

## **Acknowledgements**

We would like to thank university Grant Commission (UGC) for providing the excellent opportunity of conducting the tracer study research of Diktel Multiple Campus graduates. It has encouraged us in reaching the access of the ex-graduate student and their relative status in the society after completing academic levels via this campus. The task given by UGC is based on the contribution and achievement of the campus and it is also redemptive in its essence. This research work would never have completed without the assistance and since response of the graduate passed out in 2017 A.D. The research team would like to consider them as the subject of special thanks. We are highly grateful for their selfless participation.

We would like to convey since acknowledgement to the campus management committee for making decision. The sincere suggestion and active involvement of the chairperson of campus management committee, Mr. Debi Prasad Rijal is remarkable. The active participation and cooperation of all campus staffs in collection data and drafting them is praiseworthy. So the research committee is highly indebted to them of their non-stop assistance on the completion of this work. Similarly, the administrative staffs are also significant in providing the materials in need. Final, we would like to express our gratitude to all the well wisher from the inside and outside the campus that provided their valuable contribution directly and indirectly for the completion of this work.

DiktelMultile Campus

Tracer Study Research Committee

Diktel, Khotang

## Executive Summary

Diktel Multiple campus groups is a community based campus located at Eastern part of Nepal. Despite many difficulties and inaccessibility, it is a dedicated educational institute established 2037 B.S. Since its inception, it is continuous in its journey of providing bachelor level and Master Level education in the rural setting. Higher Education Reform program II of Diktel Multiple Campus has conducted tracer study of the graduates from this college. The mission of campus is to create and transmit ideas, knowledge, virtues and skills to the students with a view to preparing them to be self employed and self dependent citizens in the country.

The tracer study covers the graduates passed out since 2017 A.D. The major concern of the study is therefore employability of the graduates and the type of employment. They gain and whether they have productive and well-paying jobs. The Graduate Tracer Study of Diktel Multiple Campus provides a glimpses of relative status of its past graduate and reorganization of the campus in the field of education.

The tracer study is explorative which focuses on the graduates passed out in 2017 A.D. The major objectives of his study are to find out the job status, personal development and attitude towards the institutions.

The study also focuses the way they are supported by the education gained from this campus. The graduates involved in this study, are categorized into different clusters and groups in terms of job status as well as gender, Dali, EDJ and other castes.

For the completion of his work, the research team has used the methods of questionnaire and interview through telephone, email and personal contact. After collecting the data, they have been presented in tables. They are analyzed using different approaches such as descriptive and exploratory. The graduates from this campus are found to be employed particularly in government service, schools (public, and private) NGOs and other private sectors. The number of unemployed graduates is noticeable in the batch of 2017 A.D. But most of the graduates view that the graduation from this campus plays the major determinate role to develop their career.

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## **Abbreviation**

A.D.	:	Anno Domini
B.A.	:	Bachelor of Arts
B.B.S.	:	Bachelor of Business Studies
B.Ed.	:	Bachelor of Education
B.S.	:	BikramSambat
C.M.C.	:	Campus management committee
D.M.C.	:	Diktel Multiple Campus
M.A.	:	Master of Arts
NGO	:	Non government organization
GO	:	Government Organization
T.U.	:	Tribhuwan University
U.G.C.	:	University Grant Commission

# Chapter -1

## Introduction

### 1.1 Background and Rational of the study

Diktel Multiple Campus is one of the hilly and remote districts, located in Sagarmatha zone of eastern part of Nepal. It is situated between Solukhumbu, Okhaldhunga, Udaypur and Bhojpur districts. It is located in heart of the District headquarter.

People of various castes indigenous majority of Rai ethnic group such as Tamang, Gurung, Sunuwar, Brahamin, Chhetri, Kami, Sharki and Damai are major inhabitant of this district. It is composed of 10 Local Unit and Diktel is the administrative head quarter of this district, where Diktel Multiple Campus is located. According to the new reformation of local bodies khotang district has two municipalities and eight Guaupalika. It is located in DiktelRupakotMajhuwagadhiMunicipalityDktel, Khotang.

Diktel Multiple Campus (DMC) is a community based educational institutions established in 2037 B.S. with the effort of community, social workers, intellectuals, various professionals, business entrepreneurs, local institutions and civil society of Diktel. After its establishment, the campus assembled required physical facilities and infrastructures by obtaining the donation, grants from different institutions and individuals. The campus has been running its classes in its own building since 2037 B.S. It is affiliated to Tribhuvan University to run Bachelor's and Master Degree under the faculties of Education, Humanities and Social Science -I.A. (2037 B.S.), B.A. (2042 B.S.), M.A. (Nepali 2070 B.S.), M.A Sociology Semester (2074 B.S.), Education 3 years B.ED. I year B.ED (2052 B.S.), M.Ed. (Nepali & EPM 2075 B.S.), Management I.COM. (2048 B.S.) and B.B.S. (2062 B.S.). The campus has covered the students of entire Khotang district and Solukhumbu, Okhaldhunga, Bhojpur and Udayapur.

The campus has made a significant contribution in the periods of 3 decades trying to import the quality education to the students of lower and lower middle class communities. The major economic source of the campus is the student's fee apart from the regular grants of University Grants Commission (UGC). Similarly, UGC under Secondary Higher Education Project, Scheme 'C', selected DMC for other grants and it is also selected for Reform Project second phase this year. There are 518 students studying in graduate level and 102 in master level

The graduate students of this campus have engaged in multiple sectors. It is important to identify their employment situation in order to evaluate the standard of the production that will be supportive to make further plans for qualitative education. The study is centralized on: what is the situation of graduate passed students from Diktel Multiple Campus, their social relationship and the way they are supported by the education they have gained from this institution.



Diktel Multiple Campus is conducting three faculties i.e. Education, Humanities and social science and management since long time. This study has been an evaluation method and tool to look its educational qualities. It can be a correcting device for campus administration and its stakeholders. The campus administration would make a new plan and strategy to strengthen the institution with the help of the study. This study is a glimpse of Diktel Multiple Campus that is contributing education facility in rural part where government access is not accessible. Further more this study provides personal contact details of its graduates and their relative's status in the job placement. To find out factual data about the corresponding relationship between education and the applied field of graduated students from this campus, the research is very significant.

## **1.2. Objectives of the study**

**The main objectives of the study are as follows:**

- To trace their desires and their personal development after acquiring the higher education.
- Investigate employment status of the graduates of 2018.
- -Find out the kinds of programs the graduates are pursuing afterwards.
- -Identify the difficulties faced by graduates for the placement in the market after the completion of the program.
- Relate the experience and views of graduates as they evaluate DMC teaching and learning materials, institutional facilities and curriculum, in order to plan for future improvement.
- To analyze the relevance of higher education with reference to the job.
- market.
- To shed light on the job placement of graduate employment.

## **1.3. Institutional Arrangements to conduct the study**

On the recommendation of the decisions of the staff meeting, the campus Management Committee (CMC) approved the decisions and the administration formed a Tracer study Committee of three members. The Committee started functioning with the help of administrative staff to contact the students and getting information. As per the UGC guideline, Diktel Multiple Campus second higher education program unit formed a here under Tracer study Committee for the purpose of conducting trace study of its graduates students. The committee chair person and members are reformed by the campus management committee are given below:

S.N.	Name	Position
1	Keshar Kumar Rai	Task Team Leader
2	Shyam Kumar Rai	Member
3	Dewa Kumar Rai	Member

All the campus staffs were duly requested to bear responsibility in the collection of data, drafting and preparing final document of the study.

