**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 students 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 sincere response of the graduate passed out 2066 to 2069 B.S. 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. San Bahadur Rai is remarkable. The active participation and cooperation of all campus staffs in collecting data and drafting them is praiseworthy. So the research committee is highly indebted to them for 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 who provided their valuable contribution directly and indirectly for the completion of this work.

Diktel Multiple Campus Tracer Study Research Committee

Diktel, khotang

**Executive Summary**

Diktel Multiple 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 Bs. Since its inception, it is continuous in   
its journey of providing bachelor level education in the rural setting. Second   
higher education program unit of Diktel Multiple Campus has conducted tracer   
study of the graduates from this collage. The mission of the 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.   
As the campus is committed for excellence and ensuring that its students are   
well prepared for to stand in their own foot in their future life. The main   
objective of this study was to establish a corresponding relationship between   
occupation and acquired qualifications of graduates in education stream from   
this campus since 2066 onward. The study also assessed whether the knowledge and skills imparted to graduates in the specified disciplines were adequate to prepare them for the their success in their every steps of life.

The tracer study covers the graduates passed out since 2066-2069 B.S. 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 wel­ paying jobs. The Graduate Tracer Study of Diktel Multiple Campus provides a glimpse 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 2066, 2067, 2068, 2069. The major objectives of this 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, Dalit, Edj and other caste.

For the completion of this work, the research team has used the methods of questionnaire ad 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 by 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 2066 to 2069. But most of the graduates view that the graduation from this campus plays the major determinant role to develop their career.

**Abbreviation**

B.A. : Bachelor of arts

B.B.S : Bachelor of business studies

B.Ed. : Bachelor of Education

B.S. : Bikram Sambat

C.M.C. : Campus Multiple Committee

M.A. : Masters of Arts

NGO : Non Government Organization

T.U. : Tribhuwan University

U.G.C. : University Grant Commission

V.D.C. : Village Development Committee

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**Unit-1   
Introduction**

**1.1 Background 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.

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 76 VDCs and Diktel is the administrative head quarter of this district. Where Diktel Multiple Campusis located.

Diktel Multiple Campus (DMC) is a community based educational institution 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 infrastructure 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 Humanities and Social Sciences-LA. (2037 B.s.) B.A. (2042 B.s.), M.A.(Nepali-2070 B.s.), Education-3 years B.Ed (2052 B.s.), 1 year B.Ed. (2052 B.s.), Management.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 34 years 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. There are almost 416 students studying in

graduate level (Old group). Out of which 52.16% percent are females, 47.84% percent males and 605 students studding in graduate and master level (New Group). Out of which 49.75% are females, 50.25 percent males.

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 qualititative 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.

**1.2. Rationale of the Study**

The Diktel Multiple Campus is conducting three faculties i.e. Education, Humanities & social sciences 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 in not accessible. Further more this study provides personal contact detail of its graduates and their relative 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.

**1.3.** **Objectives of the Study**

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

- To find about the employment status of the graduates.

- To identify the employment status of the graduates.

- To trace their desires and their personal development after acquiring the higher education.

- To analyze the relevance of higher education with reference to the job market.

- To shed light on the job placement of graduate employment.

**1.4.** **Methodology - Instrument and Approach**

Diktel Multiple Campus second higher education program unit carried out tracer study of its graduates since 2066 onwards. The research was launched in January 10 to February 27. This study is a field based quantitative analytical research that covers 2066 to 2069 graduates from this campus and consists a set of questionnaire. The questionnaire comprised guideline provided by UGC. A set of questionnaire was sent by the post to the all graduates selected for study with a covering letter for their sincere. The graduates were informed the objectives of the study and requested to fill up the prescribed form. The response were collected, coded and analyzed in the preparation of this study.

**1.5 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 research Committee of three members. The Committee started functioning with 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 research committee for the purpose of conducting trace r study of its graduates students.

|  |  |  |
| --- | --- | --- |
| **S.N.** | **Name** | **Position** |
| 1. | Mr. Ser Bahadur Tamang | Coordination |
| 2. | Mr. Sarbadhan Rai | Member |
| 3. | Mr. Bedi 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.

