are interested in the business path can develop their business ideas more systematically, since they are still students.

In addition, based on the results of the 2023 tracer study, it shows that alumni of the International Relations Study Program of Brawijaya University who choose the entrepreneurial path after graduation generally start their business activities relatively quickly. Of the total alumni who became entrepreneurs after graduation, 5 respondents (83.3%) started their business within 0 to 6 months after graduation. Meanwhile, 1 respondent (16.7%) started their business more than 6 months after graduation.

This figure reflects that most alumni who take the entrepreneurial path do not require a long waiting time to start building their business after completing their studies. This shows that

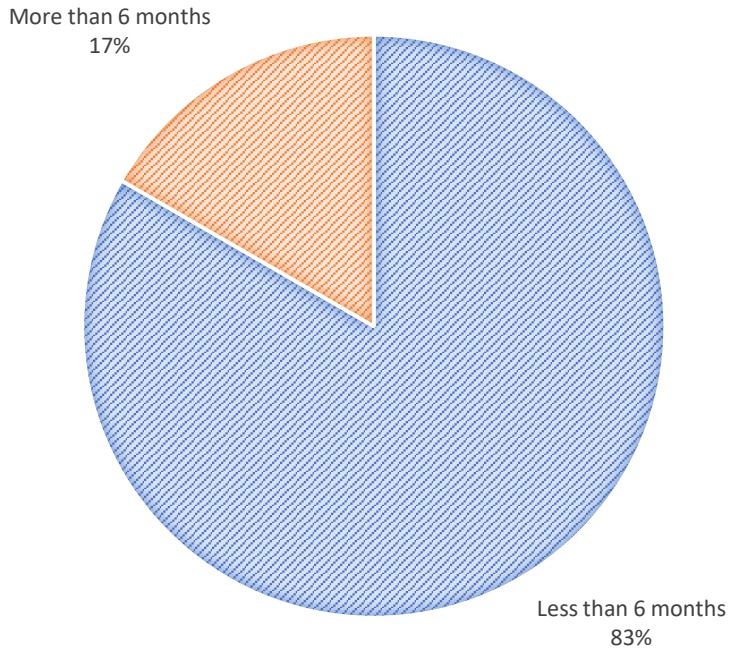
the alumni have conceptual and practical readiness, both in terms of business ideas, basic managerial skills, and the courage to take risks. Most likely, some of them have also planned or pioneered the business since they were in college.

Meanwhile, the presence of alumni who started a business more than 6 months after graduation indicates that the process of deciding to become an entrepreneur can also occur gradually. This can be caused by various factors such as time to develop a business plan, raise capital, market research, and find business partners.

Table 3.7 Alumni Waiting Time for Entrepreneurship After Graduation

No	Waiting Period	Amount
1	0 -6 months after graduation	5
2	Above 6 months after graduation	1
Total Amount		**6**

Chart 3.7 Alumni Waiting Time for Entrepreneurship After Graduation



Overall, these findings support the profile of graduates as global industry players, who are not only ready to work in the formal sector, but are also able to initiate and manage businesses independently, with sensitivity to economic opportunities and emerging market trends. To support the success of this pathway, study programs and universities can strengthen

the entrepreneurial ecosystem through advanced training, access to financing, and ongoing coaching to alumni who choose the business pathway as their main career.

3.1.3 Graduate Waiting Time for Further Study

The results of the 2023 tracer study show that a number of alumni of the Brawijaya International Relations Study Program chose to continue their studies to a higher level after completing their undergraduate education. This path shows that some graduates have a strong orientation towards developing academic, scientific, and professional capacities in the long term.

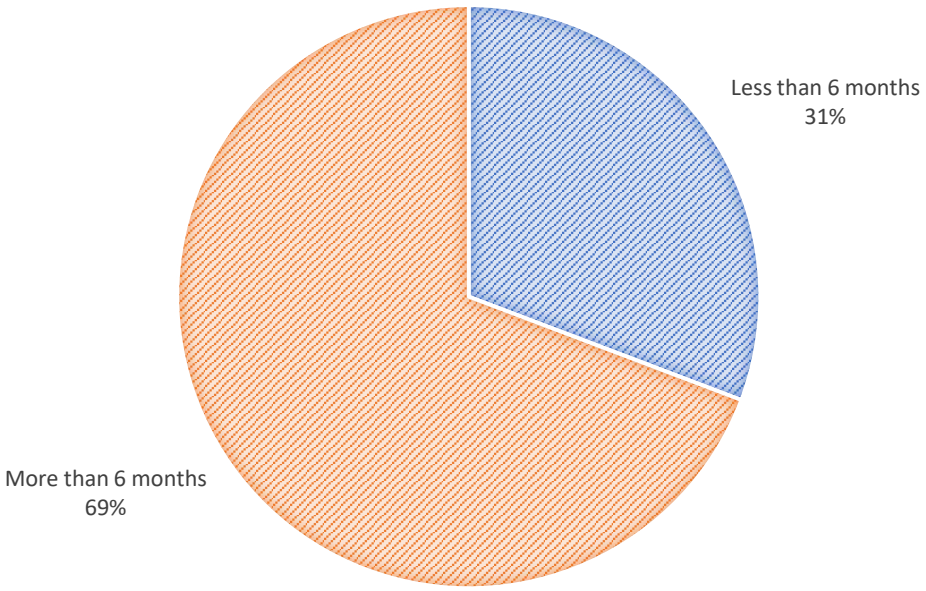
From the data obtained, there were 4 respondents who decided to continue their studies within 0-6 months after graduation. This figure shows that these alumni have had a fairly mature further study plan even before graduation, and were able to immediately realize it in a short time. This is generally supported by administrative readiness (such as registration documents), scholarship opportunities, or early acceptance from the destination institution. This decision also reflects that graduates have had a structured career focus and planning since the end of their undergraduate studies.

Meanwhile, 9 other respondents continued their studies after more than 6 months since graduation. In many cases, this time span is used by alumni to explore areas of interest, seek scholarship opportunities, prepare academic proposals, or strengthen motivation to study in more specific fields. Despite having a longer waiting time, this decision remains within reasonable limits and reflects a more reflective and selective approach in determining the direction of further study.

Table 3.8 Alumni waiting time for further study after graduation

No	Waiting Period	Amount
1	0 -6 months after graduation	4
2	Above 6 months after graduation	9
Total Amount		**13**

Chart 3.8 Alumni Waiting Time for Further Study After Graduation



Overall, this data shows that alumni who continue their studies after graduation continue to move in productive paths and reflect the profile of graduates as analysts, namely individuals who have the ability to think critically, analytically, and reflect on international issues, and are committed to the development of science and global policies. The study program can support this path by providing access to scholarship information, research proposal coaching, and national and international academic networks. Thus, alumni who choose further studies can be more prepared, directed, and competitive in pursuing the next level of education.

3.2 Pathways to Get a Job

The results of the 2023 tracer study show that alumni of the International Relations Study Program at Brawijaya University obtain information about jobs through various channels, both conventional and digital, as well as through personal and institutional networks. This finding reflects the diversity of job search strategies used by graduates in facing the dynamics of the job market.

The majority of alumni, 54 respondents, obtained job vacancy information through the internet. This shows that digital media is the main source of job search in the current era, whether through job vacancy sites, professional platforms such as LinkedIn, social media, or direct company websites.

Meanwhile, 21 respondents relied on information from print media and visual media such as advertisements in newspapers, brochures, printed announcements, and banners on the street. Although classified as conventional methods, these are still relevant for some alumni,

especially those in areas with limited digital access or employment sectors that still actively use print media as the main information channel.

A total of 20 alumni stated that they obtained jobs by applying directly to companies, indicating an active initiative and formal approach taken by graduates. In addition, 13 alumni cited networking as their main means of securing employment, emphasizing the importance of social and professional connections in today's world of work.

Another significant source of information was job fairs, which 14 alumni cited as a place where they gained direct access to companies and career opportunities. Such activities, which are generally organized by campuses, government agencies, or the private sector, are an effective means of bringing together job seekers and employers in one interactive space.

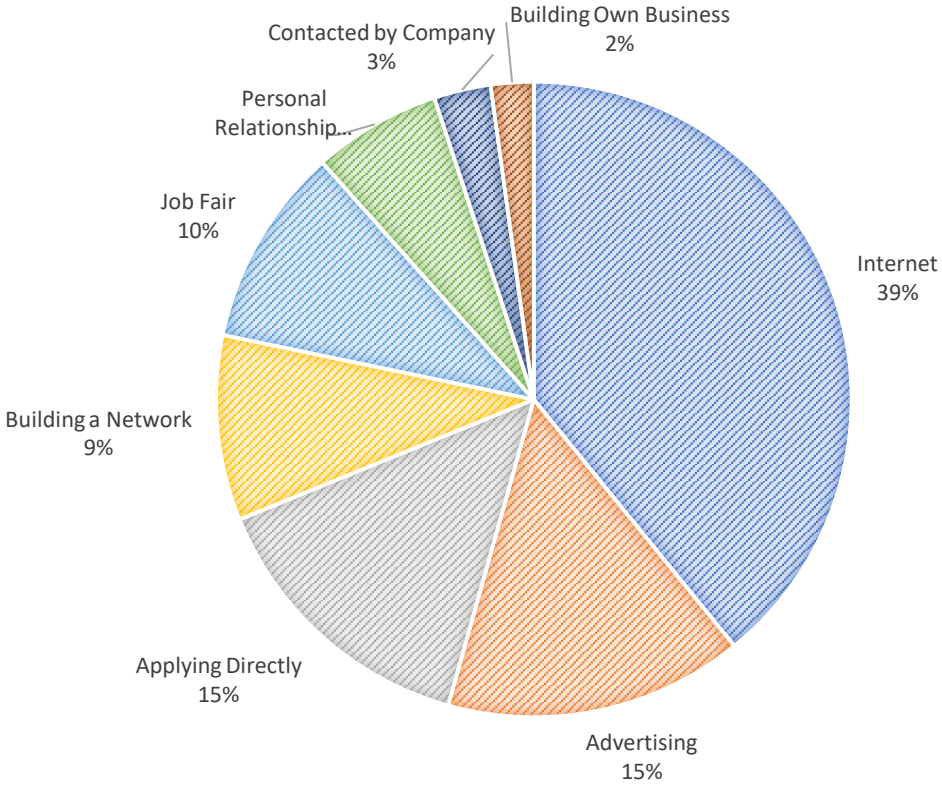
A total of 9 alumni found jobs through personal relationships, whether from family, friends or acquaintances, showing that informal networks also continue to play an important role in the job placement process.

There were also 4 alumni who were contacted directly by companies without an active search process on the part of the graduate. This phenomenon can be interpreted as a form of passive recruitment that occurs because the graduate's profile is already known or recommended by a third party.

In terms of entrepreneurship, 3 alumni stated that they built their own businesses, indicating the courage and independent spirit in creating jobs for themselves and others. In addition, 3 respondents mentioned that they obtained job information through the University Career Development Center, indicating that this institution remains one of the sources of career information, although with an intensity that can still be improved.