#### **1.4. Graduate Batch Taken for the study**

As it has mentioned in methodology, this study is a synchronic research of the graduates passed out from this campus and it covers the batches in the academic year 2018 A.D. Similarly this research has been duly centered on graduated of education stream and lists of graduate batch under taken for the study has been mentioned below. The institution (DMC) has taken the graduates of 2018 for the Tracer Study as it had already conducted its second Tracer Study of the graduates of 2017. The graduates from the faculty of Humanities, Management and Education of the bachelor level.

#### **1.5. Data collection-instruments and Approach**

The research has focused on the quality of higher education service provided to the students. Also the condition under which the graduates have been employed and its role in job-seeking, and how their areas of work are related to the programs offered by the college. In addition, the study is expected to help identify which programs are still relevant to current market demands and the findings of the study are to analyze the strengths and weaknesses of the College programs, and the relationships between education/ training and labor market needs. Hence, the methodology for this study is driven by the above issues and it is supposed to promote better understanding of the graduates' employability. In order to get the needed information, both quantitative and qualitative methods were employed for data collection and a questionnaire for interviewing telephone contact was piloted to make sure the right information could be collected. The Tracer Study subcommittee collected the graduate list of 2017 and the Bachelors Degree holders of the same year from the Faculty of Education, Faculty of management and Faculty of Humanities. The notice for tracer study was shared using the social media/ Face Book. Also the tracer questionnaire is filled at the time of the issuing character certificate. Those who couldn't come in contact were contacted through telephone and email. Required information was collected; individual forms were filled through face to face interview, telephonic conversation and via mails. Final report as prepared after all the selected information was compiled, analyzed and evaluated.

## **1.6. Scope and Limitations of the study**

This study is centered on our batches of graduate's students of the academic year 2018 A.D. The total numbers of graduated included in the research are from Diktel Multiple Campus and it is delimited with in the study of the acquired qualification and application of that qualification in their life. Almost graduated have been involved in the study. Some graduates are missed and some of the contacted graduates have not been able to provide all required documents due to the circumstantial limitations that is generally natural. Accepting this reality the research committees has strived to prepare the report as accurately as possible.

The study was made upon the graduates of 2018 DMC. It had following limitation.

- This tracer study was conducted to the graduates of 2018 of DMC only.
- The study was conducted within a short period of time and limited budget.
- The graduates were who couldn't be reached and contacted had been left out in this study.
- Beside face to face interview, social media email and telephone contact\conversation were the key tools of data collection.
- Also the tracer questionnaire is filled at the time of the issuing character certificate.
- The graduate from faculty of management (BBS), Faculty of Humanities and Social science (BA) and the faculty of Education (B.Ed.) are included in the study.

## Chapter -2

### DATA PRESENTATION AND ANALYSIS

#### 2.1. Graduates Batch 2017 A.D.

In this section of the study, the graduates of DMC who completed their bachelor level in the year 2018 A.D. has been taken under the subject of analysis. The total number of graduates is 85, among them 48 are males and 37 females. The male graduate's percentage is 56.47% and the female are 52 %. In the faculty of management out of 23 graduates 14 are male 9 are female. In humanities faculty out of 26 pass out graduates 18 are male 8 are female, no educationally disadvantage and 1 Dalit graduate graduates. In bachelors of education out of 36 graduates 16 are male 20 were female and 1 are Dalit graduates. The data presentation and analysis of graduates have been presented and analyzed be the help of tables.

Table No. 1

Level	Total Graduates	Male Graduates	Female Graduates	EDJ	Dalit
BBS	3	2	1		1
BA	24	13	11	6	1
BED	36	14	22	20	1
MA	4	2	2	2	
Total	67	31	36	28	3

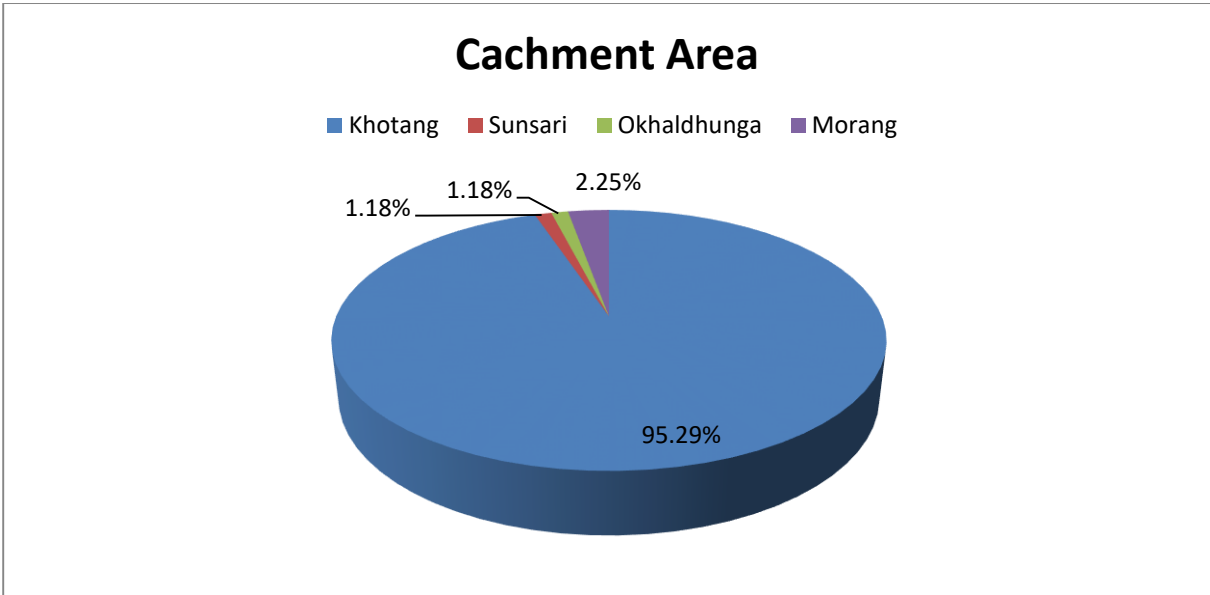
#### 2.2. The Catchment Area

Diktel Multiple campus is located in the heart of the district headquarter of the Khotang district. The college is providing higher education courses to the students surrounding this region. Specially the main sources area of the students in DMC is Khotang district. But also from Solukhumbu, Okhaldhunga and other near district are also the catchment area of the DMC. The government job holders, bank employees , army , policeman , employees of NGO and INGO are also studying from other district. Out of 67 respondent whom are in contact with the tracer study team ,63 are from Khotang district and 2 from Morang district. The percentage of the Khotang district graduates is 94.02 % and out of the district is 4.71% in 2017 A.D.