**1.6. 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 four batches in the   
academic year 2066, 2067, 2068 and 2069. Similarly this research has been   
centered on graduates of education stream and lists of graduate batch under taken for the study had been mentioned below:

**Table No.1   
Graduate students in 2066**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **S.N.** | **Student** | | | | |
| **Boys** | **Girls** | **Dalit** | **Edj** | **Total** |
| 1 | 27 | 20 | - | 3 | 27 |

**Table No. 2**

**Graduate student in 2066**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Employed** | | **Unemployed** | | **Total Graduates** | | **Total** |
| Boys | Girls | Boys | Girls | Boys | Girls |
| 16 | 12 | 11 | 8 | 27 | 20 | 47 |

**Table No. 3**

**Graduate students in 2067**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **S.N.** | **Student** | | | | |
| **Boys** | **Girls** | **Dalit** | **Edj** | **Total** |
| 1 | 20 | 14 | - | - | 34 |

**Table No.4**

**Graduate Student in 2067**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Employed** | | **Unemployed** | | **Total Graduates** | | **Total** |
| Boys | Girls | Boys | Girls | Boys | Girls |
| 12 | 2 | 8 | 12 | 20 | 14 | 34 |

**Table No.5**

**Graduate Student in 2068**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **S.N.** | **Student** | | | | |
| **Boys** | **Girls** | **Dalit** | **Edj** | **Total** |
| 1 | 17 | 12 | - | 2 | 29 |

**Table No.6**

**Graduate Student in 2068**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Employed** | | **Unemployed** | | **Total Graduates** | | **Total** |
| Boys | Girls | Boys | Girls | Boys | Girls |
| 5 | 1 | 12 | 11 | 17 | 12 | 29 |

**Table No.7**

**Graduate Student in 2069**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **S.N.** | **Student** | | | | |
| **Boys** | **Girls** | **Dalit** | **Edj** | **Total** |
| 1 | 11 | 7 | - | 1 | 18 |

**Table No. 8**

**Graduate Students in 2069**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Employed** | | **Unemployed** | | **Total Graduates** | | **Total** |
| Boys | Girls | Boys | Girls | Boys | Girls |
| 9 | 4 | 2 | 3 | 11 | 7 | 18 |

**1.7.** **Data collection - Instruments and Approach**

For the purpose of preparing tracer a set of questionnaire had been prepared under the guideline of the UGC. The questionnaire covered the following aspects:

1. Personal information (Contact detail, Name and sex of graduates).
2. Qualifications awarded and employment information.
3. The graduates' current employment status.

4. The graduate past job experience.

5. Relevance of the education (awarded degree) in their applied field.

6. Employments history and duration to find a job.

1. Strength and weakness of the program.

Above mentioned thermatic questionnaire were processed to the graduate of the campus through postal service and duly asked for sincere reply. The answer derived for the above thematic question would provide the level of graduates employment as per the field. It also indicates relevance of their acquired qualification and the area in which the were working. Telephone interview, personal contact, enrollment record of the campus, examination record and result sheet are other instrumental tools of the study.

For the completion of the study, research committee has followed the following procedures:

* Questionnaire : The questionnaire prepared by UGC is used as the tool of getting related data and information individually.
* Interview : Interviews were taken meeting the graduates individually and problems and findings.
* Cluster Study : Study Areas were divided into different ;;-cups to indentify the problems and findings.
* Mass Media : Telephone E-mail, Radio, Newspaper were extensively used to bring the graduates in to the contact.
* Personal Contact : Meeting the related graduates and with assistance of the relatives, the research process has been completed.

**1.8. Scope and Limitations of the Study**

This study is centered on four batches of graduate students of the academic year 2066,2067, 2068 and 2069 B.S. 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 committee has strived to prepare the report as accurately as possible.

**UNIT II**

**DATA PRESENTATION AND ANALYSIS**

**2.1 Graduates Batch 2066 to 2069**

in this section of the study, the graduates of DMC who completed their bachelor level in the years 2066 to 2069 have been taken under the subject of analysis. The total number of graduates is 128, among them 76 are males and 52 females. The data presentation and analysis of the graduates have been presented and analyzed be the help of tables.

