

THE INFLUENCE OF COMPETENCE ON THE PERFORMANCE OF ALUMNI GRADUATES IN 2020 AND 2021 MAJORING IN MANAGEMENT, FACULTY OF ECONOMICS AND BUSINESS, MATARAM UNIVERSITY

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ABSTRACT: This study aims to determine the Performance and Competence of Alumni and to determine the Effect of Competence on the Performance of Management Alumni FEB University of Mataram in 2020 and 2021, this research was conducted on a sample of 2020 and 2021 graduates spread throughout Indonesia, data collection was carried out through email contact, telephone, WA and direct interviews with alumni. The data collected and processed using multiple linear regression analysis models with the help of the SPSS programme, the following data regression parameter results are tested with the t test, *R square test* and *F test*. The results showed that the performance of alumni of Management Study Program FEB Unram seen from the length of the process of getting a job is included in the fast category, seen from the salary (*take home pay*) received is included in the medium category. The competence of alumni of Management Study Program FEB Unram related to; Integrity (Ethics and Morals), Mastery of Information Technology, Communication, Teamwork, and Self-Development is included in the very high category, while Expertise based on the field of science is included in the high category, Foreign Language (English) ability with moderate category. Of the seven competency variables tested, only the English competency variable has a significant effect on the performance of alumni of the Management Study Programme FEB Universitas Mataram.

KEYWORDS: *Performance, Alumni Competence*

I. INTRODUCTION

The success of higher education graduates in entering the world of work is one indicator of performance or learning outcomes and the relevance of higher education for society. Thus, universities are responsible for facilitating and bridging graduates to enter the world of work. In this regard, the Ministry of Education and Culture has formulated an education policy known as the Merdeka BelajarKampus Merdeka (MBKM) programme [16].

MBKM policy is formulated into 8 (eight) Key Performance Indicators (KPI), one of the Key Performance Indicators (KPI) of Higher Education is that graduates get a decent job, meaning that the more alumni who succeed in getting a decent job, or pursue entrepreneurship and continue their studies, the achievement of KPI is said to be successful. Various policies are pursued to achieve these KPIs, starting from the Merdeka Belajar policy in 2020 and the Merdeka BelajarKampus Merdeka (MBKM) policy in 2021 [16].

The Merdeka BelajarKampus Merdeka (MBKM) policy launched by the Minister of Education and Culture RistekDikti is a framework for preparing students to become tough scholars, relevant to the needs of the times, and ready to become leaders with a high national spirit, through this programme there are wide opportunities for students to enrich and improve their insights and competencies in the real world according to their passions and ideals [2].

Learning in Merdeka BelajarKampus Merdeka provides challenges and opportunities to develop students' creativity, capacity, personality and needs, as well as develop independence in seeking and finding knowledge through the realities and dynamics of the workplace such as ability requirements, real problems, social interaction, collaboration, self-management, performance demands, targets and achievements.

The Management study programme is one of the study programmes of the Faculty of Economics and Business (FEB), University of Mataram, as an institution that manages higher education institutions has a vision, namely "To become an internationally competitive research-based higher education institution in 2025". To realise its vision, one of its missions is to carry out a strong research-based national and international quality standard

higher education process. To find out whether the vision can be achieved or not, it can be known through a trace of the output or alumni produced, thus it can be known; alumni assessment of alumni positions, alumni processes in getting jobs, alignment of levels and majors with occupations occupied, the amount of compensation received, competencies mastered and competencies needed by the community / institution / company where alumni work. Furthermore, from the results of the teaching and learning process, it is expected that the competence of alumni will be in accordance with the performance of alumni after graduation. The performance referred to here is performance that refers to the first Key Performance Indicator (IKU-1) or outcome indicator of a university." [3]

Research on alumni performance has been carried out by several researchers, among others: [12], conducted research on outstanding alumni of IPB with the aim of analysing the effect of competence on career success, the results showed that through SEM-PLS analysis the variables of superior achievement and personality had a significant effect on career success. [15] conducted research on performance, the results showed that there was no significant difference in general ability, competence and alumni performance between alumni who came from transfer students and regular students and there was no significant difference in general ability, competence and performance between alumni who became civil servant teachers and alumni who became private teachers.