Overall, this data shows that graduates utilize a variety of information channels, both formal and informal, online and offline. Therefore, the support of higher education institutions in providing access to extensive job information, strengthening networks, and organizing job search strategy training, is crucial to facilitate the transition of graduates from education to the professional world.

Chart 3.9 Sources of Information for Employment



CHAPTER IV
ACTIVITIES AND JOBS AFTER GRADUATION

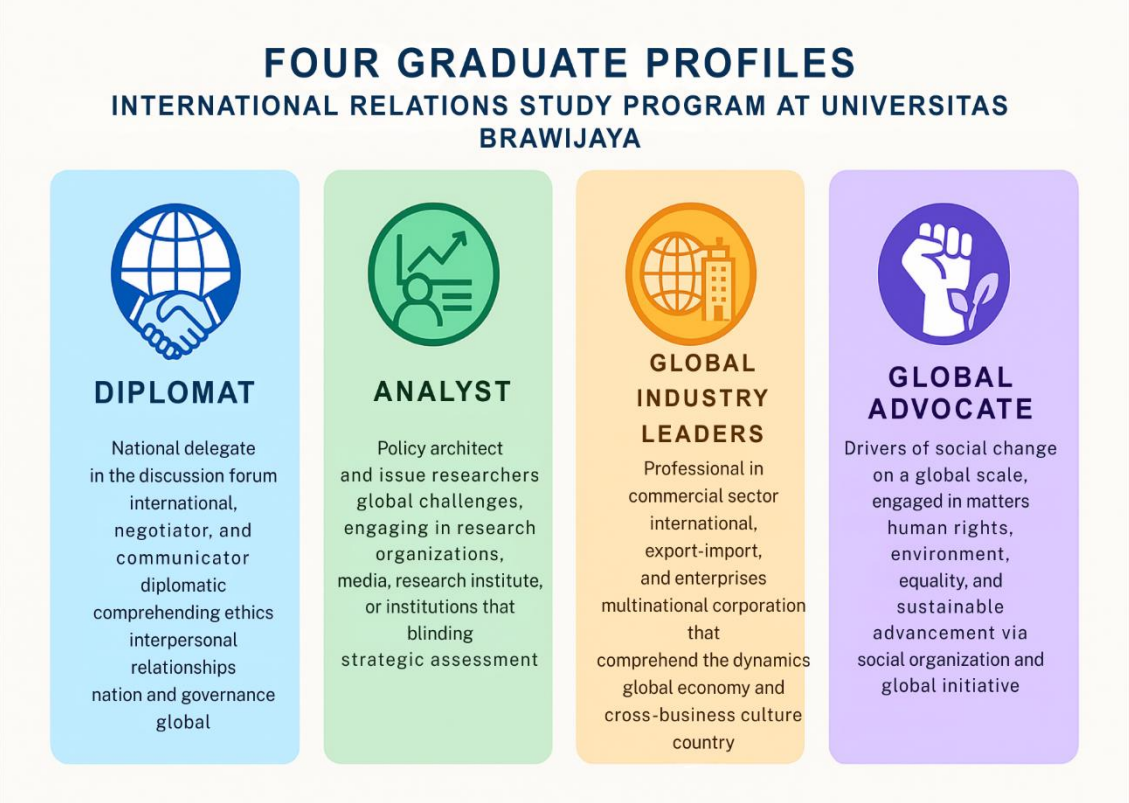
4.1 Main Activities of Alumni

Brawijaya International Relations Study Program has designed a curriculum and learning process that is oriented towards achieving graduate profiles that are in line with global needs and the dynamics of the international world. There are four main graduate profiles that form the basis for developing student competencies, namely diplomats, analysts, global industry players, and global activists. These four profiles reflect the diversity of career paths that graduates can take and the flexibility of their roles in various international professional domains.

1. **Diplomat**
   As diplomats, graduates are prepared to become representatives of the state in international forums, both as officials in the foreign ministry and representatives in international organizations. This profile requires mastery of diplomatic ethics, negotiation skills, intercultural communication, and a deep understanding of global law and governance. Graduates are directed to have sensitivity to international issues and be able to establish relations between countries with a strategic, representative, and diplomatic approach.
2. **Analyst**
   The analyst profile places graduates in the role of study compilers, strategic thinkers, and policy designers in the field of international relations. Graduates are expected to have strong research skills, critical thinking, and skills in formulating recommendations based on data and scientific arguments. They can work in study centers, policy research institutions, media, non-governmental organizations, or as consultants working on international issues such as conflict, global trade, security, and the environment.
3. **Global Industrialists**
   In this profile, graduates are equipped with the ability to actively engage in the world of business and industry operating at an international level. They are prepared to enter the international trade sector, export-import, global supply chain management, or multinational companies that demand an understanding of cross-border regulations, global business culture, and cross-cultural negotiation practices. Graduates with this profile are expected to be adaptive global economic actors with integrity.
4. **Global Activist**
   As global activists, graduates are directed to engage in social and humanitarian movements that operate across national borders. They are encouraged to become agents of change on issues such as human rights, gender justice, climate change, refugees, sustainable development, and world peace. This profile emphasizes the values of social justice, global solidarity, and cross-cultural empathy, as well as active engagement in advocacy, campaigning, and empowerment of the international community.

These four profiles are not rigid pathways, but rather flexible frameworks that open up a variety of career opportunities at the national and international levels. Through an Outcome-

Based Education curriculum approach, Brawijaya International Relations Study Program ensures that its graduates have the academic competence, professional ethics, and global skills to contribute to building a more just, peaceful, and sustainable world.



The International Relations study program at Brawijaya University has high hopes that every student, from the time of study to post-graduation, will be able to develop capacities and career orientations that are in line with the four profiles, both academically, professionally, and socially. This expectation is not restrictive, but provides strategic guidance for students to map their potential and expand opportunities for contributions in various fields.

As diplomats, students are expected to have a deep understanding of global governance, diplomatic ethics, and cross-cultural communication skills, so that they are able to represent the country and fight for national interests in various international forums. Strengthening in the fields of negotiation, international law, and protocol is an important part of learning.

As analysts, students are directed to have critical, methodological, and reflective thinking skills on various international phenomena. They are expected to be able to produce strategic studies and research-based policy recommendations that can be applied in research institutions, media, government, and international organizations. Students are encouraged to be active in research, scientific writing, and engagement in academic discourse.

As global industry players, students are expected to have an entrepreneurial spirit, managerial skills, and an understanding of international markets and regulations that enable them to work or build businesses in global economic sectors. Readiness to face cross-border business challenges is an important part of soft skills development, such as digital literacy, project management, and economic diplomacy.

Meanwhile, as global activists, students are formed to have sensitivity to global issues such as human rights, gender justice, the environment, and sustainable development. They are expected to be agents of change who are active in advocacy, social campaigns, and transnational movements based on humanitarian values and global solidarity.

Through various academic programs, student organizations, international activities, and cross-sector collaborations, the UB International Relations Study Program hopes that graduates will not only be able to fill professional spaces, but also become thinkers, actors, and prime movers in an ever-evolving international world.

With a solid theoretical foundation, relevant practical skills, and strong global ethical values, graduates are expected to be able to fully actualize their roles in all four profiles, both independently and collaboratively, and answer the challenges of the times with courage, integrity, and superior competence.

Based on the results of the 2023 tracer study, alumni of the International Relations Study Program of Brawijaya University show a positive and diverse tendency in determining the direction of post-graduation activities. Of the total respondents, it was recorded that 130 alumni had worked, 13 alumni chose to continue their studies, and 17 alumni pursued entrepreneurial paths. This data reflects the success of the study program in producing graduates who are adaptive and able to compete in various sectors.

The number of alumni who have worked is 130 respondents or around 55.6% of the total participants, indicating that the majority of graduates have successfully entered the workforce. They are spread across various fields, ranging from government, international organizations, media, private sector, to social institutions. This is clear evidence that graduates are able to actualize their profile as diplomats and analysts, by prioritizing cross-cultural communication skills, understanding of global dynamics, and skills in strategic decision making.

Meanwhile, 13 alumni decided to continue their studies to a higher level, both domestically and abroad. This choice shows a strong academic capacity development orientation, and is in line with the profile of graduates as analysts, who need strengthening in research, policy studies, and mastery of scientific methodologies. It also shows that the study program has succeeded in instilling awareness of the importance of continuous learning in responding to global challenges.

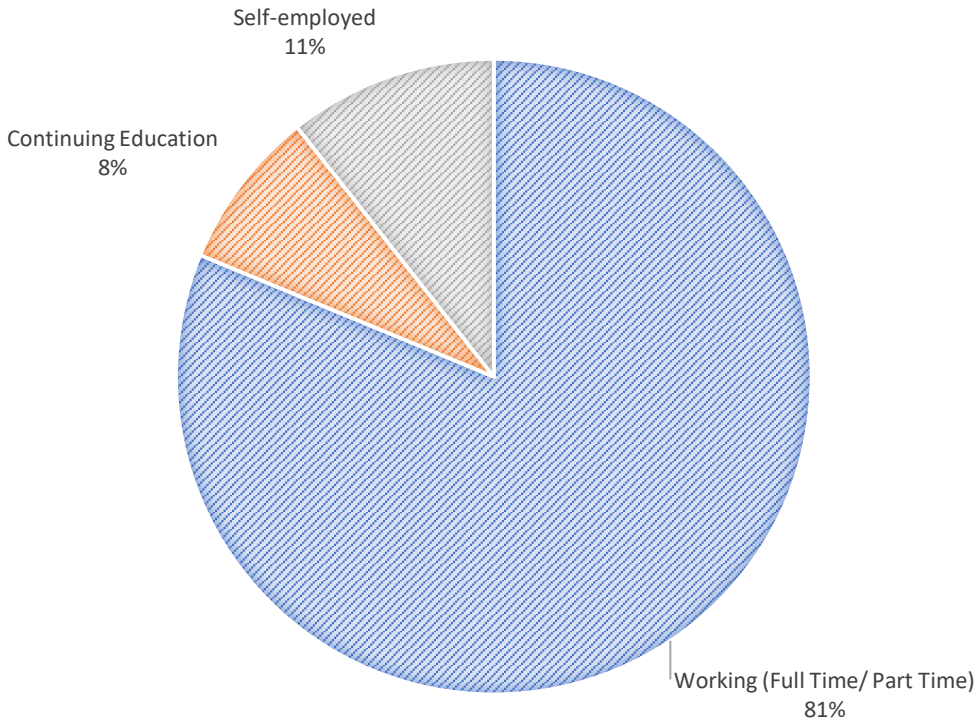
A total of 17 alumni chose to become entrepreneurs, pursuing various sectors such as trade, fashion, education, culinary, and media. This choice reflects the development of graduates' entrepreneurial spirit and skills to create opportunities independently. This activity is very relevant to the profile of graduates as global industry players, who are required to have the ability to innovate, adapt to international markets, and understand cross-border economic trends.

In general, the distribution of alumni activities reflects the diversity of career directions taken, as well as showing the suitability between the path chosen by alumni and the four profiles of graduates of the International Relations Study Program, namely diplomats, analysts, global industry players, and global activists. This finding strengthens the belief that the curriculum and career coaching approach implemented by the study program has succeeded in preparing students to face the world of work and professional life competently and competitively.