Table No. 2

District	Number	Percentage
Khotang	63	94.02
Bhojpur	2	1.18
Okhaldhunga	2	1.18
Morang		2.26
Total	67	100%

Figure No.1



### 2.3. Familiarity with Media and Technology

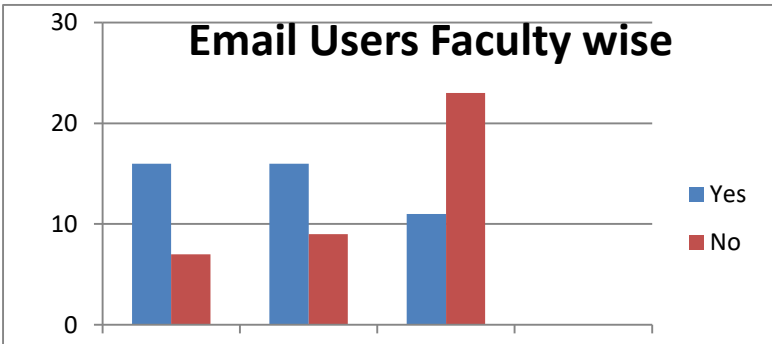
Regarding the familiarities with media and technology among the graduates, it was observed that the students of faculty of management had more familiarity with media and technology than the students of education and humanities. It was observed that 69.56% of students from management had email ids 64% in Humanities and Social Science and 32.35% graduates they have email Ids from education faculties. They used it regularly. The tables below provide detail information on faculty wise use of email and social media.

**Table 3: Email Users Faculty wise**

Level	Total Graduates	Yes	No
BBS	3	2	
BA	24	13	
BED	36	25	
MA	4	4	
Total	67		

Sources: Tracer Study survey 2018 A.D.

Figure No.2



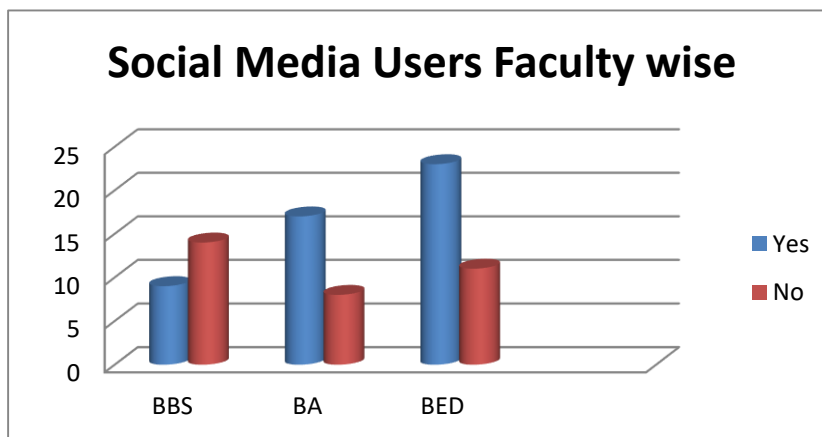
Regarding the familiarities with media and technology among the graduates it was observed that the students of Faculty of humanities and social science had more familiarity with media and technology than the students of education and humanities. It was observed that 39.13% of students from management had Facebook IDs 68% in Humanities and Social Science and 76.64% graduates they social media from education faculties. They used it regularly. The tables below provide detail information on faculty wise use of social media.

**Table 4: Social Media (Facebook) Users Faculty wise**

Level	Total Graduates	Yes	No
BBS	3	2	
BA	24	13	
BED	36	25	
MA	4	4	
Total	67		

Sources: Tracer Study survey 2018 A.D.

Figure No.3.



#### 2. 4. Profile of Graduates 2017.

The total number of graduates is 67, among them 48 are males and 37 females. The male graduates percentage is 56.47% and the female are 43.53%.In the faculty of management out of 23 graduates 14 are male, 9 are female. In humanities faculty out of 26 pass out graduates 18 are male,8 are female, no is educationally disadvantage and 1 Dalit graduate graduates. In bachelors of education out of 36 graduates 16 are male 20 were female and 1 are Dalit graduates.

Table No. 5

Level	Total Graduates	Male Graduates	Female Graduates	EDJ	Dalit
BBS	3	2	1		1
BA	24	13	11	6	1
BED	36	14	22	20	1
MA	4	2	2	2	
Total	67	31	36	28	3

Sources: Tracer Study survey 2017 A.D.

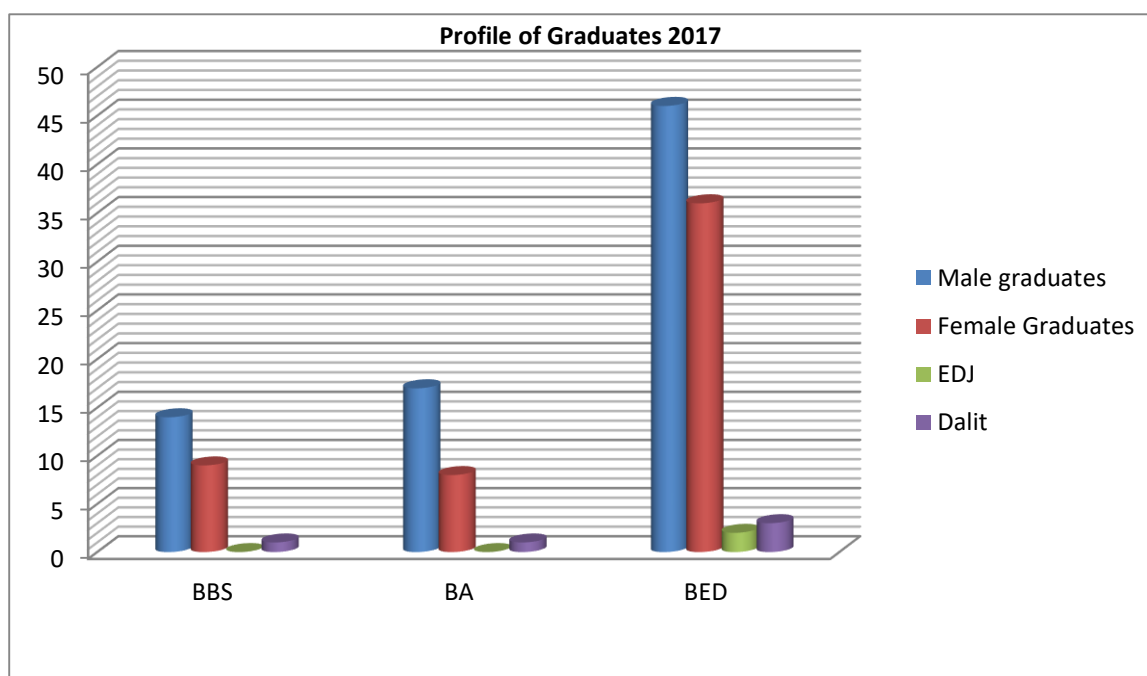


Figure No.4.