**2.1.1 Employment Status of the Graduates**

Most 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.

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.9   
Distribution of respondents on the Basis of Employment Status**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Employed** | | **Unemployed** | | **Total Graduates** | | **Total** |
| Boys | Girls | Boys | Girls | Boys | Girls |
| 42 | 19 | 33 | 34 | 75 | 53 | 128 |

There are 128 graduates and among them 61 graduates have been employed in government service, private and public institution from the 2066 to 069 BS. The remaining numbers of graduate are job seeking and pursuing their further study. The above table shows that among total graduates 47.7 % graduate were engaged in different sector of employment and 52.3% are still seeking job.

**2.1.2 Employment Status on the basis of Job Types**

The research shows that the graduates from this campus were employed in the different field of employment. A part of having lack of opportunity, the graduates are getting jobs in governmental and non governmental field. The given composition of Employment status on the basis of Job types from this campus shows that the graduates have been engaged in government service and teaching profession. The second job provider is private sector.

The following table shows both absolute of the employment status of the student as a whole. Out of the 128 students chosen for this study, only 60 students' students were employment for full-time and 1 students part time indicating that 47.7% percent of the total students were employed.

**Table No.10**

**Employment Status on the basis of Job types**

|  |  |  |  |
| --- | --- | --- | --- |
| **S.N.** | **Employed Sector** | **Total** | **Per%** |
| 1 | Working Full & Part time Employed | 61 | 48% |
| 2 | Self-Employed & Unemployed Graduate students | 67 | 52% |

Similarly, 52.3% students have created their own job which reveals that program has been contributing on the entrepreneurship development of the country.

**Source of information for job**

**Table No. 11**

According to following source of information engage for job.

|  |  |  |  |
| --- | --- | --- | --- |
| S.N. | **How did you know about your current job ?** | **Frequency** | **Per%** |
| 1 | Through friends | 2 | 1.6 |
| 2 | **Through** relatives | 2 | 1.6 |
| 3 | Through written enquiries | 3 | 2.3 |
| 4 | Unemployed | 19 | 38.3 |
| 5 | Others | 5 | 3.9 |
| 6 | Ad in media | 67 | 52.3 |
| Total | | 128 | 100% |

**2.1.3. Employed Status on the Basis of Designation**

The research shows that most of the graduates from this campus have been engaged in operational/mid level and the are seeking jobs as per their qualification.

**Table No.12   
Employment Status on the Basis of Designation**

|  |  |  |  |
| --- | --- | --- | --- |
| **S.N.** | **Designation** | **Total** | **Per%** |
| 1 | Private Sector | 15 | 11.7% |
| 2 | Government | 46 | 36% |
| 3 | Unemployment Graduate | 67 | 52.3% |
| Total | | 128 | 100% |

According to study 128 graduates have been working in Private Sector 11.7%, government 35.9% and Unemployment graduates 52.3% have been working in private organization.

**Position of the DMC Graduates in Workplace**

The table shows the job position hold by the graduate of DMC in different institutions. It was found that 47.7% percent of the respondents have been holding different level job position. Only 1.6% Percent of the graduates have

been working in the sir level position. However, this result is not pessimistic in the sense that they have time enough to grow up to higher level position.

**Table No.13**

**Designation of the DMC students in workplace**

|  |  |  |  |
| --- | --- | --- | --- |
| **S.N.** | **Designation is the job** | **Frequency** | **Per%** |
| **1** | Sr. Level | 2 | 1.6 |
| 2 | Mid. Level | 15 | 11.7 |
| 3 | Operation Level | 28 | 21.8 |
| 4 | Assistant Level | 10 | 7.8 |
| 5 | Other | 6 | 4.7 |
| 6 | Unemployed | 67 | 52.3 |
|  | Total | 128 | 100% |

**2.1.4 Employment Status on the Basis of Annual Salary**

The tracer study report of the campus denotes that half of the survey reveals that the graduates from this campus have been underpaid and the have not respectable job status based of on annual salary. The composition of graduates can be understudied in the according to their government scale and of private institution rule.