Table 4.1 Alumni Main Activity Status

No	Graduate Status	Amount
1	Working (Full Time/Part Time)	130
2	Self-employed	17
3	Continuing Education	13
Total Amount		**160**

Chart 4.1 Status of Alumni who are Already Active



Overall, this data reflects that alumni of the International Relations Study Program at Brawijaya University are not only well absorbed in the world of work, but also show a diversity of career orientations that reflect the profile of graduates as diplomats, analysts, global industry players, and global activists. This is a positive indicator for the sustainability of the quality of education and the relevance of the study program in shaping adaptive, competent, and visionary graduates.

4.1.1 Activities of Alumni who are Entrepreneurs

The results of the 2023 tracer study show that alumni of the International Relations Study Program of Brawijaya University have entered the world of work in various sectors and

occupy diverse positions. This shows that the competence of IR UB graduates is very adaptive and can be applied across industries, both nationally and internationally.

Graduates are spread across various positions in the administrative and operational sectors, such as Administrative Assistant, Financial Administration Staff, Process Assurance, Order Management, Plant Admin, to Company Administration Staff. In addition, many alumni also fill roles in the human resources sector, including as Human Resource Officer, Talent Manager, Human Capital Intern, and Learning and Development Apprenticeship.

In the field of communication and marketing, alumni work as Digital Marketing Specialist, Marketing Staff, Marketing Officer, SEO Content Writer, Campaign Manager Intern, Content Planner, Social Media Manager, Content Moderator, and Event & Social Media Manager. This reflects the strategic communication skills and strong market understanding of international relations graduates.

Not a few alumni also occupy positions in the business development and cooperation sector, such as Business Development Manager, Business Development Executive, Program Officer, Project Officer, Partnership Relations, Strategic Initiative Management Office Staff, Community Development Officer, and AE Enabling Partnership and Regulatory Relations.

In the finance and banking sector, alumni work as Banker (Teller), Wholesale Funding Transaction Officer, Bancassurance Relationship Officer, Account Officer Consumer Mortgage, and Trade Service Staff. While in the government and public policy sector, there are alumni who work as Policy Analysts, Ministry Expert Staff, Public Policy Specialists, and Financial Transaction Analysts.

Some alumni are also active in international and humanitarian organizations, such as UNICEF - LPA Partnership Child Protection Program Staff, Community Manager, Local Coordinator, and Climate & Market Transformation Specialist. This shows the success of the study program in forming graduates with sensitivity to global and social issues.

In addition, there are graduates who work in the media and mass communication sector, such as Journalists, Journalists and Writers, Public Communication Assistant, Campaign Strategist, and Usher in the international forum Indonesia New Capital Business Forum. In the education sector, some alumni become English Tutors, English Teachers, English Tutors, and Education Counsellors.

Some alumni also fill functional positions such as Full Stack Engineer, Customer Service Specialist, Customer Care, Sales Representative and Translator, Export-Import Staff, to Principal Investigator and Kol Specialist Branding. This diversity of professions shows that graduates of the International Relations Study Program at Brawijaya University have high career flexibility and are able to reach various fields of work. This is in line with the profile of graduates as diplomats, analysts, global industry players, and global activists, who are not only able to work in formal state institutions and international organizations, but also actively contribute to the private sector, social, technology, media, and education.

The results of the 2023 tracer study show that graduates of the Brawijaya International Relations Study Program have spread to work in various sectors and institutions, both national and international, public and private. This data reflects the competitiveness, mobility, and flexibility of graduates in facing the challenges of a dynamic job market.

1. Government Sector and State Institutions

Alumni are recorded working in a number of strategic institutions such as:

- Ministry of Foreign Affairs of the Republic of Indonesia
- Ministry of Maritime Affairs and Fisheries
- Ministry of Village, Development of Disadvantaged Regions, and Transmigration
- Ministry of National Development Planning/Bappenas
- National Narcotics Agency of the Republic of Indonesia
- Financial Transaction Reports and Analysis Center
- National Defense Institute of the Republic of Indonesia
- Indramayu Regency Manpower Office

The involvement of alumni in government institutions shows that Brawijaya International Relations graduates have competencies in bureaucracy, diplomacy, and public policy, which fit the profile of diplomats and analysts.

2. International Organizations, NGOs, and CSR

Alumni also work in non-profit organizations and institutions engaged in international and social development, such as:

- ASEAN Centre for Energy (ACE)
- Students For Liberty
- WWF Indonesia
- GIZ (Jerman)
- Solve Education!
- ASOSIASI PPSW
- Koalisi Ekonomi Membumi
- National Secretariat of Open Government Indonesia
- Kolibri for Impact (J-PAL Southeast Asia)

These alumni employers show that Brawijaya International Relations graduates are active in the fields of global activism, sustainable development, and cross-border advocacy.

3. Banking and Finance Sector

Many alumni work in leading financial institutions, including:

- Bank Mandiri
- OCBC Bank
- BCA (Bank Central Asia)
- Superbank
- ACA Asuransi
- Asuransi Sinar Mas
- KB Bank
- PT Bank Tabungan Negara (BTN)
- Equity Inbranch Bank BPD Bali

This strengthens the profile of graduates as global industry players, who are able to adapt to the international financial sector that demands high precision, ethics and professionalism.

4. National and Multinational Private Companies

Alumni are also absorbed in various national and global corporations, including:

- Shopee Indonesia
- Traveloka
- Wilmar Group
- Johnson & Johnson
- FORE Coffee
- OCBC
- Ayudia Advertising
- Digital Krew Agency
- Office Group (InvestinAsia.id)
- Indosat Ooredoo Hutchison
- Pertamina International Shipping
- Pertamina Hulu Mahakam
- PT Citra Tubindo Tbk
- EIGERINDO MPI
- Dear Me Beauty (PT Garland Cantik Indonesia)

This indicates that IR UB graduates are competent in occupying various positions in the business sector, export-import, brand development, digital media, and international trade.

5. Education and Language

Some alumni contribute to formal and informal education:

- Kumon
- Sampoerna Academy
- Mr. Bob Kampung Inggris
- The Key English Course
- Yoga di Het (Instruktur Internasional)

This involvement shows the contribution of IR graduates in global education, language literacy, and the spread of cross-cultural values.

If the work of alumni is classified into the profile of graduates of the International Relations study program, it will fill in the four profiles of graduates, including:

- **Graduate Profile: Diplomat**

  Alumni with this profile work in positions involving international communications, foreign relations, and institutional representation in national and global forums. Professions such as: Public Relations Officer, Bureau of Public Relations and Foreign Cooperation at the General Secretariat, Directorate of Pacific and Oceania Intern, Cooperation Advisor, Usher - Indonesia New Capital Business Forum, Public Relations Intern demonstrate alumni involvement in fields that require diplomatic prowess, cross-cultural communication skills, and sensitivity to international issues.

- **Graduate Profile: Analyst**

  Graduates in research and policy-based professions fall into this category. They occupy strategic positions in the public sector, research institutions, and policy consultants: Policy Analyst, Data Analyst, Public Policy Specialist, Financial

Transaction Analyst, Campaign Strategist, Monitoring, Evaluation, and Learning (MEL) Specialist, Principal Investigator, Junior Associate Officer in energy policy, Ministry Expert Staff, and Project Management Office. These positions show that Brawijaya International Relations graduates have the capacity for critical thinking, international policy literacy, and data analysis skills.

- **Graduate Profile: Global Industry Players**
  Most alumni work in the private sector and global industries. Their professions are related to trade, marketing, export-import, to business development and digital technology, including: Marketing Staff / Officer / Associate, Export Internship Officer / Export-Import Staff, Business Development Executive / Manager / Officer, Digital Marketing Specialist / SEO Content Writer / Content Planner, Strategic Initiative Management Staff / Campaign Manager Intern, Wholesale Funding Transaction / Bancassurance Officer / Account Officer Consumer Mortgage, Social Media Specialist / Manager, Key Account MT & Reseller / Channel Development, Merchandising Management Trainee / Trade Service Staff, Product Specialist / Kol Specialist Branding, Bank Employee / Teller, and Full Stack Engineer. This profile shows that graduates of the International Relations study program at Brawijaya University are not only ready to work in the government sector, but are also able to adapt and innovate in the dynamic and competitive global business realm.
- **Graduate Profile: Global Activist**
  Some alumni work in the social, community development, and non-profit sectors, demonstrating the implementation of social justice values, sustainable development, and advocacy of global issues, such as: Child Protection Program Officer - UNICEF LPA, Community Manager / Community Development Officer, Program Officer / Local Coordinator, Climate & Market Transformation Specialist, Partnership Relations, and Public Communication Assistant. This profile confirms the commitment of Brawijaya International Relations graduates in contributing to humanitarian missions and global development, in accordance with the spirit of activism across national borders.

Data on the professions of 2023 alumni show that the four profiles of graduates of the International Relations Study Program are truly reflected in the career paths taken by alumni. They are spread across the public, private, NGO, and media and education sectors, demonstrating the career flexibility and global readiness that have been built through the curriculum, organizational experience, and internships offered during the study period. With these findings, Brawijaya International Relations Study Program can continue to develop learning strategies that are responsive to the needs of the job market, while maintaining the essence of global, analytical, diplomatic, and advocative values that characterize International Relations graduates.

4.1.2 Activities of Alumni who are Employed

In the 2023 tracer study results, it was identified that some alumni of the International Relations Study Program of Brawijaya University chose to pursue entrepreneurship as their main career path. Although the number is relatively small compared to alumni who work as

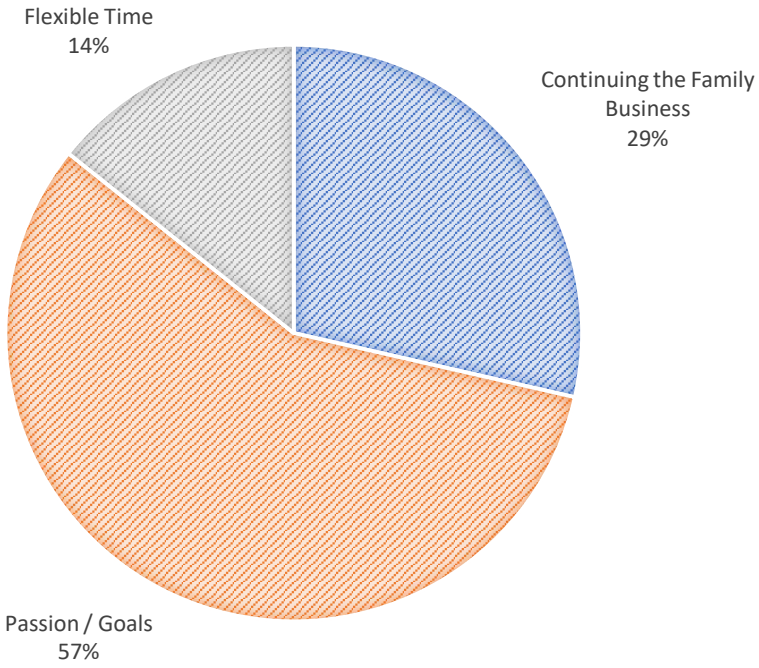
employees or continue their studies, the choice for entrepreneurship shows the diversity of career orientations and the spirit of independence among graduates.