The results of alumni tracing of the Management study programme alumni who graduated in 2019 from 81 people who filled out the questionnaire 74.07 per cent have worked with competencies 3.54 lower than the competencies needed in the world of work, namely 3.74 in (scale 1 to 5) of 14 types of competencies. While the results of the 2020 tracer study from 58 people who filled out the questionnaire 75.86 per cent had worked with a competency of 3.86 higher than the competencies needed in the world of work, namely 3.85 in (scale 1 to 5) of 14 types of competencies. [4] [5]. In this regard, this study follows up on previous research, namely how competence affects the performance of alumni of the Management Department of FEB Unram who graduated in 2020 and 2021.

II. LITERATURE REVIEW

Performance

The term performance comes from the word *job performance* or *actual performance*, namely work performance or actual performance achieved by a person. In [13] explains that performance means: 1) something that is achieved, 2) achievement that is noticed, and 3) work ability. According to [15], the concept of performance stands for work energy kinetics whose equivalent in English is *performance*. Performance is the output produced by the functions of a job over a profession in a certain time. The alumni performance referred to in this paper is related to the results achieved through a process carried out by the alumni in getting a job. Criteria [1], namely getting a job in less than 6 months for a maximum of 12 months, as an entrepreneur and continuing the study.

Competence

According to the Competence Dictionary [9] [10], competence is defined as those personal aspects of a worker that enable him or her to achieve superior performance. These personal aspects include traits, motives, value systems, attitudes, knowledge, and skills. Competencies will direct behaviour. [11] While behaviour will result in performance. [14], states that individual performance is related to individual *variables* and *situational variables*. According to [7] provides examples of these individual factors such as the level of motivation, commitment, expertise, knowledge, skills and thinking ability. Gomez also argues that there are individual factors that affect performance. According to [8] *performance* is the result of the multiplication between *ability* and *motivation*.

The competence referred to in this paper is the competence of alumni who refer to the competency standards contained in the tracer study questionnaire [1] which includes: Ethics, Expertise based on field of knowledge, English, Use of Information Technology, Communication Skills, Teamwork and Self-Development. Research on competence and performance has been widely conducted, [1], conducted research on outstanding alumni of IPB with the title Analysis of the Influence of Competence on Career Success of Outstanding Student Alumni of IPB University, with the aim of analysing the effect of competence on career success, the results showed that through SEM-PLS analysis the variables of superior achievement and personality had a significant effect on career success.

[15] conducted research on "Analysis of Alumni Performance of IKIP Veteran Semarang. The approach used is an eclectic approach in the qualitative and quantitative domains. The results showed that general ability, pedagogic competence, professional, personality and social competence, and alumni performance in planning and implementing learning were on average in the high enough category, the lowest general ability possessed by alumni was English language skills and the use of information technology. The results of quantitative analysis show that there is no significant difference in general ability, competence and alumni performance between

alumni who come from transfer students and regular students and there is no significant difference in general ability, competence and performance between alumni who become civil servant teachers and alumni who become private teachers.

[6] conducted research Analysing the Relevance of College Graduates to the World of Work. Given that education must be oriented towards the competencies needed by the world of work because the percentage of unemployed among the educated continues to increase. This study aims to examine the level of relevance (suitability) of UNY Economics Education graduates. The study is only directed at the type of work and subjects taught. This study took the subject of alumni of the Economic Education Study Programme from various generations. The sampling technique used was snowball sampling. Data collection techniques used questionnaires and documentation while data analysis techniques used descriptive analysis. This study found that the most dominant types of first jobs of graduates were private teachers, private employees and lecturers / mentors, while the types of current jobs of graduates were dominated as private teachers, private employees and public teachers. The level of relevance seen from the type of work is included in the sufficient category because more than half of the graduates work in the field of education, while when viewed from the subjects taught it is also very relevant because most alumni teach social studies, economics and entrepreneurship.

