

# **TRACER STUDY REPORT**



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INSTITUTE OF MEDICINE  
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It also considered the feedback of graduates about strengths and weaknesses about the relevancy of the programs offered by campus, extracurricular activities, teaching-learning environment, quality of education delivered, teacher-student relationship, library/lab facilities, sports facilities, canteen/hostel facilities, etc.

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Tracer study committee  
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## **LIST OF ABBREVIATION**

NGO	Non-governmental Organization
INGO	International Non-governmental Organization
BNC	Birgunj Nursing Campus
BNS	Bachelor in Nursing Science
RN	Registered Nurse
TU	Tribhuvan University
QAA	Quality Assurance Accreditation
UGC	University Grant Commission

## **EXECUTIVE SUMMARY**

The tracer study for nursing graduates typically involves tracking their career paths and experiences after graduation. This study helps assess the effectiveness of programs offered by institutions, insights into employment rates, job satisfaction, and contributions to the healthcare field. This tracer study of graduates in 2023 of BNC was conducted to find out the status and position of the graduates. The study focused on the graduates in the year 2023 from the BNS program of BNC. As already noted, the total number of graduates in the year 2023 was 19 of which 19 of them participated in the study.

The report is discussed in five chapters. The first chapter is an introductory section describing the need and rationale of the study. The second chapter includes data presentation and analysis. The third chapter deals with major findings, the fourth chapter with implications for institutional reform, and the fifth chapter deals with conclusions and recommendations.

Cent percent of the graduates were female and were enrolled in the BNS program. More than half of the graduates (57.89%) belonged to advantaged ethnicity (Brahmin/Chhetri) and the majority of the graduates (63.15%) were from the age group 25-29 years. Cent percent of the graduates were employed in health facilities. Among them, 42.10% were permanent health personnel under the Ministry of Health and Population, Nepal and were enrolled in study leave.

The study had strong implications. It focused on professionalization and quality improvement of the programs, further strengthening of infrastructure and other facilities, mental and emotional well-being should be refocused in campus policies

In conclusion, there are low levels of ratings towards fidelity of the programs, infrastructures, and mental and emotional bondage among the teacher-staff-student triad.

The study has recommendations to further professionalize and quality improvement of the programs, conducting academia-industry dialogue on a regular and periodic basis, and strengthening extracurricular activities and sports facilities.

# CHAPTER I

## INTRODUCTION

### 1.1 Background/ Rational

Human resources are the backbone of developing nations. The contribution of nursing as a health human resource is crucial for Universal health coverage and achieving sustainable development Goal 3. In Nepal various universities have been significantly increased, offering a higher education, and producing a large number of graduates each year. Institute of Medicine (IOM) is the pioneer institute under Tribhuvan University producing different levels of nursing professionals since 1972 AD. IOM, nursing campus Graduates' quality aligns with market demand as a result nurses are hired on national and international platform. Tracer studies help to evaluate accountability and demonstrate the impact of nursing educational institutions in a highly competitive job market. Tracing the employability profile of graduates is crucial as it not only updates the database but also demonstrates the impact of educational institutions in the health system of Nepal. Tracer study can also be used to see the abilities and competencies of undergraduate programs provided that programs are still effective, appropriate, and relevant in the rapid and complex health system. Alumni are the best commenters for the institutions they graduate from.

BNC was established in 1975 AD BS with a community auxiliary health worker (CMA) program named as Bara Parsa program. In 2043 BS Proficiency Certificate Level (PCL) nursing program was started and upgraded to the undergraduate nursing program. In 2068, B.S. Bachelor in Nursing (BN) Programme(Hospital Nursing) was started with 20 seats. Since the 2072 BS, two years BN program was substituted with 3 years Bachelor in Nursing Science (BNS) program, BSc. nursing program has been started with 20 seats since 2077/078. At present, the BNS program has been upgraded to 40 seats and BSc. nursing has 30 seats.

Currently, there are 2018 students, 17 full-time faculty members, 1 PhD holder faculties among full-time, and 26 non-teaching staff.