There are several reasons behind the alumni's decision to run their own business. A total of 2 respondents stated that they chose entrepreneurship because they wanted to continue the family business. This reflects a commitment to the continuity of the family business as well as the belief that the knowledge and skills gained during college can be applied to develop and expand existing businesses.

A total of 4 respondents chose the entrepreneurial path because they were driven by strong personal passion or interest. This shows that for some alumni, entrepreneurship is not just a pragmatic choice, but an expression of identity and professional ideals. This passion is an important factor in maintaining enthusiasm and consistency in facing the challenges of entrepreneurship.

In addition, there was one respondent who chose self-employment due to time flexibility. For this alumnus, self-employment provides flexibility in organising work rhythm and balance between personal and professional life, which may not be easily obtained in conventional employment.

Chart 4.2 Reasons Alumni Decided to Become Entrepreneurs



From this data, it can be concluded that although the proportion is still limited, the entrepreneurial path remains a relevant and meaningful career option for some alumni. This choice also reflects that the International Relations Study Programme has been able to equip graduates with adaptive abilities and independence in managing economic opportunities creatively and innovatively. To support alumni who are interested in entrepreneurship,

institutions can strengthen entrepreneurship coaching, access to funding, business mentoring, and cross-sector business networks.

Alumni who are entrepreneurs are spread across various business sectors, which shows the diversification of their interests and abilities. Some of the sectors include:

- The fashion and textiles sector, run by 1 respondent, demonstrates alumni involvement in the highly competitive and globally expanding creative industries.
- The food and beverage (FnB) sector also attracted 1 respondent, reflecting business opportunities that are always relevant to people's basic needs and have high growth potential.
- The entertainment sector, also pursued by 1 alumni, reflects the utilization of social networks, creativity, and digital experiences to create economic value in the form of entertainment and content.
- The property/boarding room rental sector, run by 1 respondent, shows the utilization of physical assets as a form of productive investment, especially in educational cities such as Malang.
- The education sector, with 1 respondent, indicates a social orientation among alumni entrepreneurs, where they directly contribute to human resource development through educational services.
- The trade sector, being the business sector with the highest number of alumni at 3 respondents, shows that the trade route is still the main choice due to its flexible nature and its vast potential in reaching local to international markets.
- The publication sector, undertaken by 1 respondent, reflects the role of alumni in the world of media and information dissemination, both in digital and printed form.

This diversity of sectors shows that International Relations graduates not only have theoretical and analytical competencies, but are also able to identify and develop business opportunities in various fields. Their ability to understand global dynamics, cross-cultural communication, and relationship management are important assets in building and managing businesses.

Thus, entrepreneurship is not only a career alternative, but also a space for self-actualization and significant socio-economic contributions from the alumni. Institutional support such as entrepreneurship training, access to capital, and strengthening business networks are very important to encourage the sustainability and growth of business sectors that have been initiated by graduates.

Some alumni of Brawijaya International Relations Study Program choose to pursue entrepreneurship as their main career path. Although the number is still relatively small, the presence of alumni in this path has strategic significance in the context of the profile of graduates as global industry players promoted by the study program.

As stated in the formulation of the graduate profile, global industry players are individuals who are able to play an active role in various business and industrial sectors that are connected to global dynamics. They are not only oriented to become workers in multinational companies, but are also directed to have the capacity to build, manage, and develop businesses that are competitive at the national and international levels. This profile integrates managerial skills, global market understanding, international political economy literacy, and sensitivity to world market trends and changes. In this context, the choice of

alumni to pursue entrepreneurship in various sectors actually shows a concrete form of applying the profile as a global industry player.

In terms of academic capacity, International Relations graduates have been equipped with cross-cultural communication skills, international negotiations, global market analysis, and understanding of the world's political-economic structure. All these elements become social and intellectual capital in building an entrepreneurship that is not only adaptive to the local market, but also globally competitive.

In terms of practical capacity, the entrepreneurial pathway also trains graduates to think strategically, take risks, utilize digital technology, and establish cross-sector collaboration. In other words, entrepreneurship becomes a space for concrete actualization of cross-disciplinary learning in international relations studies, especially at the intersection of globalization theory and microeconomic practice.

The choice for entrepreneurship can also be seen as an adaptive response to the dynamics of the job market, where the formal sector may not fully absorb graduates quickly. Under these conditions, entrepreneurship becomes a form of career resilience as well as a space for socio-economic innovation for graduates.

The choice of alumni to become entrepreneurs emphasizes the importance of strengthening the content of global entrepreneurship in the International Relations curriculum. Strengthening soft skills such as leadership, digital literacy, market analysis, and cross-cultural negotiation competencies can bridge between academic orientation and the needs of global business reality.

In addition, the UB International Relations Study Program can develop supporting ecosystems such as:

- Business incubator based on global perspective
- Partnership with international industry players
- Export-import and trade license training
- International business law literacy training

Thus, alumni who choose the entrepreneurial path actually do not deviate from the ideal profile of graduates, but actualize their role as global industry players in a contextual and innovative manner.

4.1.3 Activities of Alumni who Continue Their Studies

The results of the 2023 tracer study show that alumni of the International Relations Study Program of Brawijaya University have a strong academic orientation, as reflected in their choice to continue their studies at the postgraduate level in various universities both at home and abroad. This data reflects the high interest in developing deeper intellectual and professional capacities, and is an indicator of the success of the study program in shaping graduates who are ready to compete at the national and global levels.

Some alumni are recorded as continuing their studies at renowned universities in Indonesia, such as:

- Airlangga University
- Universitas of Indonesia (two alumni)
- Indonesia Defence University
- Warmadewa University

The choice of campuses shows the tendency of alumni to choose domestic institutions that have a strong reputation, especially in the fields of social sciences, security, and international relations. Some institutions such as the Indonesian Defense University even show the direction of alumni interest in strategic studies and national security.

In addition, there are alumni who continue their studies to foreign universities, such as:

- Leiden University (Netherlands)
- Erciyes Universitesi (Turkey)
- Moscow State Institute of International Relations (MGIMO), Rusia
- Flinders University (Australia)

The success of alumni accepted at these prestigious international campuses shows that graduates have global competitiveness, both in terms of academics, foreign language skills, and readiness to face multicultural environments. The choice of universities such as MGIMO and Leiden University also shows that alumni are interested in international relations, diplomacy, and foreign policy studies which have distinctive strengths in each of these institutions.

The variety of destinations for further study illustrates that alumni not only have academic competence, but also a broad vision of career development, both in the academic, diplomatic and professional realms. This is proof that the Brawijaya International Relations Study Program is able to produce graduates who are not only ready to work, but also ready to compete and contribute on the global stage through continuing education pathways.

In the results of the 2023 tracer study, it was found that some alumni of the International Relations Study Program of Brawijaya University chose to continue their studies to a higher level as a follow-up step after completing their undergraduate education. This decision is based on a variety of personal, academic, and professional considerations that reflect the complexity of the motivations behind the choice of further study.

A total of 1 respondent said that the decision to continue their studies was taken because they did not have the desire to work immediately. This decision shows an orientation towards self-development and deepening knowledge before entering the professional world. Further study is seen as a transitional phase that provides time to strengthen theoretical understanding and finalize career plans.

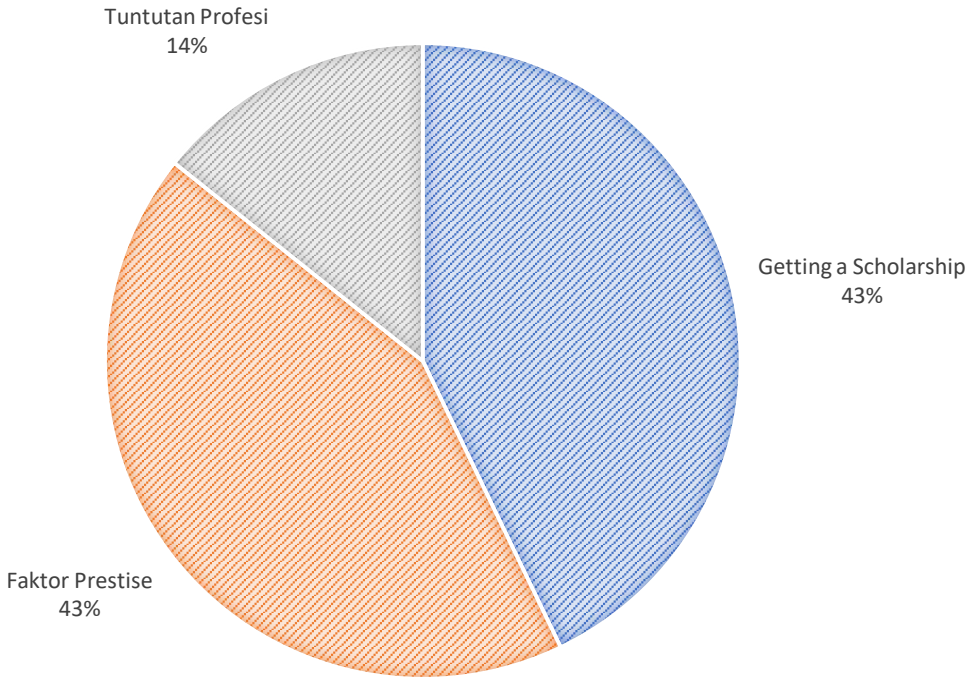
Three respondents chose to continue their studies because they received scholarship opportunities. This reflects the importance of financial support in determining the continuation of education. Scholarship opportunities are strategic incentives that not only ease the cost burden, but also often offer access to prestigious institutions or study programs, both domestically and abroad.

In addition, three respondents mentioned that their motivation for continuing their studies was the prestige factor. Further study in this case is seen as an effort to improve academic status and strengthen personal credibility in professional competition. An advanced degree is considered a long-term investment to expand job opportunities, strengthen positions in the academic world, and in international institutions.

Two respondents stated that further study was a professional demand. In this case, the continuation of higher education is a requirement for certain career development, whether in the education, research, public policy or international organization sectors. This demand also

indicates an awareness of the importance of specialization and improving qualifications in the field of work that one wants to pursue.

Chart 4.3 Reasons Alumni Decide to Study Further



These various reasons show that alumni who choose to continue their studies are not only driven by academic factors, but also by professional needs, career strategies, and available opportunities. This reflects that graduates of the International Relations Study Program have a long-term development orientation and a critical awareness of the evolving dynamics of global competence.

The choice of a number of alumni of the International Relations Study Program of Brawijaya University to continue their studies at the postgraduate level in various domestic and foreign universities reflects an orientation that is in line with the profile of graduates as analysts. This profile places alumni as individuals who have research competence, critical thinking, and the ability to understand, explain, and formulate solutions to global problems in a deep and systematic manner.