## 2. 5. Caste wise composition of the Graduates:

### 2.5. Cast wise Composition of the Graduates:

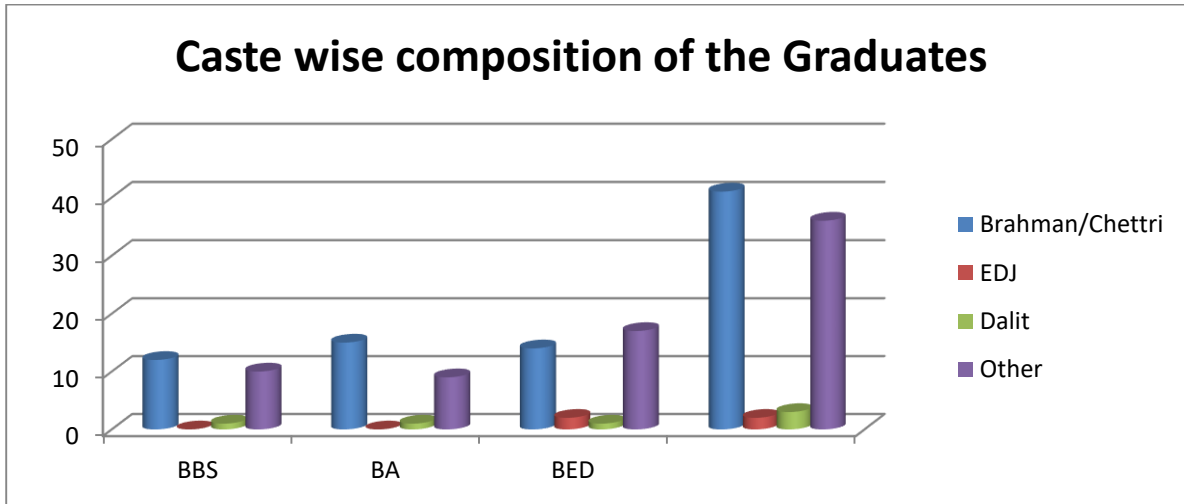
The total number of graduates is 85, among them 48 are males and 37 females. Out of total graduates 41 are Brahman/ Chettri, 2 are educationally disadvantages, other are 41 and 4 is Dalit. The percentage of the other graduates is highest which is 45.88%. Out of the other caste Rai are more in numbers because of the dense settlement of the Kirant people. The second position are Chhetr/Brahmin which is 48.23%, EDJ is 2.35% and the least percentage is the Dalit graduates which comes 3.52%. The caste wise graduates data refers that very less numbers of the Dalit and EdJ are passed out from DMC.

Table No.6

Faculties	Total	Brahman/Chettri	EDJ	Dalit	Other
BBS	3	2	1		1
BA	24	13	11	6	1
BED	36	14	22	20	1
MA	4	2	2	2	
Total	67	31	36	28	3

Sources: Tracer Study survey 2017 A.D.

Figure No.5.



### 2. 5.1. Faculty wise Distribution of the Graduates:

Out of the total graduates passed out from the DMC 23 are from management bachelors, 24 are Humanities and Social Science and 35 are from faculty of the education. The percentage from education Faculty is 41.16% which is the highest from all the faculties whereas from management is 28.04% and from Humanities is 30.48%.

#### 2. 5.1.2. Faculty of Management:

Table NO. 7

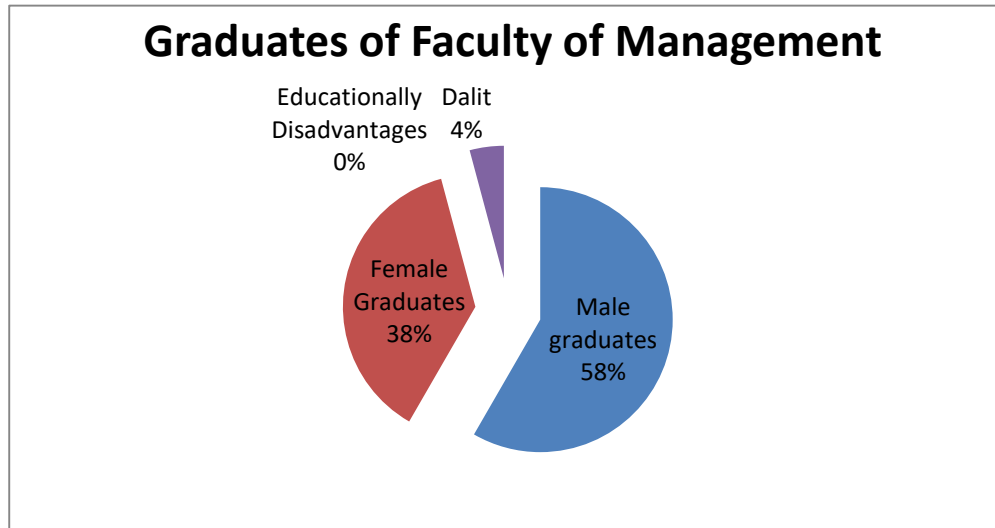
Level	Total Graduates	Male Graduates	Female Graduates	Educationally Disadvantages	Dalit
BBS	3	2	1	-	1

Sources: Tracer Study survey 2017 A.D.



Out of the total graduates passed out from the DMC 23 are from management bachelors and it is 28.04%. Out of the 23 respondent 14 are male 9 are the female graduates. There are no EDJ and 1 Dalit graduates.

Figure No.6.



### 2. 5.1.3. Faculty of Humanities and Social Science

Table No. 8

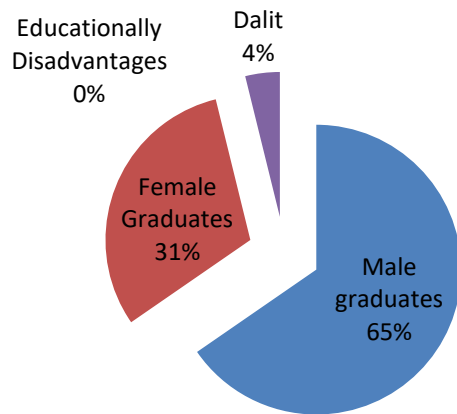
Level	Total graduates	Male graduates	Female Graduates	Educationally Disadvantages	Dalit
BA	26	18	8	0	1

Sources: Tracer Study survey 2017 A.D.

Out of 26 respondents related to faculty of Humanities and Social Science which is 30.58 % in total graduates of DMC, 18 respondents are the male,8 are the female 1 Dalit and no Graduates is from EDJ.

Figure No.7.

## Graduates Faculty Of Humanities and Social Science



### 2.5. 1.4. Faculty of Education

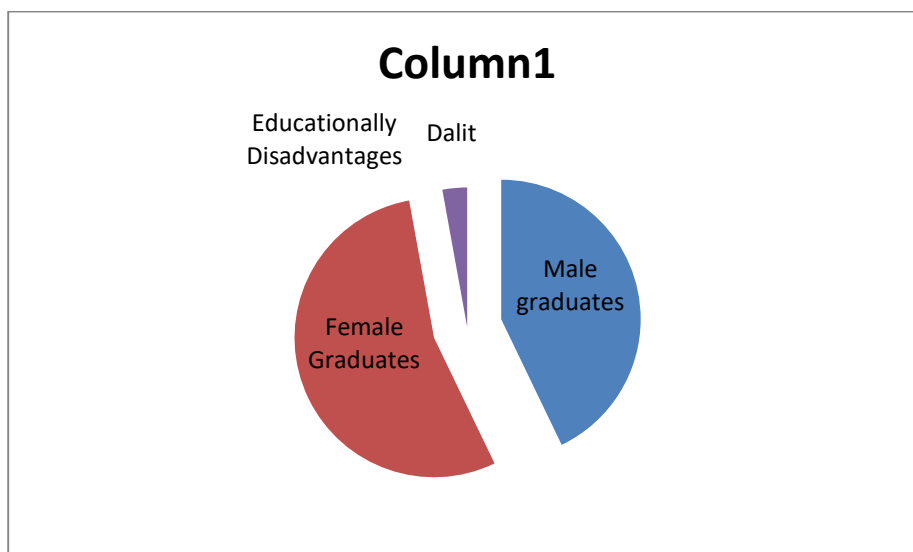
Table No. 9

Level	Total Graduates	Male Graduates	Female Graduates	Educationally Disadvantages	Dalit
BED	36	16	20	0	1

Sources: Tracer Study survey 2017 A.