Since this study is only limited to the year 2023AD graduation, we had only focused on the graduates in that year. During the study, 19 students responded with their details and views about the campus. The graduate was traced by different media and channels. The tracer team provided the pre-developed questionnaire to collect the relevant necessary data for the report and sent it through group

mail. The graduates by the questionnaire provided their personal, educational, and employment-related information. They also suggested the problems and lack of the institution. By the questioner, graduates have also ratted the campus in different parameters. Through this study campus is hopeful to get valuable information for the further development of the institution and to develop effective ways of preparing more responsive graduates for society. It will also help to estimate the proportion of graduates whoare in employment and the level of job satisfaction.

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

The main aim of this study is to assess the current situation and position of the 2023 graduates of BNC. To achieve the aim, the following specific objectives of the study were stipulated:

- To describe employment status and associated factors of the graduates of BNC;
- To identify the status of further study of the graduates of BNC;
- To assess the graduates' perception of the overall teaching-learning environment of BNC;
- To assess the graduates' satisfaction with overall facilities; and
- To suggest measures to promote the quality of BNC programs.

### **1.3 Institutional arrangements to conduct the study**

BNC formed three three-member committees namely “Tracer Study Committee” in June 2022. The campus arranged flexibility in day-to-day activities for the members whenever meetings were conducted, during the draft preparation and finalization. The class hour was managed by the program coordinators throughout the study.

### **1.4 Graduate batch taken for the study**

Undergraduate students of the BNS program enrolled in the year 2076/2077 and passed out in the year 2079/ 7080 were taken for the study.

### **1.5 Study Design and Methodology**

A descriptive quantitative cross-sectional study was done. There were a total of 19 students who graduated in the year 2023. A purposive sampling technique was used to collect the data. Tracer study committee members were formed by the Campus Administration Action Committee. The survey instrument was a set of questionnaires designed by the UGC, Nepal. This questionnaire included both open and closed questions. Data was collected from October 2023 to November 2023 via electronic media.

### **1.6 Data Collection- Instrument and Approach**

The instrument was a self-administered structured questionnaire. The questionnaire was developed around different key variables namely: employment, pursuing, or intention to pursue further study by the graduates. Six point Likert scale with responses of excellent, good, neutral, weak, moderately weak, and very weak (5= excellence and 0= very weak) was used to collect the responses of the graduates and postgraduates to assess the relevance as well as the effectiveness of the program they completed.

Data was collected via Google Forms. Graduates were distributed the questionnaire in Google form via group mail. Out of 19 graduates all graduates were traced and filled up the questionnaires. Repeated follow-ups had to be done to encourage the graduates to fill up the forms.

### **1.7 Data Analysis and Report Writing**

The collected data from 19 graduates were analyzed using SPSS. Data were interpreted in frequency and percentage.

### **1.8 Scope and Limitation of the Study**

This study tries to cover the maximum number of graduates passed out from BNC. However, BNS final year graduates were traced as there were no graduates from BSc nursing, only 19 graduates from BNS could be covered. The study has mainly focused on the employment status to find out the University's contribution to the nation's manpower. This study also aimed to find out the factors associated with the employment status of the graduates. Besides this, the study also focused on finding out students' perception and satisfaction with the teaching-learning environment as well as towards the facilities. The study also explored suggestions by the graduates that would help the program to run more efficiently.

## **CHAPTER II**

### **DATA ANALYSIS AND PRESENTATION**

To conduct the study, quantitative data was collected through the questionnaire outlined by the UGC. The graduates were requested to fill questionnaire through Google form. After the collection of information through the questionnaire, data are entered into the SPSS processor for further necessary analysis.

To analyze the data, the information was categorized into different sections. The first one includes the characteristics of the graduates. The second section presents the employment status as well as employability-related associative characteristics of the graduates. The third section depicts the issues related to the quality and relevance of the program which covers various areas like teaching-learning environment, teacher-student relationship, satisfaction towards various college facilities, and such. The fourth section has dealt with the suggestions and contributions that can be helpful for institutional reform.

