

Alumni Performance Based On Stakeholders Perception

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Abstract— This study aims to determine the level of quality of alumni performance in Islamic Economics majoring in Islamic Economics based on stakeholder satisfaction as consumers, knowing the various attributes that need improvement to be able to improve the quality of graduates with providing recommendations to the department to improve the quality of graduates. The research approach in this study uses a mixed method which is a combination of quantitative and qualitative research with data collection techniques in the form of questionnaires, interviews and documentation. Data obtained from stakeholders will be analyzed with descriptive statistics, then visualized in the form of tables, graphs and diagrams. The results showed that stakeholders were satisfied with the alumni performance and in general stakeholders gave a good assessment of the performance of graduates. Attributes that need to be improved to improve the quality of alumni are communication skills, professionalism, leadership and mastery of technology. Recommendations to the departments to improve the quality of graduates is to support graduates' communication skills by preparing language legalization with TOEFL certificates and public speaking practices and leadership skills, the ability to complete professional certification required by the company. And to increase professionalism more practice, especially in accordance with the educational qualifications for the world of work.

Keywords: Alumni, performance, stakeholder, perception

1. INTRODUCTION

The Faculty of Islamic Economics and Business of UIN North Sumatra, Medan is one of the faculties at UIN North Sumatra, inaugurated in 2013 by the Indonesian Minister of Religion Mr. H. Suryadharma Ali. FEBI has been started since 2000 with the establishment of the Diploma III Islamic Banking and Finance Management Program and the Department of Islamic Economics in the Faculty of Sharia before the IAIN SU became UIN SU. IAIN proposed an increase in status from the department to become a separate faculty within the IAIN SU Medan to respond to the interest of the community as indicated by the increase in registrants in the Department of Islamic Economics, the Faculty of Islamic Economics and Business was born.

The gap between the Shari'ah financial industry that continues to grow and the availability of sharia human resources which are still very lacking, education is the most reasonable way to overcome it. Likewise, in terms of the scientific construction of Islamic economics that still has to be strengthened. So the Faculty of Economics and Business of Islam was born as a faculty that is very serious in preparing practical staff who can work in the Shari'ah financial industry and prepare experts who are expected to be able to develop and develop the scientific side of Shari'ah economics. Currently, the Faculty of Islamic Economics and Business have several study programs and the Department of Islamic Economics is the only department that is accredited A and has the

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most alumni compared to other departments or study programs. However, the Department of Islamic Economics, Faculty of Islamic Economics and Business, UIN North Sumatra, continues to be required to always improve the quality of its educational process accompanied by efforts to increase its relevance in the context of global competition. Many efforts have been made to improve both the academic and infrastructure sectors, where these efforts are intended as a step to improve the quality of graduates who are able to master science and technology in accordance with the demands of the times.

Graduates who have the ability to compete in the global era, graduates who have a noble personality and character, so they are able to become cadres of the nation's leadership in the future of globalization. In order to reach graduates with the above qualifications, the Faculty of Islamic Economics and Business of UIN North Sumatra has established a curriculum development program. The aim of this program is to develop a dynamic curriculum that follows the development of science and technology and the needs of stakeholders. To achieve these objectives, it is necessary to conduct alumni tracer study activities in order to assess the needs of teaching materials to support the achievement of graduate competencies needed by national and international labor markets and the scientific community. The role of stakeholders has a significant role for alumni, namely companies / institutions where alumni devote their expertise. Surveillance sees and hears the input of stakeholders who have used alumni for Islamic Economics majors when accrediting Islamic economics in 2015, they argue that alumni of Islamic economics still need to make improvements, especially in terms of discipline, as well as curriculum adjustments to market needs in order to synchronize theory and practice. So it is necessary for the development of study programs to do research on the perceptions of companies / institutions in the performance of alumni majoring in Islamic Economics, Faculty of Islamic Economics and Business, UIN North Sumatra.