Out of 36 respondents related to faculty of Education which is 42.35%. The majority of the graduates are female which is 57.64% in total. 16 respondents are the male, 20 are the female, no graduates is from EDJ and 1 is the Dalit graduate.

Figure No. 8.



### 2.6. Employment Status of the Graduates

36.58% of the graduates are found to be employed in different sectors, particularly in government service, school/NGO. Almost all of them are doing full time job according to their specialization. Those who are not holding job have gone for further study and some are in the process of seeking the job.

Many of the employed graduates are operating level staff, though their qualification is equivalent to hold the senior level. Some graduates are serving as mid level staff and trying to possess officer level after gaining enough experiences. The tables given below shows that most of the graduates are engaged in job and further study. The situation of the graduates according to their current job status is presented in the tables below.

Table No. 10

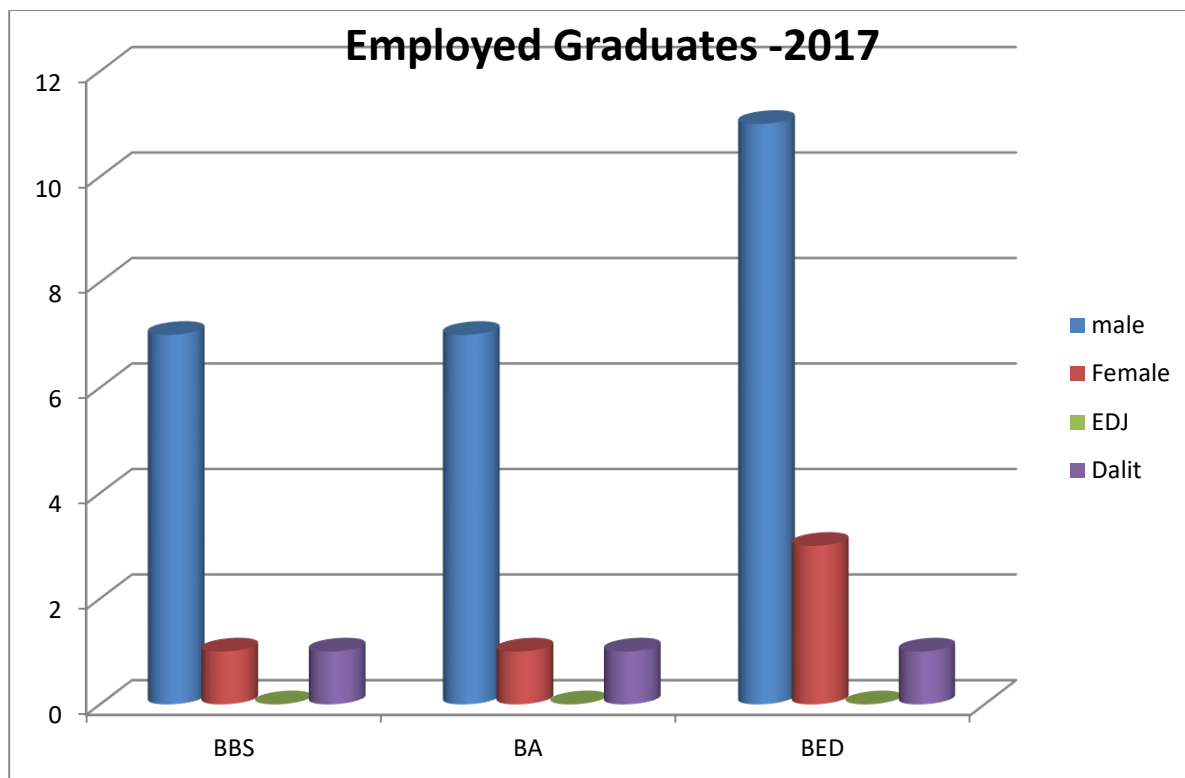
**Distribution of Respondents on the Basis of Employment Status**

Faculties	Total	Employed graduates	Unemployed graduates	Employed graduates				Unemployed graduates			
				Male	Female	EDJ	Dalit	Male	Female	EDJ	Dalit
BBS	23	8	15	7	1	0	1	8	7	0	0
BA	26	9	17	8	1	0	1	11	6	0	0
BED	36	16	20	12	4	0	1	5	15	2	0
Total	85	33	52	27	6	0	3	24	28	2	0

Sources: Tracer Study survey 2017 A.D.

There are 85 graduates and among them 33 graduates have been employed in government service, private and public institution. The remaining numbers of graduate are job seeking and pursuing their further study. The above table shows that among total graduates 38.82 % graduates are engaged in different sector of employment and 61.18% are still seeking job. Out of the total graduates in the faculty of Management 8 are employed and 15 are unemployed. Unequal numbers of the male and female are employed in management faculty. In the faculty of Humanities and Social Science 9 graduates are employed whereas 17 are unemployed. Out of 36 graduates in Education Faculty 16 are employed and 20 are still seeking the job .The total employed graduate percentage in the faculty of management is 26.66%, in Humanities and Social Science is 35% and faculty of education is 44% .Most of the bachelors graduates in Education Faculty are in teaching field.

Figure No.9.



### 2.6.1. Faculty wise Employment Condition:

#### 2.6.1.2 Faculty Of Management:

Table No. 11

Faculties	Total	Employed Graduates	Unemployed Graduates	Employed Graduates				Unemployed Graduates			
				Male	Female	EDJ	Dalit	Male	Female	EDJ	Dalit
BBS	23	8	15	7	1	0	1	8	7	0	0

Sources: Tracer Study survey 2017 A.D.

Out of the total graduates in the faculty of Management 8 are employed and 15 are unemployed..Out of that 4 graduates are in government service (non Gazetted second class)and the 4 are in nongovernmental organization in Khotang District. The total employed graduate in the faculty of management is 36.7% and in out of whole total employed graduates is 9.75%.

#### 2.6.13. Faculty of Humanities and Social Science:

Table No. 12

Faculties	Total	Employed Graduates	Unemployed Graduates	Employed Graduates	Unemployed Graduates

				Male	Female	EDJ	Dalit	Male	Female	EDJ	Dalit
BA	26	9	17	8	1	0	1	11	6	0	0

Sources: Tracer Study survey 2017 A.D.

In the faculty of Humanities and Social Science out of the total graduates 9 are employed and 17 are unemployed. The total employed graduate in the faculty of Humanities and Social Science is 35% and in out of whole total employed graduates is 27%.

#### 2.6.1.4. Faculty of Education:

Table No. 13

Faculties	Total	Employed Graduates	Unemployed Graduates	Employed Graduates				Unemployed Graduates			
				Male	Female	EDJ	Dalit	Male	Female	EDJ	Dalit
BED	36	16	20	12	4	0	1	5	15	0	0

Sources: Tracer Study survey 2017 A.D.