## 2.1 Characteristics of the graduates

**Table 1: Graduates' Socio-Demographic Information**

(n=19)

Characteristics	Frequency (f)	Percent (%)
<b>Age</b>		
20-24 years	5	26.32
25-29 years	12	63.15
30-34 years	2	10.53
<b>Gender</b>		
Female	19	100
<b>Cast/Ethnic group</b>		
Advantageous caste (Brahmin/Chettri/Thakuri)	11	57.89
Disadvantageous Janjati	3	15.79
Madeshi	3	15.79
Minority (Muslim)	2	10.53
<b>Current Address</b>		
Nepal	18	94.73
Abroad	1	5.27

Table 1 shows that the majority of the graduates (63.15%) belong to the age group 25-29 years whereas only 10.53% were from the age group 30-34 years. Cent percent of the graduates were female. More than half (57.89%) of the graduates were advantageous group whereas only 10.53% were minority i.e. Muslim. Most (94.73%) of the graduates' addresses were in Nepal whereas 5.27% of addresses were abroad at the time of data collection.

## 2.2 Employment Status and Associative Characteristics of the Graduates

**Table 2: Current employment status**

SN	Employment status of the graduates	Frequency(f)	Percent (%)
1	Employed	19	100

Table 2 depicts that cent percent of the graduates are employed.

**Table 3 Employment type of the graduates**

SN	Employment type of the graduates	Frequency (f)	Percent (%)
1	Full Time	19	100

Table 3 shows cent percent of the respondents are full-time employed.

**Table 4 Organization-wise distribution of the graduates**

SN	Types of Organization	Frequency (f)	Percent (%)
1	Public	10	52.63
2	Government organization	8	42.10
3	Private	1	5.27

Table 4 depicts that more than half (52.62%) work contract basis in public hospitals followed by 42.10% were permanent staff of the Government of Nepal, and 5.2% in private hospitals.

### 2.3 Issues related to the quality and relevance of the program

This section is related to the student's satisfaction and perception of the quality and relevance of the program which includes facilities, teaching-learning environment, teacher-student relationship, etc

**Table 5: Graduates' satisfaction and perception towards the quality and relevance of the program**

SN	Particulars	0	1	2	3	4	5
1	Relevance of the program to your professional requirements	-	-	-	-	7(36.84%)	12(63.15%)
2	Extracurricular activities	-	-	-	2(10.52%)	10(52.63%)	7(36.84%)
3	Problem-solving ability	-	-	-	5(26.31%)	8(42.10%)	6(31.57%)
4	Work placement/ attachment/ internship	-	-	-	3(15.78%)	8(42.10%)	8(42.10%)

Table 5 depicts that the majority (63.15%) of the graduates agree that the program offered had excellent relevance to their professional development, and half (52.63%) of the graduates agree that extracurricular activities offered by campus were good. Less than half (42.10%) of graduates perceived that the education provided by the institution has a good impact on their problem-solving ability. Less than half (42.10%) of graduates perceived exposure provided by institutions was good and excellent.

**Table 6: Graduates' Perception towards Teaching/Learning and student-teacher relationship**

SN	Particulars	0	1	2	3	4	5
1	Teaching/learning environment	-	-	3(15.78%)	4(21.05%)	8(42.10%)	4(21.05%)
2	Quality of education delivered	-	-	1(5.26%)	9(47.36%)	6(31.57%)	3(15.78%)
3	Teacher student relationship	-	-	2(10.52%)	6(31.57%)	7(36.84%)	4(21.05%)

Table 6 shows that less than half (42.10%) agree that the teaching/learning environment was good. Regarding quality of education delivered 47.36% were neutral about the quality of education offered by the institution. One-third (36.84%) of the graduates perceived a good teacher-student relationship.

**Table 7: Graduates' perception of facilities**

SN	Particulars	0	1	2	3	4	5
1	Library facility	-	-	6(31.57%)	6(31.57%)	7(36.84%)	--
2	Lab facility	-	-		10(52.63%)	9(47.36%)	--
3	Sports Facility	-	-	2(10.52%)	5(26.31%)	8(42.10%)	4(21.05%)
4	Canteen/ Urinals etc.	-	-	10(52.63%)	9(47.36%)	-	--

Table 7 shows that one-third (36.84%) of the graduates agreed the library facility was good. More than half (52.63%) of the graduates were neutral about the laboratory facility. Regarding sports facilities 42.10% of the graduates perceived there were good sports facilities. More than half (52.63%) of the respondents were not satisfied with the canteen/urinals.