**2.1.5 Issues related to the Characteristics, Expectations and Aspirations of Graduates**

The tracer study revealed that the graduates from this campus are competitive in their applied field with respect to their acquired qualification. As they have been working in private and public institution, they are competing with the market as per their skilled and qualification.

The graduate from this campus are future oriented and trying their best to find out better opportunity.

As the study traces that almost half of the graduates have been employed in their respective field as per their acquired education. It can be satisfactory

result and pride of the campus that its graduate productions of program have been employed according to qualification. Public and private institutions are other major applied field of the graduates from this Campus. To be a good citizen, social activist, independent entrepreneurs of family life are some expectations and aspirations of our graduates. Most of the graduates have involved In the related field according to the education they have gained. The aspiration and expectation of most of the graduates is to government job with pension. The reality shows that many of the graduates are found to be involved in the jobs of government sectors. They feel secure and satisfactory but who involved in the jobs of private sectors insecurity and want to quit but to the lack of alternative opportunity, they are compelled to continue it.

2.1.6 **Issue Related to the Employment Experience of Graduates**

Most of the graduates seem to have involved in the job from government sector. They are attracted to get better opportunity. However, because of high competition and lack of enough opportunity they are compelled the continue same job for a long time even if they feel insecurity and dissatisfaction with the job they are holding. On the other hand, the graduates who are involved in the job of government sector and are found to be highly satisfied though the ratio of income is comparatively similar to private sector. However, the feeling of graduates shows that, the government sector is more secured than private sector. Based on tracer survey of this research, it is noticed that the majority number of graduates have expressed their experience of not having any problems in their ongoing job.

**2.1.7** **Issue Related to the Quality and Relevance of Higher Education**

The tracer study is a 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 NGO sectors. While studying education are engaged n government and NGO 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.

**2.1.8. Education and their Contribution to Graduates Personal Development.**

According to the tables given below, the rating ratio of the graduates shows that the highest rating value is 29 and it indicates that, condition of contribution to Graduates personal development is not found to be satisfactory.

**Table No.14**

**Education and their Contribution to Graduates' Personal Development**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **S.N.** | **Particular** | **Rating Scale number of students** | | | | | |
|  |  | 0 | 1 | 2 | 3 | 4 15 | |
| 1. | Enhanced Academic Knowledge | 0 | 11 | 11 | 45 | 22 | 4 |
| 2. | Improved Problem Solving Sills | **0** | **1** | 26 | 42 | 19 | 2 |
| 3. | Improved Research Skills | 1 | 7 | 21 | 42 | 17 | 2 |
| 4. | Improved Learning Efficiency | **0** | **4** | 16 | 36 | 22 | 7 |
| 5. | Improved Communication Skills Improved Information | **0** | **7** | 22 | 27 | 22 | 7 |
| 6. | Technology Skills | 13 | **10** | **13** | 26 | 2 | 2 |
| 7. | Enhanced Team Spirit | **0** | **6** | **3** | **35** 22 | | 5 |
|  | Total Rating by Number | 14 | 46 | 128 | 253 136 | | 29 |

**Table No.15**

**The Indicators of rating scale shows the following conclusion:**

|  |  |
| --- | --- |
| Indicators   * ' | Mode of analysis |
| Enhanced Academic Knowledge | Much |
| Improved Problem Solving Sills | Good |
| Improved Research Skills | Good |
| Improved Learning Efficiency | Good |
| Improved Communication Skills | Good |
| Improved Information Technology Skills | poor |
| Enhanced Team Spirit | little |

Studying the above tables, it can be assumed that the highest rating of most graduates is 29 and the lowest rating is 14. The finding of this study it directs that the campus needs to focus to enhance on the activities to access the student to Information Technology and Research Skills. The students who were doing the job at the time of studying have been promoted after graduation. However, those who want go for the further study had to quit their job. Therefore, the campus start master degree program from 2070 B.S.