III. RESEARCH METHODS

This type of research was conducted using a Descriptive research design, which describes the data according to the variables needed in the study. The variable data was obtained by involving a sample of FEB Unram Management graduates / alumni who graduated in 2020-2021. Then the analysis process is carried out in accordance with the questionnaire that has been filled out and returned by the alumni. Data processing in this study uses *multiple* linear regression methods using the SPSS application.

IV. RESULTS AND DISCUSSION

Multiple Linear Regression Results

Based on the results of multiple linear regression estimation in the appendix, regarding the seven variables, namely; Integrity (Ethics and morals), Expertise based on the field of knowledge, English, Use of Information Technology, Communication, Teamwork, Self-Development on Alumni Performance. presented in the table below:

Model	Unstandardised Coefficients		Standardised Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	3,655	1,008		3,626	,000
Integrity (Ethics and Morals)	,143	,233	,080	,615	,540
Expertise by discipline	-,060	,237	-,033	-,252	,802
Foreign Language Proficiency (English)	,419	,166	,263	2,520	,013
Use of Information Technology	-,109	,283	-,057	-,386	,700
Communication	,123	,292	,069	,420	,675
Teamwork	-,091	,270	-,049	-,337	,737
Personal Development	,091	,271	,055	,335	,738

Based on the results of the calculations in table 4.12. the results of t count on the Integrity variable (ethics and morals) show that there is no significant influence between Integrity (ethics and morals) on the performance of alumni of Management Study Program FEB Unram. This is indicated by the value of t count > t table. $\alpha = 5\%$ ($6,212 > 1.65936$). This means that at the 95 percent confidence level or 5 percent error degree, the Ethical and Moral Integrity variable (X1) after graduation does not have a significant effect on alumni performance. Another indicator that can provide information is that the significance value of X1 is $0.540 >$ the value of $\alpha = 5\%$ or 0.05.

In the same table, the results of t count on the Expertise variable based on the field of knowledge (X2) show that there is no significant influence between Expertise based on the field of knowledge on the Performance of Alumni Prodi FEB unram. This can be seen by the calculated t value < table t value at $\alpha = 5\%$ ($-0.252 < 1.990$). Which means that at the 95 percent confidence level, the Expertise variable based on the field of science at the beginning of graduation does not have a significant effect on the Alumni Performance Variable after graduation. Another indicator that can provide information is that the significance value of X2 is $0.802 >$ the value of $\alpha = 5\%$ or 0.05.

The t-count results on the Foreign Language (English) Ability variable (X3) at graduation show that there is a very significant influence between Foreign Language (English) Ability (X3) on Alumni Performance (Y). This is indicated by the value of t Count > t table value at $\alpha = 5\%$, namely with a value of ($2.520 > 1.990$). Which means that at a confidence degree of 95% this variable has a very significant effect on the dependent variable, namely the Alumni Performance of the Management Study Programme of FEB Unram. This can be seen from the significance value of $0.013 <$ the value of $\alpha = 5\%$ or 0.05.

The t-count results on the Information Technology Capability variable (X4) show that there is no significant influence between Information Technology Capability on Alumni Performance. This can be seen from the calculated t value < table t value at $\alpha = 5\%$ ($-0.386 < 1.990$). Which means that at the 95 per cent confidence level the variable Ability to use Information Technology at graduation does not have a significant effect on the Alumni Performance variable after work. Another indicator that can provide information is that the significance value of X4 is $0.700 > \alpha = 5\%$ or 0.05.

Table 4.12 the results of t count on the Communication Ability variable (X5) at graduation show that there is an insignificant influence between Communication Ability (X5) on Alumni Performance (Y). This is indicated by the value of t Count > t table value at $\alpha = 5\%$, namely with a value of ($0.420 < 1.990$). Which means that at a confidence degree of 95% this communication variable does not have a significant effect on the dependent variable, namely the performance of the Management Study Program Alumni of FEB Unram. This can be seen from the significance value of $0.675 > \alpha = 5\%$ or 0.05.