## 2.4 Suggestions and contributions by graduates for institutional reform

**Table 8: Suggestions by graduates for improvements**

SN	Suggestions *	Frequency	Percent
1	Human Resources related (Teacher/staff training, increase student and teacher ratio)	17	89.47
2	Infrastructure development (Lab facility, Internet, e-library and book, transportation, own hospital)	19	100
3	less political influence, T/L friendly environment, remedial class)	13	68.42

*\*Multiple response*

Table 8 depicts that cent percent of the graduates suggested infrastructure development, followed by 89.47% suggested human resource management especially the teacher-student ratio.

## **CHAPTER III**

### **MAJOR FINDINGS OF THE STUDY**

The major findings of this study are discussed below.

#### **3.1 Employment status of respondents**

Cent percent of the graduates were employed. All most (94.73%) of the graduates were employed in Nepal whereas 5.27% were employed abroad. More than half (52.62%) worked on a contract basis in public hospitals followed by 42.10% were permanent staff of the Government of Nepal, and 5.2% in private hospitals.

#### **3.2 Respondents' views regarding the quality and relevancy of the program**

A majority (63.15%) of the graduates agreed that the program offered had excellent relevance to their professional development, and half (52.63%) of the graduates agreed that extracurricular activities offered by campus were good. Less than half (42.10%) of graduates perceived that the education provided by the institution has a good impact on their problem-solving ability. Less than half (42.10%) of graduates perceived exposure provided by institutions was good and excellent. Less than half (42.10%) agree that the teaching/learning environment was good. Regarding quality of education delivered 47.36% were neutral about the quality of education offered by the institution. One-third (36.84%) of the graduates perceived a good teacher-student relationship. One-third (36.84%) of the graduates agreed the library facility was good. More than half (52.63%) of the graduates were neutral about the laboratory facility. Regarding sports facilities 42.10% of the graduates perceived there were good sports facilities. More than half (52.63%) of the respondents were not satisfied with the canteen/urinals.

#### **3.4 Suggestions/Recommendations for the betterment of the institution**

Cent percent of the graduates suggested infrastructure development, followed by 89.47% suggested human resource management especially the teacher-student ratio according to MEC.

## CHAPTER IV

### IMPLICATIONS TO INSTITUTIONAL REFORM

Based on the findings, the following four implications are drawn for institutional reform:

**Professionalization and quality improvement of the programs:** For the programs to be enhanced as quality and more professionalized programs, the practical aspects of the contents should be revisited. Clinical exposure should be strengthened. Teaching and learning should be further strengthened.

**Infrastructure and other facilities:** Laboratory classes, sports activities, and the playground should be strengthened whereas provision of canteen should be established in place and urinals including other toilet premises should be increased and strengthened. The hostel building needs to be maintained. Computer labs and e-library facilities should be started to facilitate teaching and learning.

**Mental and emotional well-being:** Mental and emotional well-being should be strengthened with better interaction sessions among the triad. To lessen the political influence, creative and professional activities should be carried out more frequently and with increased engagement of the triad.

## **CHAPTER V**

### **CONCLUSION AND RECOMMENDATIONS**

#### **5.1 Conclusions**

This study concludes the graduates are employed within two to three months of their graduation. There are low levels of ratings towards fidelity of the programs, infrastructures, and mental and emotional bondage among the teacher-staff-student triad. Nursing program has a high market demand.

#### **5.2 Recommendations**

Based on data analysis and findings, the following recommendations are made:

- Professionalization and quality improvement of the programs should be a continuous process and in place
- Periodic HR studies along with the needs of the employing agencies should be reviewed from curricular aspects to be reformed. For such, academia-industry dialogue should be carried out periodically.
- Strengthening extracurricular activities and sports facilities.
- Mental and emotional well-being should be a major component of campus policy.