2. UNDERSTANDING OF PERFORMANCE

Etymologically, performance comes from the word work performance (performance). As stated by Mangkunegara that the term performance of the words job performance or actual performance (work performance or actual achievement achieved by someone) is the work quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. In general, performance is divided into two, namely individual performance and organizational performance. [1]

Simanjuntak defines that performance is the level of achievement of results for carrying out certain tasks. Simanjuntak also defines individual performance as the level of achievement or work results of a person from the goals to be achieved or tasks that must be carried out within a certain period of time [2]. Performance is the result or level of success of a person as a whole over a certain period of time in carrying out tasks compared to various possibilities, such as standard work results, targets or targets that have been determined in advance [3]. From some performance definitions, it can be concluded that performance is the result of work that has been achieved by individuals based on the quality and quantity of tasks that must be carried out, and measured through the value or standard of the company at work.

3. PERFORMANCE ASSESSMENT

Performance appraisal is the most important part of the company to see the work of the employee, whether the employee or employee has carried out according to the target set by the company and these results can be made as a special improvement for both the individual and the company. There are five factors in the assessment of popular performance, namely: [4]

- a. Job performance, which includes accuracy, accuracy, skill, and acceptance of output.
- b. Job quantity, covering the volume of output and contribution.

- c. The leadership needed, including requiring advice, direction or improvement.
- d. Discipline, including attendance, sanction, discipline, regulation, reliability / timeliness and timeliness.

According to McKenna and Beech there are several indicators to measure performance individually, indicators of performance that are often used to assess individual employee performance are as follows:[5]

- a. Knowledge, ability and skills at work / competent
- b. The attitude of work, expressed as enthusiasm, commitment and motivation
- c. Quality of work
- d. Interactions, such as communication skills and the ability to connect with other people in a team.
- e. Communication, including relations between employees and leaders, communication media.

4. UNDERSTANDING STAKEHOLDERS

Stakeholders themselves are a phrase formed from two words, namely "stake" and "holder". In general, the word "stake" can be translated as "interest", while the word "holder" can be interpreted as "holder". So as stated above, stakeholders mean stakeholders[6]. Stakeholders are individuals, groups of people, communities or communities both as a whole and partially who have relationships and interests in the company. Individuals, groups, and communities and communities can be said to be stakeholders if they have the characteristics of having power, legitimacy, and interests in the company. The survival of a company depends on the support of stakeholders and that support must be sought so that the company's activities are to seek that support. The stronger the stakeholders, the greater the company's effort to adapt. Company activities underlie differences in how companies behave towards one stakeholder and other stakeholders.[7]

5. RESEARCH METHODOLOGY

This research Islamic Economics Department of FEBI UIN SU is a mixed method research which is a combination of qualitative and quantitative research. Then described descriptively the performance of graduates of Islamic Economics Faculty of Economics and Islamic Business in 2018. This research was conducted through a survey using an instrument in the form of a questionnaire that had been developed by a team of tracer studies at the university level with some adjustments, interview techniques and company / institutional results documentation. The population of this study are stakeholders who use all graduates / alumni of the State University of North Sumatra since the first time the campus produces graduates spread throughout Indonesia. While the sample in this study is taken from the population in a simple random manner after first identified graduates who graduate at least three years after graduation. Taking into account that the stakeholders of UIN SU are so vast, the sample in this study is based on existing data at the academic Faculty of Islamic Economics and Business UIN SU. The data in this unit is then processed to obtain samples that can represent the population of stakeholders UIN SU. Stakeholder samples are obtained through Convenience Sampling techniques or Accidental Sampling. This technique is emphasized in the method of sampling solely by choosing who can be achieved during the survey as the respondent. The selection of companies and institutions is also based on the spread of alumni majoring in Islamic economics based on their fields of knowledge. Data collection of tracer study is done in two ways, namely filling in questionnaires, interviews and documentation. Filling out questionnaires is done through a sample of stakeholders. Interviews and documentation were carried out as reinforcement of the results of the questionnaire. The questionnaire was then inputted into the Google form to facilitate filling out the questionnaire online and printed out to fill out the questionnaire manually. The required data is collected