Out of 36 graduates in Education Faculty 16 are employed and 20 are still seeking the job. The total employed graduate in the faculty of education is 44% and in out of whole total employed graduates is 48%.

#### 2.7. Further Study Status of the Graduates

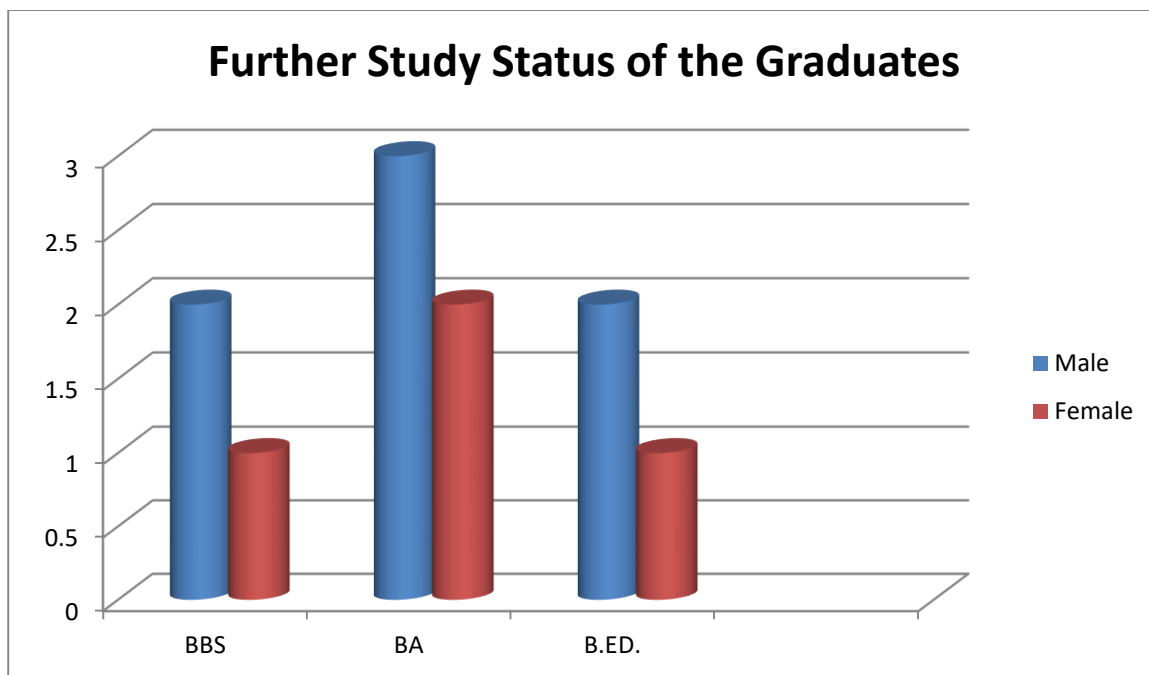
Table No. 14

Level	Number Of the Graduates		
	Total	Male	Female
BBS	3	2	1
BA	5	3	2
B.ED.	3	2	1
Total	11	7	4

Sources: Tracer Study survey 2017 A.D.

Out of the 85 respondents 11 graduates from the faculty of Management, Education and Humanities and Social Science are pursuing for further study. The total percentage of graduates for pursuing higher studies is only 13.4%. Of them 3 graduates from Management, 5 from Humanities and 3 from the education faculties students are studying in Masters Degree in different colleges and some are studying M.A. (Sociology) in Diktel Multiple Campus. Out of total students studying higher studies 27.27% are from Management, 45.45 % from Humanities and 27.27% from the Education faculties.

Figure No.10



## 2.8. Strength and Weakness of the institution

The tracer study is an empirical survey evaluating the output of the education in relation to the working field. The graduate production of the campus is satisfactory but it is not fully relevant with the need of the society. Education can also be defined as civilizing process and the significant of the campus depends on the production and their application. To some extent Diktel Multiple Campus is being successful in its journey but it has lots of changes to be carried out for institutional strengthening. The employment situation of graduates is found out that the employment sector and the academic qualification are not fully match able. The graduates are engaged in government, private and NGOs sectors. While studying education are engaged in government, private and NGOs sectors. While studying their job status and level it is identified that most of the graduates are operation and assistant level. The finding of the survey signals that , the expectation and aspiration of the graduates job they are holding are not match able.

### 2.8.1 Relevance of the Program to Professional (job) Requirements

In the tracer study survey the strength and weakness questionnaire were also asked them to fill. Out of the total 85 respondent the question of Relevance of the program to professional (job) requirements were asked, 17.7% said weaker, 21.95% weak, 36.58% good, 18.29% better and 6.09% said excellent. According to the result of the respondent the relevance of the program me to professional requirements is good.

Table No. 15

	0	1	2	3	4	5	Total
	Very Weak	weaker	Weak	Good	Better	Excellent	
BBS	-	3	4	6	7	3	23
BA	-	4	4	11	6	1	26

B.ED.	-	7	10	13	5	1	36
Total	-	14	18	30	18	5	85

### 2.8.2. Extracurricular activities:

Out of 85 respondents the question were also asked about the extracurricular activities. The result are weaker 12.19%, 51.21% weak, 28.04% good, 7.31% better and 1.21% said it is excellent. It is notified that the extracurricular activities is week (51.21%).

Table No. 16

	0	1	2	3	4	5	Total
	Very Weak	weaker	Weak	Good	Better	Excellent	
BBS	-	5	9	5	3	1	23
BA	-	1	15	8	2	0	26
B.ED.	-	4	18	13	1	0	36
Total	-	10	42	26	6	1	85

### 2.8.3. Problem solving ability

ALL of the 85 respondents the question were also asked about the problem solving ability. The result are weaker 8.53%, 23.17% weak, 52.43% good, 15.83% better is no one said it is excellent. It is notified that the problem solving ability is good (52.43%). It is satisfactory.

Table No. 17

	0	1	2	3	4	5	Total
	Very Weak	weaker	Weak	Good	Better	Excellent	
BBS	-	2	1	15	5	0	23
BA	-	2	7	14	3	0	26
B.ED.	-	3	11	14	8	0	36
Total	-	7	19	43	16	0	85

### 2.8.4. Work placement / attachment / internship/ Teaching

All of the respondents the question were also asked about the work placement/attachment/internship of the institution. The result are very weak 35.36%, 21.92% weaker, 19.51% are weak and 17.07% are good. According to the result of the respondent's analysis for work placement and attachment the institution is very poor condition.

Table No. 18

	0	1	2	3	4	5	Total
	Very Weak	weaker	Weak	Good	Better	Excellent	
BBS	7	5	5	3	3	0	23
BA	13	4	5	4	0	0	26
B.ED.	9	9	9	7	1	1	36
Total	29	18	19	14	4	1	85

### 2.8.5. Quality of education delivered

All of the 85 respondents the question were also asked about the work quality of education delivered of the institution. The result are weaker 8.53%, 17.07% weak, 43.90% are good, 15.85% better and 14.63% respondent said excellent.. According to the result of the respondents analysis for quality of education delivered the institution is good (43.93%) condition.