Graduates with an analyst profile are expected to be able to work in various institutions that require policy analysis, mapping of global issues, and strategy development, such as research institutions, think tanks, media, ministries, NGOs, and international organizations. To meet these competency standards, deepening knowledge through postgraduate education is a strategic step taken by some alumni.

A selection of advanced study destinations such as:

- Leiden University (Netherlands) - known as one of the centers of excellence in the study of international law and global relations, highly relevant for strengthening an analyst's theoretical and methodological capacities.

- MGIMO (Russia) - is an elite diplomacy and international relations college that produces world-class analysts and diplomats, making it particularly suited to developing the capacity of strategic analysts.
- Flinders University (Australia) - has strengths in public policy studies and international relations of the Asia-Pacific region, strongly supporting the development of regional and global perspectives.
- Airlangga University, University of Indonesia, and Indonesia Defense University - are domestic institutions with strengths in foreign policy studies, security, and national strategic analysis.

The fact that alumni choose to study in fields that are consistent with international relations science shows a high compatibility between the direction of further study and the learning outcomes of graduates as analysts. They do not simply continue their education for the sake of a degree, but do so with an awareness of the intellectual and professional needs that will support their effectiveness as decision-makers, policy researchers, or observers of global issues.

In terms of academic competence, further studies at selected national and international higher education institutions will equip alumni with advanced theoretical approaches and methodological skills, which are the core competencies of an analyst.In terms of career orientation, further studies open up opportunities for alumni to occupy strategic positions in research institutions, international study centers, global political analysis media, and even as teachers in the academic world.From the point of view of professional resilience, alumni who choose the academic route show that the analyst profile is not only formed through work practice, but also strengthened by a solid scientific foundation and is continuously updated through scientific research and publications.

Thus, the further education path taken by alumni is a concrete manifestation of the internalization and actualization of the graduate profile as an analyst. The study program can see this as a reflection of success in forming graduates who are not only able to understand international issues, but are also ready to become part of a global epistemic community that contributes to strategic and visionary thinking and foreign policy.

4.2 Inactive Alumni Activities (Working, Further Study and Entrepreneurship)

The results of the 2023 tracer study show that as many as 74 alumni of the International Relations Study Program of Brawijaya University are still not involved in formal post-graduation activities, such as work, entrepreneurship, or continuing their studies. This number is equivalent to around 31.6% of the total respondents, and reflects the transition phase that some graduates are still undergoing.

Of these, 12 alumni stated that it was not yet possible for them to work, become entrepreneurs, or continue their studies due to situational reasons such as getting married, serving in the military, or taking care of their families. These reasons indicate that some alumni are in a phase of life that requires domestic attention and responsibilities, which requires them to postpone professional or academic activities. This condition is temporary and highly influenced by the dynamics of each individual's personal life.

Meanwhile, 62 other alumni are in the categories of not working, not entrepreneurial, and not continuing their studies, but are in the process of actively seeking opportunities, such

as applying for a job, trying to start a business, or registering for further studies. This shows that although they are not yet formally engaged in the main activity, they are not in a passive state, but are actively seeking to enter the world of work or further education. This group is in the search, adaptation and preparation phase, which is crucial in the post-campus transition process.

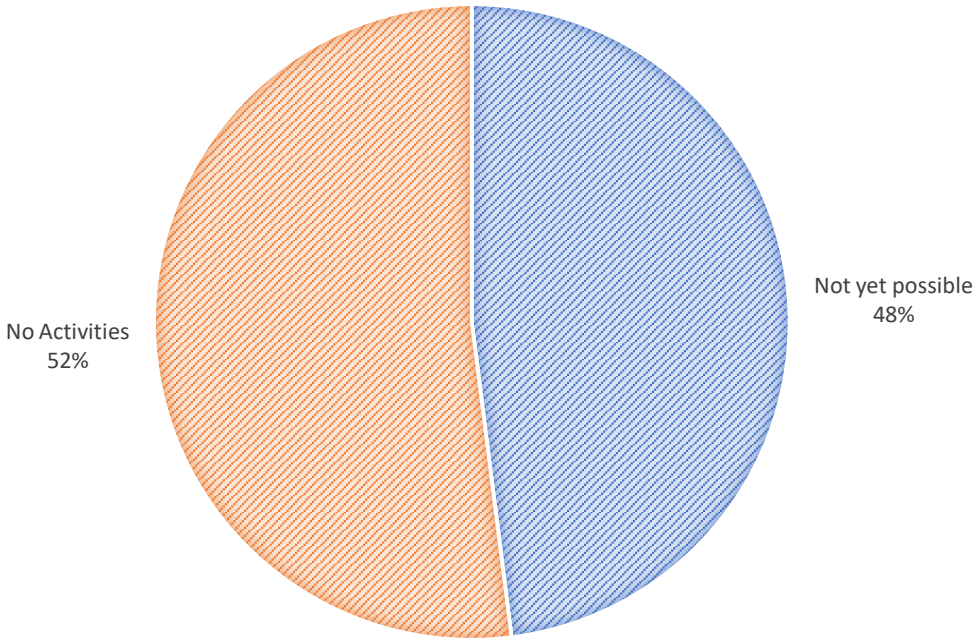
This finding provides an important understanding that alumni who have not been active do not mean that they are not productive, but are actually in the process of building a foundation for the next step. Therefore, the International Relations Study Program together with supporting units such as career development centers, entrepreneurial incubators, and scholarship institutions need to provide more intensive facilitation and assistance, such as job skills training, career guidance, and access to entrepreneurial opportunities and further education.

With the right support, alumni who are still in this transition phase are expected to be able to immediately contribute actively as part of the professional community, in accordance with the four graduate profiles promoted by the study program: diplomats, analysts, global industry players, and global activists.

Table 4.2 Status of Alumni who are not yet active

No	Graduate Status	Amount
1	Not working / not self-employed / not pursuing further studies but looking for work / trying self-employment / applying for further studies	62
2	It is not yet possible to work / entrepreneurship / further studies (marriage / military service / family care) as much as	12
Total Amount		**74**

Chart 4.4 Status of Alumni who have not been active



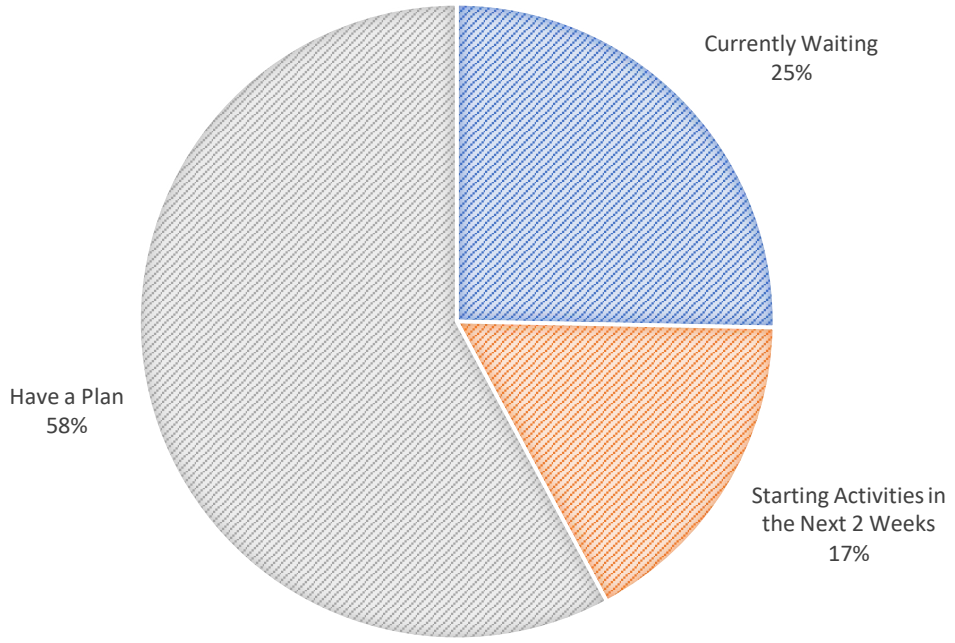
From the results of the 2023 tracer study, it is known that some alumni of the International Relations Study Program of Brawijaya University who have not officially started post-graduation activities (such as work, entrepreneurship, or further study), are currently in an active and dynamic transition phase. Although they have not yet formally entered the workforce or further education, the majority of them have taken concrete steps towards productive activities.

A total of 21 respondents stated that they are waiting for the results of the processes they have undergone, such as job applications, further study scholarship announcements, or entrepreneurial pitches. This shows that they have actively undergone a selection process or initial initiative, and are now at the stage of waiting for a decision. This reflects a readiness for activity that is only a matter of time before realization.

Meanwhile, 14 respondents stated that they would start their activities in the next two weeks, either in the form of working, continuing their studies, or starting a business. This group is at a closer transition stage to the implementation of post-campus activities, which indicates that their waiting time is relatively short and their level of readiness is very high.

However, there were 48 respondents who claimed to have an activity plan, but were not certain whether they would work, continue their studies, or start a business in the near future. This group needs further attention because they are in a phase of uncertainty, both due to external factors (no certainty of selection results) and internal factors (no choice of career path).

Chart 4.5 Reasons for Alumni Who Have Not Been Active



These three categories as a whole reflect that although administratively classified as "unemployed", the majority of alumni are not passive, but are undergoing a preparatory or transitional phase towards productive activities. This shows the importance of continued support from study programs and career development units, especially in providing information on opportunities, career counseling, and strengthening personal capacity so that the transition from the campus world to the professional world can take place more quickly and effectively.

This situation does not necessarily reflect the inability or inactivity of alumni, but is related to various factors and individual considerations that affect their readiness to enter the world of work. This data is important as a basis for institutional reflection to understand the context of post-campus transition more thoroughly.

A total of 19 respondents stated that they were not yet working because no job applications had been selected. This is the most dominant reason and indicates the challenges in the recruitment process, whether due to intense competition in the job market, competency mismatches, or other external factors. This group requires further support in the form of training on interviewing, CV preparation, and enhancing employability skills.

9 alumni mentioned that they had just graduated, so were not yet fully engaged in the job search process. This illustrates the natural transition period post-graduation, where graduates are still in the stage of orientation and adaptation to the change in status from student to job seeker or professional activity actor.

There were also 7 alumni who cited personal reasons for not working. These reasons could include health, family responsibilities, and the need to take a break before starting a new activity. These decisions indicate a more reflective approach to career planning, and still need to be understood as part of the maturation process.

A total of 5 alumni stated that they are currently preparing for further studies, which is a priority before entering the workforce. They are usually involved in administrative processes such as graduate program registration, scholarship selection, and academic document preparation.

In addition, there is 1 respondent who is still enjoying the vacation period, indicating that for a small number of alumni, the time after graduation is used first for a short break before entering the next stage of activity. Meanwhile, 1 other alumnus admitted that he was not yet working because his business was not growing, so he was reconsidering his next career direction or business plan.

Overall, the findings show that the transition process from education to work is not uniform, and is influenced by many internal and external factors. Study programs and campus career development units can use this data to design more targeted interventions, such as career guidance, job skills training, post-campus counseling, and facilitating access to employment and further education opportunities.