**2. 2 Graduates Batch 2066 to 2069**

**2.2.1 Employment Status of the Graduates**

There are 128 graduates and among them 76 boys and 52 girls covered in these batch. Only 61 graduates have been employed in their respective field and the remaining numbers of graduate are job seeking and pursuing their further study, 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.

**2.2.2 Employment Status on the basis of job types**

The research shows that the graduates from this campus were mostly employed in the field of teaching profession as their qualification. The given   
composition Employment Status on the basis of job types from this campus shows that the graduates have been engaged in many types of employed.

**2.2.3 Employment Status on the Basis of Annual Salary**

Graduates who have been working as full time in governmental and non­governmental sector as an assistant do not possess respectable job position and remuneration. The tracer study report of the campus denotes that they are underpaid on the basis of annual salary. The employed graduates of 7.8% are under paid and seeking respectable job position.

**2.2.4 Issues Related to the Characteristics, Expectations and Aspirations of Graduates**

The tracer study revealed that the graduates from this campus are competitive in their applied field with respect to their acquired qualification. As they have been working in private and public institution, they are competing with the market as per their skilled and qualification. The graduate from this campus are future oriented and trying their best to find out better opportunity.

As the study traces that almost half of the graduates have been employed in   
their respective field as per their acquired education. It can be satisfactory   
result and pride on the campus that its graduate productions of program have been employed according to qualification public and private institution are other major applied field of the graduates from this Campus. To be a good citizen, social activist, independent entrepreneurs of family life are some expectations and aspirations of our graduates.

Most of the graduates have involved in the related field according to the   
education they have gained. The aspiration and expectation of most of the

graduates is to get government job with pension. The reality shows that some   
of the graduates are found to be involved in the jobs of private sectors. They   
feel insecurity and want to quit but due to the lack of alternative opportunity, they are compelled to continue it.

**2.2.5 Issue Related to the Employment Experience of Graduates**

Most of the graduates seem to have involved in the job from government sector. They are attracted to get better opportunity. However, because of high competition and lack of enough opportunity they are compelled the continue same job for a long time even if they feel insecurity and dissatisfaction with the lob they are holding. On the other hand the graduates who are involved in the job of government sector and are found to be highly satisfied though the ratio of income is comparatively similar to private sector. However, the feeling of graduates shows that, the government sector is more secured than private sector. Based on tracer survey of this research, it is noticed that the majority number of graduates have expressed their experience of not having any problems in their ongoing job.

**2.2.6. Issues Related to the Quality and Relevance of Higher Education**

The tracer study is a empirical survey evaluation 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 ad their application. To some extent DMC is being successful in its journey but 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 NGO sectors. While studying their job status and level it is identified that most of the graduates are operation and assistant level.

**2.2.7. Education and their Contribution to Graduates Personal Development**

To analyze this topic, a sample study of the batches 2066 to 2069 B.S. of all faculties have been used as major tool. According to the tables given below, the rating of the graduates shows that the highest rating value is 3 except humanities which occupies value 4. It Indicates that, the condition of contribution to Graduates' personal development is fount to be good in relation to the campus.

According to the graduates shows that the highest rating value is it indicates that, the condition of contribution to Graduates' personal development is not found be satisfactory.

**Unit-Ill   
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 34 years. The total number of graduate passed out is seen to be occupied by indigenous people caste such as Brahmin, Kshatri 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.

Most of 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 & 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 time 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 operating level staff though their qualification is equivalent to hold the senior level. It may indicate that the performance level of graduates 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.

**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 Research Committee has identified the following implications for institutional reform:

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

* 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 & 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 this research are addressed thoroughly.

**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 graduates and this campus. The campus has come to know the attitudes and 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 from a committee of ex-students for economic, morale & 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 research committee has suggested the following recommendations to reform the institution and education policy.

* Implementation of modern teaching methodology.
* 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.
* Proper use of modern technology for empowering the students to face the challenging pace of life.
* Let the students excess the Information Technology to be familiar with modern globalization.
* Need of making policy that could be accessible to the students living in complex geographical areas.
* The campus has to initiate the process of running Master's Degree Program.

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