Table No. 19

	0	1	2	3	4	5	Total
	Very Weak	weaker	Weak	Good	Better	Excellent	
BBS	-	0	3	10	4	6	23
BA	-	5	4	12	3	2	26
B.ED.	-	2	7	17	6	4	36
Total	-	7	14	39	13	12	85

### 2.8.6. Teacher Student relationship

All of the 85 respondents the question were also asked about the teacher students relationship of the institution. The result are weaker 3.65%, 7.31% weak, 17.07% are good, better 43.90% and 26.85% tick in excellent. According to the result of the respondents analysis for teacher students relationship is Better (43.90%).

Table No. 20

	0	1	2	3	4	5	Total
	Very Weak	weaker	Weak	Good	Better	Excellent	
BBS	-	1	2	3	6	11	23
BA	-	2	2	7	12	3	26
B.ED.	1	0	2	7	18	8	36
Total	1	3	6	17	36	22	85

### 2.8.7. Library facility

All of the 85 respondents the question were also asked about library facility of the institution. The result are weaker 13.41%, 28.04% weak, 31.7% are good 24.39% better and 1.21% tick in excellent. According to the result of the respondent's analysis for the library facility is good (31.7%).



Table No. 21

	0	1	2	3	4	5	Total
	Very Weak	weaker	Weak	Good	Better	Excellent	
BBS	-	4	8	5	6	0	23
BA	-	5	8	7	5	1	26
B.ED.	1	2	7	14	12	0	36
Total	1	11	23	26	23	1	85

### 2.8.8. Lab facility

All of the 85 respondents the question were also asked about lab facility of the institution. The result is very weak 75.6%, 13.41% weaker, 8.53% weak. According to the result of the respondent's analysis for the lab facility is very weak (75.6%).It is clear that in the institution there is very few lab facility in the institution.

Table No.22

	0	1	2	3	4	5	Total
	Very Weak	weaker	Weak	Good	Better	Excellent	
BBS	22	1	-	-	-	-	23
BA	20	4	2	-	-	-	26
B.ED.	20	9	5	2	-	-	36
Total	62	14	7	2	-	-	85

### 2.8.9. Sports facility

All of the 85 respondents the question were also asked about sport facility of the institution. The result are weaker 36.14%, 35.36% weak, 20.73% are good, 2.43% better and no tick in excellent. According to the result of the respondents analysis for the sport facility is week (35.36%).

Table No. 23

	0	1	2	3	4	5	Total
	Very Weak	weaker	Weak	Good	Better	Excellent	
BBS	-	8	7	8	-	-	23
BA	3	8	11	4	-	-	26
B.ED.	3	12	14	5	2	-	36
Total	6	28	32	17	2	-	85

### 2.8.10. Canteen / Urinals etc

Regarding the strength and weakness about Canteen/ Urinals, there are 37.8% weaker, 32.92 weak, 24.39% good and 4.87% is batter. According to the result of the respondents analysis for canten/unirals is weaker (37.8%)

Table No. 24

	0	1	2	3	4	5	Total
	Weaker	Weak	Good	Better	Best	Excellent	
BBS	9	12	2	-	-	-	23
BA	11	5	6	4	-	-	26
B.ED.	11	10	15	-	-	-	36
Total	31	27	23	4	-	-	85

## 2.9 Suggestions/Recommendations for the betterment of Institution:

Most of the Graduates have given the suggestions and recommendations for the betterment of institution. The Suggestion was given as follows:

1. Library books should be increased
2. E Library Should be started
3. Playground and Other Outdoor Games Management
4. Provision Of Clean Drinking Water
5. Regular Classes
6. Provision Of First Aid
7. Programme Extension( Master Degree)
8. Regular test/exam
9. Classroom Decoration, Lighting
10. Use Of Modern Technology in Teaching
11. Fees Decrease
12. Others

Table No. 26

Topics Of the Suggestion	Number Of the respondents	Percentage
1. Library books should be increased	31	37.8%
2. E Library Should be started	26	30.48
3. Playground and Other Outdoor Games Management	24	29.26%
4. Provision Of Clean Drinking Water	8	9.75%
5. Regular Classes	28	36.14%
6. Provision Of First Aid	3	3.65%
7. Program meExtension ( Master Degree)	3	3.65%
8. Regular test/exam	6	7.31%

9. Classroom Decoration, Lighting8	7	8.35%
10. Use Of Modern Technology in Teaching	20	24.39%
11. Fees Decrease	3	3.65%
12. Others	5	6.09%

The suggestions were asked for the graduates for the institution at the filling period of tracer form. The following result was received. 37.8% respondent suggests that there should be manage sufficient library books in the campus library. Similarly 30.48% suggest that e-library should be started sooner, 29.26% suggest that play ground and sport facilities should be manage, 36.14% suggest that regular classes should be run. Again similarly 9.75% drinking water, 3.65% provision for first aid, 3.65% suggest to run masters level program (Program extension) 7.31% regular test 24.39% use of modern technology in teaching, 3.65% fee decrease and 6.09% suggested others.

## **Unit-III**

### **Major Findings**

Khotang district is located in hilly region with critical and complex geographical setting. Diktel Multiple Campus is the community based educational institution providing higher education to the students of this territory since 39 years. The total number of graduate passed out is seen to be occupied by indigenous people caste such as Brahmin, Kshetri all ethnic and Dalit.

Girls represent more then half percent of enrolled students. Main reason or this reality is the parents' interest of sending their sons out of the district for further study and employment opportunity in the other sphere. They want to keep their daughter around them because of social limitation and being less ambitious about future carrier of their daughters. Among the total graduate passed out students, male and female ratio is not far greater; although, based on enrollment number, the passed out of boy is higher than the girls. The main reason behind this might be the girls marriage while studying which make them quit the study.

36.58% the graduates are found to be employed in different sectors; they are engaged particularly in government and non-government sector. Private sector includes Boarding School, NGO and other private organization. The graduates included in this study are found to have engaged in different sectors as full time employees. In spite of high attraction to have government job, the number of employees in that

sector is proportionately lower than other sectors. Almost all of them are doing full job according to dispatching their specialization. The number of graduates gone for further study and foreign countries is seen to nominal.

Many of the employed graduates are operation level staff though their qualification is equivalent to hold the senior level. It may indicate that the performance level of graduate is not equivalent to current need of job market. The reality directs that the institution has to think and implement the process of practical education rather than theoretical only.

The major findings are:

- i. The total number of graduates is 85, among them 46 are males and 36 females. The male graduates percentage is 56.09% and the female are 43.90%.
- ii. Out of the total graduates passed out from the DMC 23 are from management bachelors and it is 28.41%. Out of the 23 respondent 14 are male 9 are the female graduates.
- iii. Out of 26 respondents related to faculty of Humanities and Social Science which is 30.48 % in total graduates of DMC. 17 respondents are the male, 8 are the female 1 Dalit and no graduates is from educationally disadvantages.
- iv. Out of 36 respondents related to faculty of Education which is 41.46 %. The majority of the graduates are female which is 55.88% in total. 41 respondents are the male, 19 are the female, and 1 is the Dalit graduate.
- v. It was observed that 69.56% of students from management had email ids 64% in Humanities and Social Science and 32.35% graduates they have email Ids from education faculties.
- vi. The total number of graduates is 85, among them 46 are males and 36 females. Out of total graduates 41 are Brahman/ Chettri, 2 are educationally disadvantages, other are 36 and 3 is Dalit.
- vii. Out of the 85 graduates 36.58% are employed and 63.41% are not employed.
- viii. Out of the total graduates in the faculty of Management 8 are employed and 15 are unemployed.
- ix. In the faculty of Humanities and Social Science out of the total graduates 8 are employed and 17 are unemployed. The total employed graduate in the faculty of

Humanities and Social Science is 32% and in out of whole total employed graduates is 9.7%.