4.3 Distribution of Alumni Workplace Categories

The results of the 2023 tracer study show that alumni of the International Relations Study Program of Brawijaya University have spread to work in various categories of institutions, reflecting the broad professional range of graduates and the ability to adapt to various work sectors. This data confirms that the international relations education provided at the undergraduate level is not only relevant for diplomatic or governmental institutions, but also applicable to industry, the non-profit sector, and multilateral institutions.

Most of the alumni, as many as 93 people, work in national and multinational private companies. They occupy various strategic positions such as business development, marketing, export-import, human resources, to finance and digital media. This finding reinforces that graduates have competencies that are very much in line with the needs of the global business world and reflect the profile of graduates as active and competent global industry players.

Meanwhile, as many as 12 alumni work in government agencies. They are involved in the public sector, both at the national and regional levels, with positions that allow them to contribute to public policy, diplomacy, and state administrative services. This involvement is in line with the profile of graduates as diplomats and analysts who have the ability to think strategically and understand the dynamics of interstate relations.

The same number, 12 alumni, work in non-profit organizations or non-governmental organizations. Their involvement in the world of social work shows that the values of concern for global issues, social justice, and sustainable development instilled during college have been internalized. Their activities support the strengthening of graduates' profiles as global activists who play a role in promoting social change and community development, both on a local and international scale.

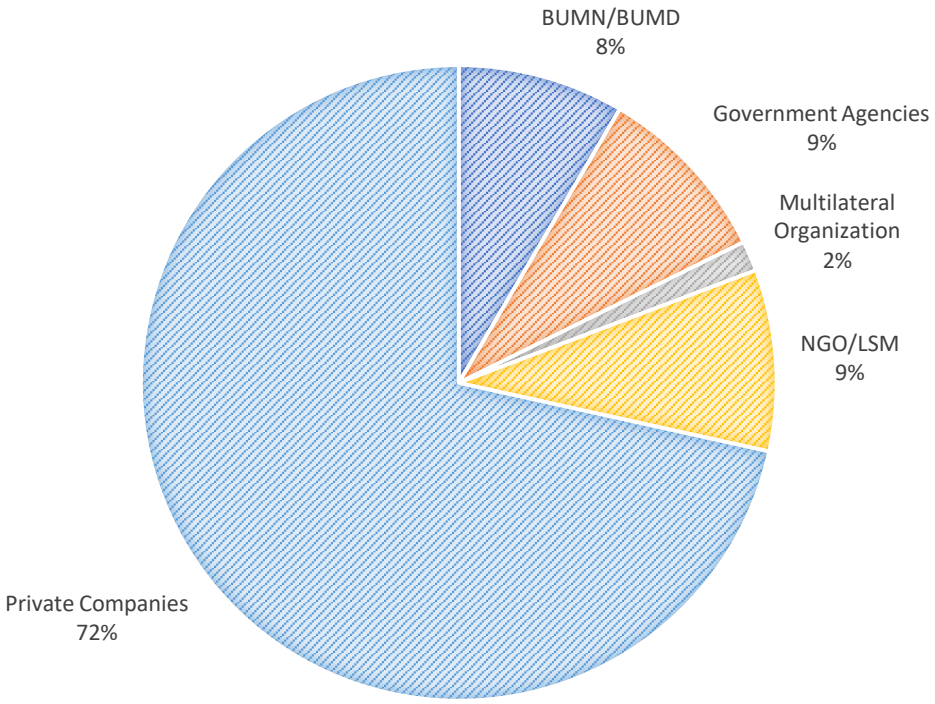
Another 11 alumni work in State-Owned Enterprises (BUMN) and Regional-Owned Enterprises (BUMD). The participation of graduates in this semi-governmental work environment shows that they are able to adapt to a bureaucratic but strategic work structure, and shows the trust given by vital state institutions to graduates of the International Relations Study Program.

Finally, two alumni were recorded working in multilateral institutions or organizations. Although the number is still small, the presence of alumni in the international sphere shows great potential to be developed further, especially through increased networking, mastery of foreign languages, and in-depth understanding of global issues.

Table 4.3 Distribution of Alumni Workplace Categories

No	Workplace Category	Amount
1	BUMN/BUMD	11
2	Government Agencies	12
3	Multilateral Institution/Organization	2
4	Non-profit Organizations/Non-governmental Organizations	12
5	Private companies	93
Total Amount		**130**

Chart 4.6 Categories of Where Alumni Work



Overall, the distribution of alumni workplaces shows that graduates of the International Relations Study Program of Brawijaya University have adaptive, multicompetent capacities, and are ready to work across sectors and across countries. This finding is an important foundation for the study program to continue strengthening the connectivity between the academic curriculum and the needs of the world of work, while expanding global career opportunities for the next generation of graduates.

4.4 Distribution of Alumni Workplace Level

Based on the results of the 2023 tracer study, alumni of the International Relations Study Program of Brawijaya University show diversity in the scope of their workplace, which reflects the capacity of graduates to adapt and contribute at various levels of the work structure - from local to international.

Most of the alumni, 79 people, work in the national scope or run a legal entity that operates on a national scale. This shows that IR UB graduates have skills and competencies that are widely recognized at the national level, both in bureaucratic structures, companies, and the formal entrepreneurial world. They are able to occupy important positions in organizations covering various sectors such as banking, government, media, education, as well as large-scale national companies. Their involvement in this scope also indicates that the education they received in college is in accordance with the needs of the growing and competitive national labor market.

On the other hand, there are 32 alumni who work in multinational companies, international organizations, and other global sectors. This number reflects that about 1 in 5 graduates are able to penetrate the global job market, either through diplomacy, international business development, global policy research, or the international non-profit sector. Their involvement in the international work environment reflects the profile of graduates as global industry players and diplomats who are able to operate across cultures and jurisdictions. This fact is proof that the IR UB Study Program has succeeded in preparing competent human resources to compete globally.

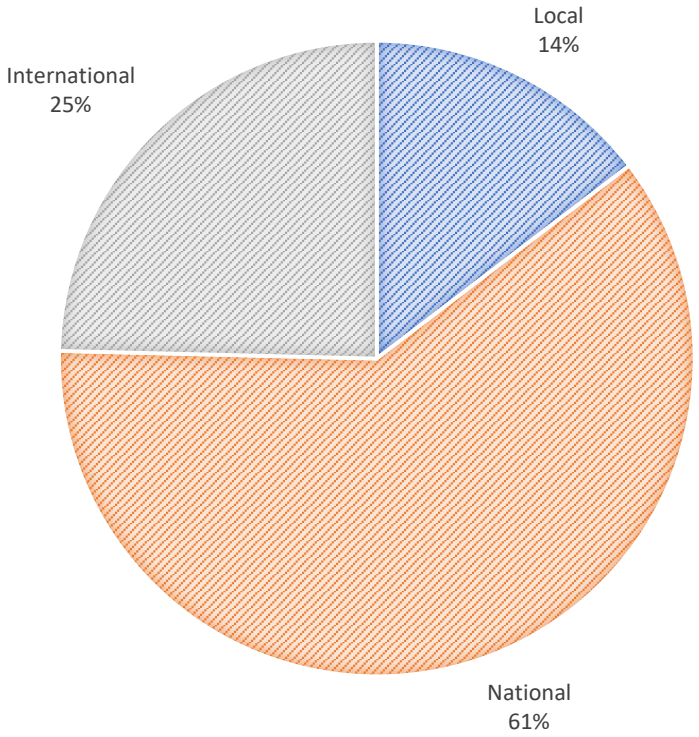
Meanwhile, 19 other alumni work within the local scope, region, or run their own business that has not been incorporated. This category indicates that some graduates started their careers from the community level, the region where they live, or by starting independent businesses based on local potential. Although more limited in scope, their presence in this sector is still important as it reflects their entrepreneurial spirit and contribution to regional development and empowerment of the surrounding community.

In general, the distribution of alumni's scope of work shows the competitiveness and wide career range of graduates of the International Relations Study Program of Brawijaya University. This is a positive indicator of the quality of the curriculum, practical experience, and global capacity built during the study period, as well as a strong foundation to continue to strengthen the readiness of graduates to pursue an increasingly integrated professional path on a national and international scale.

Table 4.4 Distribution of Alumni Workplace Categories

No	Workplace Level	Amount
1	Local/regional/unincorporated private enterprise	19
2	National	79
3	Multinational/ International	32
Total Amount		**130**

Chart 4.7 Level of Alumni Workplace



4.5 Distribution of Alumni Business / Entrepreneurship Level

Based on the results of the 2023 tracer study, the level of entrepreneurial activity undertaken by alumni of the International Relations Study Program at Brawijaya University shows that most graduates who choose the entrepreneurial path start a business within the local or regional scope.

Of the total alumni who are entrepreneurs, 13 people run businesses at the local or regional level, or in the form of businesses that have not been incorporated. This shows that the majority of alumni started their entrepreneurial steps from a small to medium scale, focusing on the surrounding community, local market, or specific regional segmentation. This reflects the spirit of independence and the courage to start from the grassroots, as well as their potential contribution to the micro-economy and regional development.

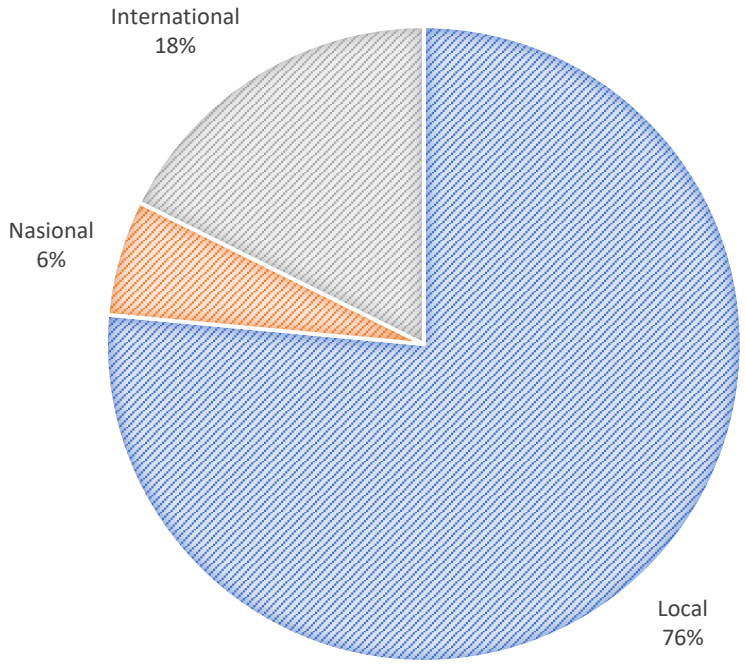
Meanwhile, only one alumnus has run a business in the national scope, indicating that not many businesses run by IR UB alumni have grown to become formal entities that operate widely at the national level. This is a note that there needs to be further support, such as business legality training, advanced business management, as well as access to capital and wider business networks to help alumni expand their businesses to a national scale.