The t-count results on the Team Cooperation Ability variable (X6) at graduation show that there is no very significant influence between Team Cooperation Ability (X6) on Alumni Performance (Y). This is indicated by the t value < t table value at $\alpha = 5\%$, namely with a value of ($- 0.337 < 1.990$). Which means that at a confidence degree of 95% this variable does not have a significant effect on the dependent variable, namely the Alumni Performance of the Management Study Programme of FEB Unram. This can be seen from the significance value of $0.737 > \alpha = 5\%$ or 0.05.

The t-count results on the self-development ability variable (X7) at graduation show that there is no very significant influence between self-development ability (X7) on alumni performance (Y). This is indicated by the t value < t table value at $\alpha = 5\%$, namely with a value of ($0.335 < 1.990$). Which means that at a confidence degree of 95% this variable does not have a significant effect on the dependent variable, namely the Alumni Performance of the Management Study Programme of FEB Unram. This can be seen from the significance value of $0.738 > \alpha = 5\%$ or 0.05.

Table of calculated F values of multiple linear regression of research variables (ANOVA)

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	13,204	7	1,886	1,842	,088b
Residual	98,334	96	1,024		
Total	111,538	103			

- a. Dependent Variable: Performance
- b. Predictors: (Constant), Self-development, Foreign Language Proficiency (English), Integrity (Ethics and Morals), Expertise based on field of knowledge,
- c. Use of Information Technology, Teamwork, Communication

$DF-1 = 7 ; DF-2 = 107 - 7 - 1 = 99 ; F_{htg} \text{ value} = 2.7918$

Meanwhile, if we look at the estimation results in the equation model above, there is no very significant influence together (simultaneously) between Integrity (Ethics and Morals), Expertise based on the field of knowledge, Foreign Language Ability (English), Use of Information Technology, Communication, Teamwork, and Self-Development on alumni performance (Y). This is indicated by the value of F count < F table at $\alpha = 5\%$ ($1.842 < 2.7918$) or by looking at the value of significance

< 5% (0,000 < 0,05). This means that at the 95% confidence level or 5% error degree all independent variables together have a significant effect on the Alumni Performance variable (Y).

Table of R Square Value Multiple linear regression of research variables

Model	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	F Change	df1	df2	Sig. F Change	Durbin-Watson
1	,344 ^a	,118	1,012	,118	1,842		796	,088	1,896

Table The R square value of 0.118 indicates that the ability of the Integrity (Ethics and Morals) variable, Expertise based on the field of knowledge, Foreign Language Ability (English), Use of Information Technology, Communication, Teamwork in explaining the Alumni Performance variable is 11.8% while the remaining 88.2% is influenced by other variables outside the research model, which are not included in the research model.

V. CONCLUSIONS AND SUGGESTIONS

Conclusion

The conclusion that can be drawn on this research is:

1. The performance of alumni of Management Study Programme FEB Unram seen from the length of the process of getting a job is included in the fast category.
2. The performance of alumni of Management Study Programme FEB Unram seen from the salary (*take home pay*) received is included in the medium category.
3. The competence of alumni of Management Study Programme FEB Unram related to; Integrity (Ethics and Morals), Mastery of Information Technology, Communication, Teamwork, and Self-Development is included in the very high category, while Expertise based on the field of knowledge is included in the high category, and Foreign Language Ability (English) in the medium category.
4. Of the seven competency variables tested, only the English competency variable has a significant effect on the performance of alumni of the Management Study Programme FEB Universitas Mataram.

Suggestions

From the above conclusions, it is suggested to the programme manager as follows:

1. Noting the importance of mastering English for students and alumni, especially in order to realise the vision and mission of the Study Program which is internationally competitive.
2. The Management Study Programme of FEB Unram continues to encourage students to improve their competencies of Integrity (Ethics and Morals), Mastery of Information Technology, Communication, Teamwork, and Self-Development, Expertise based on the field of science through extracurricular activities (Ormawa UKF and Management Department Association) in addition to the existing teaching and learning process.

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