- x. Out of 36 graduates in Education Faculty 14 are employed and 20 are still seeking the job.. The total employed graduate in the faculty of education is 41.17% and in out of whole total employed graduates is 17.07%.
- xi. Out of the 85 respondents 11 graduates from the faculty of Management, Education and Humanities and Social Science are pursuing for further study. The total percentage of graduates for pursuing higher studies is only 13.41%.
- xii. Out of 85 respondents the question were also asked about the extracurricular activities .The result are weaker 12.19%, 51.21% weak, 28.04% good, 7.31% better and 1.21% said it is excellent. It is notified that the extracurricular activities is weak (51.91%).
- xiii. All of the 85 respondents the question were also asked about the problem solving ability. The result are weaker 8.53%, 23.17% weak, 52.43% good, 15.83% better and no one is said it is excellent. It is notified that the problem solving ability is good (52.43%).
- xiv. All of the respondents the question were also asked about the work placement/attachment/internship of the institution. The result are very weak 35.36%, 21.95% weaker, and 19.51% are weak and 17.07% are good. According to the result of the respondents analysis for work placement and attachment the institution is very poor condition.
- xv. All of the 85 respondents the question were also asked about the work quality of education delivered of the institution. The result are weaker 8.53%, 17.07% weak, 43.90% are good, 15.85% better and 14.63% respondent said excellent.. According to the result of the respondents analysis for quality of education delivered the institution is good (43.90%).
- xvi. All of the 85 respondents the question were also asked about the teacher students relationship of the institution. The result are weaker 3.65%, 7.31% weak, 17.07% are good, better 43.90% and 36.85% tick in excellent. According to the result of the respondents analysis for teacher students relationship is better (43.90%).
- xvii. All of the 85 respondents the question were also asked about library facility of the institution. The result are weaker 13.41%, 28.04% weak, 31.71% are good 24.39% better and 1.21% tick in excellent. According to the result of the respondents analysis for the library facility is good (31.7%).

- xviii. According to the result of the respondents analysis for the lab facility is very weak (75.6%).It is clear that in the institution there is very few lab facility in the institution.
- xix.All of the 85 respondents the question were also asked about sport facility of the institution. The result are weaker 36.14%, 35.36% weak, 20.73% are good, 2.43% better and no tick in excellent. According to the result of the respondents analysis for the sport facility is weak (35.3%).
- xx. Regarding the strength and weakness about Canteen/ Urinals, there are 37.8% weaker, 32.92% weak, 24.39% good and 4.87% is better. According to the result of the respondents analysis for canteen/urinals is weaker (37.8%)
- xxi. 37.8% respondent suggest that there should be manage sufficient library books in the campus library. Similarly 30.48% suggest that e-library should be started sooner, 29.26% suggest that play ground and sport facilities should be manage, 36.14% suggest that regular classes should be run. Again similarly 9.75% drinking water, 3.65% provision for first aid, 3.65% suggest to run masters level program (Program extension) 7.31% regular test, 24.39% use of modern technology in teaching, 3.69% fee decrease and 6.09% suggested others.

## Unit – IV

### Implications to Institutional Reform

The heart of the research should be based on problem finding and diagnostic approach. Based on Whole tracer study process, the Tracer Study Tracer study Committee has identified the following implication for institutional reform.

Education by this institution largely based on teacher centered method guided by text book. The student-centered method based on authentic as well as non-authentic texts must be used to expose students into the interdisciplinary areas.

Based on the findings of the survey, the institution needs to carryout following improvement plans about the courses offered, teaching learning environment, quality of delivery, teacher student relationship, extracurricular activities, library/lab facilities etc. The institution has to carryout action research on above aspects on a regular basis. At the same time tracer study like this has to be carried out regularly to find out the where about of its products and the effectiveness of its programs. Besides these, following activities are suggested for the institutional reforms:

- Institution has to develop the system of continuous assessment of its programs and collect the feedbacks regularly.
- The college has to make students record keeping system more effective.
- The institution has to offer programs that are market oriented and more practice based.
- The research will help the institution to make a plan to reform the immediate shortcomings.
- Need of enhancing information Technology and Research Skills.
- It will assist campus management team to make vision, mission and set goals for institutional development and strengthening. It will activate the monitoring part of the institution.
- The administration will be conscious in delivering the services to the stakeholders in time accurately.
- Campus has to focus on making plans to uplift the level of student and to increase pass out ratio.
- This study will help to build up the provision for insuring access to academically eligible, poor and disadvantaged students.
- It will be guideline for ensuring academic calendar and its implementation.
- It will suggest the district as well as national policy maker to make plans for reforming the educational system in order to address the students studying in remote and backward district like Khotang

- The research will direct the stakeholders in stressing the need of motivating students to in clean them towards entrepreneurship for self dependency and creating employment for others.
- It will support in promoting the passed out ratio of graduates if the shortcomings identified in thesis research are addressed thoroughly.
- The campus has to allocate the sufficient library budget for the coming year.



## Unit-v

### Conclusion and Recommendation

To sum up, this tracer study research is expected to be the milestone to reform the problems of the institution. It is just an initiation of stepping forward towards the advanced educational goals. The attitudes, suggestions, feedback and comments given by the graduates will be remarkable path to catch the destination. The study has established the relationship between the recommendations of her own graduates. As a mother institution, the campus is in the key position to keep in touch among the graduates. The response of the graduates to the question about the contribution to their institution

Encourages the Campus to form a committee of ex-students for economic, morale and academic support. It makes the teaching staff aware of revising the teaching methodologies and non-teaching staff keeping documentation up to date as well.

After the overall data presentation, analysis, major findings and the implication to institutional reform the committee has suggested the following recommendations to reform the institution and education policy.

- The DMC should extended the library facilities ( e-library, books number should be increased)
- The DMC should allocate sufficient budget for library.
- The students as well as teacher should be involve in research activities.
- DMC also step forward of job placement/attachment and internship to the students.
- The institution also focuses on regular classes of the students and it is recommend that “ The Academic Committee should be actively implement the action plan of quality delivered to the students”.
- The EDJ and Dalit students should be given more incentive to bring the mainstream of the education in the nation.
- The DMC should allocate the sufficient budget allocation for refurbishment of its infrastructure.(Lighting facilities in classroom, painting, decoration and etc.)
- DMC should encourage teacher and students involve in extra co curricular activities.
- DMC also focused in programme extension.
- DMC should use of modern teaching methodology.
- DMC should provide need based practical education.
- Establish intimate relationship to the ex-students of the campus.

- Manage frequent refreshment training to the teachers, staff and students.
- Bright interdisciplinary subjects within particular faculty.
- Focus on research based field visits sharing experiences.

The End