Interestingly, three alumni have successfully run enterprises at the multinational or international level. This shows that although still limited in quantity, there is great potential for IR UB graduates to pioneer and develop businesses with cross-country reach. This is in line with the profile of graduates as global industry players, who are able to utilize international insights, cross-cultural communication skills, and global networks in designing relevant business models for the global market.

Table 4.5 Distribution of Alumni Business / Entrepreneurship Categories

No	Alumni Entrepreneurship Level	Amount
1	Local	13
2	National	1
3	Multinational/ International	3
Total Amount		**17**

Chart 4.8 Level of Alumni Business / Entrepreneurship



Overall, this data shows that entrepreneurial activities among IR UB alumni have a strong foundation at the local level, but still need strengthening and assistance to encourage the transformation of business scale to the national and international levels. With the right support from the study program through business incubation, global entrepreneurship mentoring, and access to markets and capital, IR UB graduates have a great opportunity to become highly competitive global economic actors.

4.6 Income of Employed Alumni

Based on the results of the 2023 tracer study, data regarding the monthly income of alumni of the International Relations Study Program of Brawijaya University who have been working provides an overview of the initial welfare level of graduates and their competitiveness in the job market.

The majority of alumni, 83 people, have a monthly income in the range of more than 5 million to 10 million rupiah. This number shows that most graduates have successfully entered jobs with fairly competitive compensation, both in the private sector, government, and international institutions. This reflects that the skills and competencies built during studies at the UB International Relations Study Program have high market value and are relevant to current industry needs.

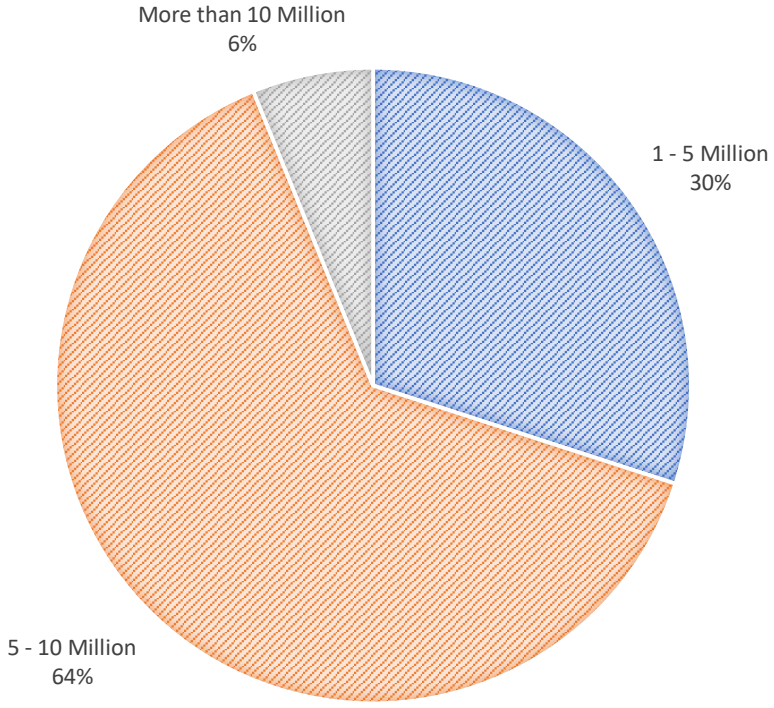
Meanwhile, 39 alumni have monthly incomes in the range of 1 million to 5 million rupiah. This group most likely consists of alumni who are just starting their careers, working in entry-level sectors, or in areas with lower minimum wage standards. This number still reflects early success in entering the workforce, although it is an important input so that in the future alumni can be directed to be more strategically prepared in job negotiations or selection of sectors with better income opportunities.

Interestingly, there are 8 alumni with incomes of more than 10 million rupiah per month. This indicates that some graduates have achieved strategic positions or work in work environments with high compensation levels, such as multinational companies, international financial institutions, or certain specialized fields. This finding is a strong indicator that graduates of the UB International Relations Study Program have high career acceleration potential and are able to compete at a more elite professional level.

Table 4.6 Monthly Income of Working Alumni

No	Monthly Income of Employed Alumni	Amount
1	1.000.000 – 5.000.000	39
2	> 5.000.000 – 10.000.000	83
3	> 10.000.000	8
Total Amount		**130**

Chart 4.9 Monthly Income of Working Alumni



Overall, this income distribution shows that graduates have good economic bargaining power, although there is still a need to strengthen career capacity and financial literacy so that more alumni can penetrate highly compensated jobs. Study programs can take advantage of these findings to strengthen career coaching, professional training, and connections with the industrial world, so that alumni are not only academically prepared but also economically competitive.

4.7 Income of Self Employed Alumni

Based on the results of the 2023 tracer study, data regarding the monthly income of alumni of the International Relations Study Program of Brawijaya University who chose the entrepreneurial path shows that entrepreneurial activities among alumni have significant economic potential, although it also shows a wide variation in income achievement.

Most entrepreneurial alumni, 9 in total, have monthly incomes in the range of 1 to 10 million rupiah. This suggests that many alumni started their businesses on a small to medium scale, with a local or national scope, and are in the early phases of business development. Income in this range still reflects early success in creating economic activity independently and sustainably, although it does not yet fully reflect optimal scalability potential.

Interestingly, there are 2 alumni who recorded monthly income in the range of 10 to 50 million rupiah, and 1 alumni in the range of 50 to 100 million rupiah. This finding indicates that some alumni have managed to grow their business significantly, both in terms of turnover, distribution network, and the business model used. They are likely to have run a legally

incorporated business with a professional approach, structured management, and wider market coverage.

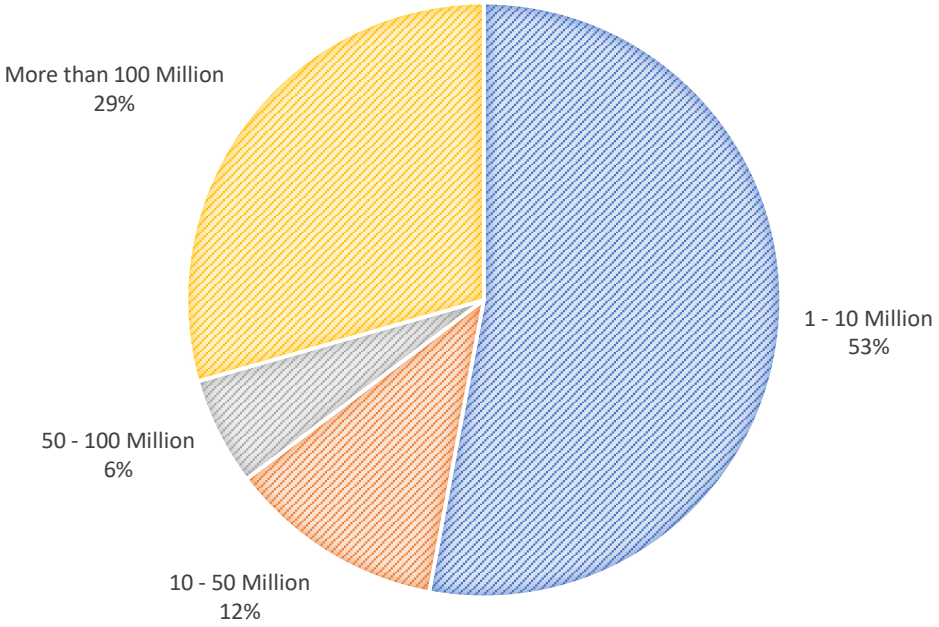
Furthermore, there were 5 alumni who reported entrepreneurial income above IDR 100 million per month. This number, although relatively small, provides a strong signal that self-employment is not only an alternative to employment, but can be a major success path for international relations graduates, especially if managed strategically, innovatively, and globally-minded. This also emphasizes the profile of graduates as global industry players who are able to build and grow competitive businesses, even on an international scale.

Overall, this data shows that entrepreneurship is a promising career path and should continue to be encouraged by study programs, not only as an alternative choice, but also as a form of economic independence and contribution to job creation. Support for entrepreneurial alumni, whether in the form of business incubation, managerial training, or expansion of domestic and global market networks, is an important step to strengthen the foundation of competitive and impactful entrepreneurship.

Table 4.7 Monthly Income of Self-employed Alumni

No	Monthly Income of Self-employed Alumni	Amount
1	1-10 Million	9
2	10-50 Million	2
3	50-100 Million	1
4	> 100 Million	5
Total Amount		**17**

Chart 4.10 Monthly income of alumni who are self-employed



4.8 Suitability Activities of Alumni (Working, Entrepreneurship, Self-employed) with Education Level

The results of the 2023 tracer study revealed varying levels of alumni perceptions regarding the alignment between the knowledge they gained during their studies and their professional activities after graduation. These findings provide important insights into the relevance of the curriculum, the readiness of graduates, and the potential for strengthening connectivity between the academic world and the world of work.

A total of 16 alumni stated that the alignment between the knowledge learned and their activities is very close, which indicates that they feel that all or most of the competencies used in their work come directly from learning during their studies. Meanwhile, 41 alumni rated the alignment as close, and 44 alumni called it fairly close. Combined, these three categories account for 101 respondents, or almost half of the total, who perceive a positive and functional relationship between their International Relations studies and their post-campus activities.

However, 43 alumni stated that the alignment was not close enough, and another 16 alumni rated it as no alignment at all. This finding is an important input for the study program to evaluate the relevance of the curriculum to the evolving needs of the world of work. The lack of alignment may reflect the dynamics of an increasingly complex and multidisciplinary work sector, or the professional adjustment of alumni who work outside the direct field of international relations.

This data implies that while the majority of alumni feel the direct benefits of the knowledge they have learned, there is also room for strengthening - especially in equipping students with soft skills, practical experience, digital capabilities, and cross-sector connections, so that they can be more flexible and relevant to various career paths, including those outside the realm of conventional international relations.

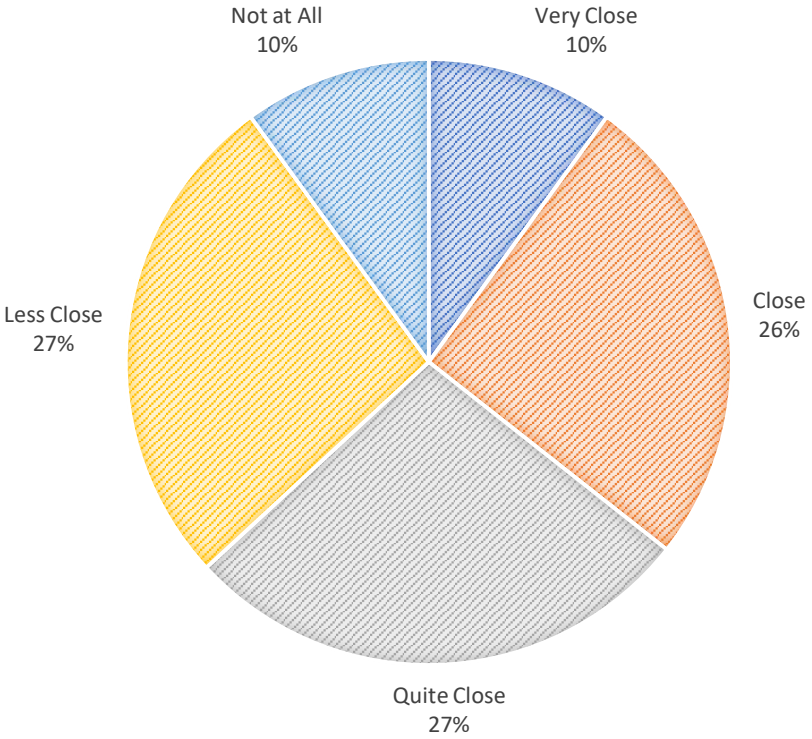
As a follow-up step, the study program can expand the strengthening of practical aspects through cross-field internships, global entrepreneurship programs, applied public policy training, and cooperation connections with the industrial sector and international

organizations. Thus, the degree of alignment between knowledge and professional practice of graduates can be continuously improved.

Table 4.8 Alignment of Science Fields

No	Alignment of Science Fields	Amount
1	Very Close	16
2	Close	41
3	Quite Close	44
4	Less Close	43
5	Not at All	16
Total Amount		**160**

Chart 4.11 Alignment of Field of Knowledge with Alumni Activities



4.9 Suitability Activities of Alumni (Working, Entrepreneurship, Self-employed) with Education Level

The results of the 2023 tracer study show that most graduates of the International Relations Study Program of Brawijaya University have entered professional activities that are in accordance with the level of undergraduate education (S1) they have taken. Of the total respondents, 110 alumni stated that their main job or activity was at the same level as their education. This shows that the academic competencies built during the undergraduate study period are in accordance with the demands of the labor market, both in the public sector, private sector, entrepreneurship, and in continuing studies to a higher level.

Interestingly, there are 25 alumni who occupy positions or undergo activities that are at a higher level than their education. This means that IR UB graduates have the capacity for adaptation, self-development, and leadership that allows them to go beyond the formal expectations of an undergraduate education level. This can also reflect non-academic contributions, such as organizational experience, professional relationships, and strong soft skills.

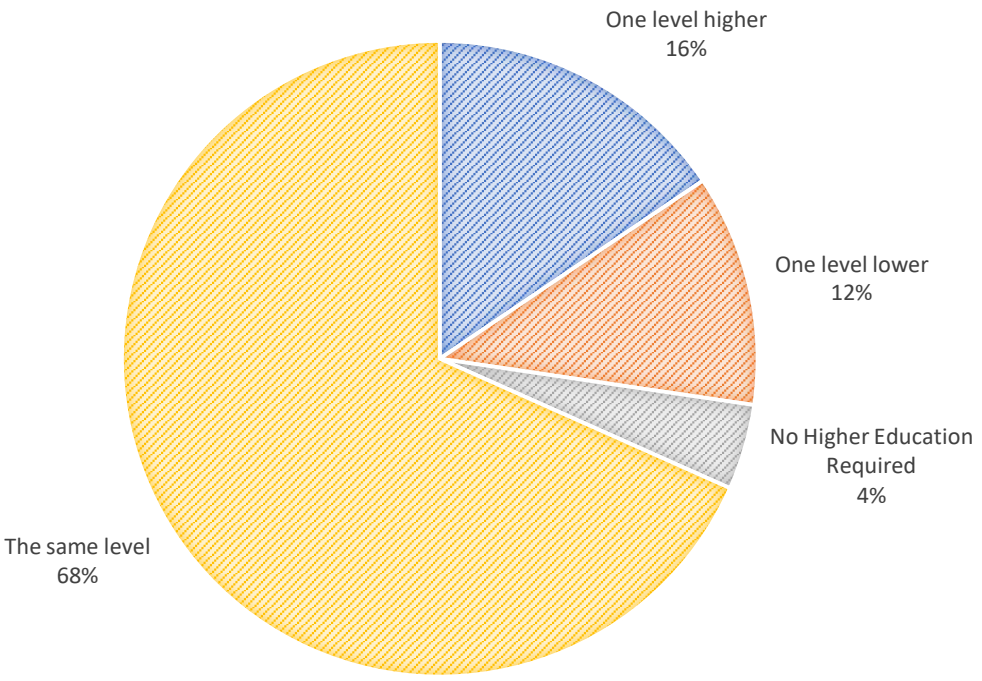
Meanwhile, another 19 alumni stated that their activities were at a lower level than their education. This could be due to a number of factors, such as still being in the initial transition period of work, seeking basic experience, limited job opportunities in specific fields, or due to geographical considerations and time flexibility.

In addition, there were 7 alumni who stated that their activities did not require higher education at all. Although this number is small, it is still a concern to evaluate the relevance of the curriculum to the dynamics of work needs and also the personal motivation of graduates in choosing their career path.

Table 4.9 Suitability of Activities with Level of Education

No	Suitability of Activities to Education Level	Amount
1	One level higher	25
2	One level lower	19
3	No higher education required	7
4	The Same level	110
Total Amount		**160**

Chart 4.12 Alumni Activity Match with Education Level



This data generally shows that the majority of graduates work or engage in professional activities linearly with their undergraduate education, and some are even able to exceed the limits of formal qualifications. However, there is also room for improvement so that more graduates can access or create professional activities commensurate with or higher than their level of education.

Study programs can utilize this data to strengthen competency-based learning processes, expand networks of industry cooperation and international organizations, and provide strategic career guidance for students and alumni.

CHAPTER V
FEEDBACK AND FOLLOW-UP PLAN

5.1 Feedback

The results of the 2023 tracer study show that most graduates of the International Relations Study Program have been productively active, both in the world of work, entrepreneurship, and further study. Some important points that are highlighted are:

1. **Alumni Absorption Rate:**
   A total of 160 out of 234 alumni (68%) are employed, entrepreneurial, or continuing their studies. This number shows good absorption, although there are still 74 alumni (32%) who have not been active, partly due to personal or situational reasons such as taking care of family or waiting for application results.
2. **Alignment of Science and Activities:**
   More than 43% of alumni feel there is a close to very close connection between the knowledge gained during college and post-campus activities. However, around 25% of alumni rated the suitability as less or nonexistent, which is an important note for curriculum evaluation and strengthening the connection between theory and work practices.
3. **Equality of Education and Activity Levels:**
   Most alumni (77.5%) are working or engaged in activities at a level commensurate with their undergraduate education, with 13% working at even higher levels. However, another 13% are in lower-level or non-higher education jobs, signaling expanding access to more suitable jobs.
4. **Waiting Period Pattern:**
   The majority of alumni started their activities after graduation (124 respondents), while 36 alumni were active even before graduation. This indicates an opportunity to strengthen work experience incubators from the time of study.
5. **Career Distribution and Graduate Profile:**
   The results show that the achievement of the four graduate profiles-diplomat, analyst, global industry player, and global activist-is reflected in a wide range of professions: from ministries, international organizations, NGOs, global corporations, to research and education institutions.

5.2 Follow-Up Plan

1. **Curriculum Revision and Adjustment:**
   - Conduct a review of the curriculum content to make it more applicable and contextual to the needs of the world of work.
   - Integrate project-based learning and real case studies from the diplomacy sector, global economy, and international organizations.
2. **Career Preparation:**
   - Providing career briefing programs since the final semester, including training in CV writing, job interviews, and career management.

- Increase cooperation with UB's Career Development Center (CDC) and national/international employment agencies.

3. **Strengthening Entrepreneurship:**
   - Encourage the establishment of global issue-based entrepreneurial units or incubators for IR students, in line with the profile of global industry players.
   - Provide mentoring to alumni who have been successful entrepreneurs.
4. **Graduate Profile Sharpening:**
   - Optimize the mapping of learning outcomes to direct students more systematically to the four graduate profiles.
   - Encourage cross-sector experience through internships, research assistance, or international diplomatic and NGO relations.
5. **Utilization of Alumni Network:**
   - Develop a professional and sector-based alumni database platform.
   - Organize regular alumni forums to share experiences and open recruitment channels for active students.
6. **Annual Evaluation Based on Tracer Study:**
   - Make the results of the tracer study as the basis for the preparation of the Prodi Strategic Plan.
   - Follow up with a qualitative survey to understand more deeply the constraints of alumni in the world of work.

With the implementation of this follow-up plan, it is expected that **the International Relations Study Program of Brawijaya University will be more adaptive, relevant, and responsive to global dynamics,** and continue to produce graduates who excel and contribute in the local, national, and international scope.

CHAPTER VI
CLOSING

6.1. Conclusion

The results of the 2023 tracer study of alumni of the International Relations Study Program at Brawijaya University provide a comprehensive picture of the graduates' transition to the professional world and the relevance of their education. Some of the main points that can be concluded are as follows:

1. **High Alumni Absorption Rate**
   The majority of alumni (68%) have moved on through employment, entrepreneurship, or further study, indicating that UB International Relations graduates have good competitiveness in the national and global job market.
2. **Broad and Relevant Career Distribution**
   Graduates work in various strategic sectors, including ministries, international agencies, multinational companies, NGOs, the education sector, and start-ups, reflecting flexibility and cross-sector capabilities.
3. **Alignment with Graduate Profiles**
   The four graduate profiles of diplomats, analysts, global industry players, and global activists are clearly reflected in the professional positions of alumni, both in the policy sector, diplomacy, economics, and humanitarian and social work.
4. **Alumni Waiting Time Still Needs Attention**
   Some alumni need a long time to start their activities. While 15% have worked or become entrepreneurs before graduating, most are only active after graduation. This opens up opportunities to strengthen work readiness early on.
5. **Alignment of Knowledge and Activities is Quite Positive**
   About 43% of alumni consider that the knowledge gained during their studies is closely correlated with their activities, but there are still around 25% who feel that the alignment is lacking or non-existent. This is an important note for curriculum development.
6. **Activity Level According to Education**
   Most alumni work in positions equivalent to their undergraduate education level (77.5%). Some have even exceeded that level, indicating strong leadership potential and vertical career mobility.

6.2. Recommendation

1. **Strengthening the World of Work Competency-Based Curriculum**
   Curriculum adjustments to be more contextual to current and future employment needs. The integration of digital capabilities, soft skills, and problem-based learning needs to be strengthened.
2. **Increasing Access to Internships and Practical Activities**
   Encourage students to take part in cross-sector internships (government, NGOs, private sector) since the early or middle semester to shorten the post-graduation waiting time.

3. **Development of Entrepreneurship and Global Leadership Incubator**
   Build a special unit that supports students to start businesses, social projects, and global initiatives based on international issues.
4. **Optimizing Networks and the Role of Alumni**
   Alumni need to be empowered as partners in mentoring, recruitment, and developing institutional cooperation networks.
5. **Continued Tracer Study and Continuous Monitoring**
   Making the tracer study an annual data-driven evaluative instrument, with an expansion on in-depth interviews to explore personal and structural reasons for alumni who have not been active.
6. **Pre-Graduation Training and Mentoring**
   Organizing pre-graduation programs that train students in career management, workforce entry strategies, further studies, and interdisciplinary competencies.