through three stages, first, looking for information on the list of alumni contact numbers filled in at graduation. Then contacted directly and asked the alumni's willingness to come directly to the survey user's address to the alumni's work place to fill out the questionnaire manually and conduct interviews with stakeholders. Secondly, the survivors gave a google questionnaire form link to the alumni who could be contacted but could not visit the location and asked the alumni to help convey messages to the alumni leaders to fill out the questionnaire on the google link in the form provided. Third, the survivor held an alumni-friendly meeting. From this activity the alumni who got their communication netted will be gathered and at the same time the team asks for help to convey messages to stakeholders so that they can help fill out questionnaires to maximize the research data. After carrying out the above activities, the survivor monitors the progress of filling out the questionnaire. The instrument of this research is a questionnaire developed based on selected indicators and interview results as well as data supporting company documentation or data to achieve the objectives of this 2018 tracer study. The questionnaire contains questions based on the grid in the following table:

Table 1. Indicator Questionnaire

| No | Indicator | Subindicator |
|----|------------------------|---|
| 1. | Integrity | Discipline at work |
| | | Honest |
| | | Motivation at work |
| | | Enthusiasm |
| | | Responsible for work |
| | | Moral and ethical |
| 2. | Professionalism | The ability to apply expertise and knowledge to work |
| | | Work productivity |
| | | Creative and Innovative |
| | | Ability to solve problems in work |
| | | Alumni's ability to prepare reports and writing effectively |
| | | Ability to adapt to the environment |
| | | Respond to market needs |
| 3. | Personality | Emotional maturity / self-control |
| | | Confidence |
| | | Open to receiving criticism and suggestions |
| | | Alumni's ability to think critically |
| | | Alumni's ability to work independently |
| 4. | Ability to Communicate | Alumni's ability to communicate verbally |
| | | Ability to use foreign languages at work (English / Chinese / other) |
| | | The ability to express ideas and opinions |
| 5. | Leadership | managerial abilities |
| | | Ability as motivation in the work environment |
| 6. | Mastery of Technology | The ability to use information technology in work |
| | | The ability to use modern tools in accordance with the demands of the job |
| 7. | Teamwork | The ability to socialize in the work environment |

| | | |
|----|------------------|---|
| | | Ability to teamwork |
| 8. | Self Development | Motivation in learning new things for the progress of the institution / company |
| | | Motivation in learning new things for the advancement of self competence |

This study uses a Likertscale, a Likert scale is a scale that contains five levels of answers which are ordinal type scales. Where the Likert scale is the method most often used in determining scores. The Likert scale on questions number 2 to 30 in the questionnaire of respondents will be given a choice in assessing graduates of Islamic Economics majors consisting of very good, good, sufficient, lacking and very lacking. Whereas for question number 31 the Likert scale used consists of choices very satisfied, satisfied, quite satisfied, less satisfied and not satisfied. Data obtained from stakeholders will be analyzed with descriptive statistics. The identified data includes aspects as described in the questionnaire form. This data can be used to assist in evaluating the relevance of the curriculum used to produce scholars and improvements from stakeholder assessments of the performance of graduates in the Department of Islamic Economics. Before the data is presented, the data is first tested for the quality of the data to be examined using the following tests.

1. Validity Test

Validity is a measure that shows the level of validity and validity of an instrument. This test serves to test the validity or accuracy of the instrument. Calculation of validity test using SPSS 23. Comparing r tables (95% confidence level with $df = n-2$) with the results of r count. If $r \text{ count} > r \text{ table}$ then the data is declared valid, but when $r \text{ count} < r \text{ table}$ then the data is declared invalid.

2. Reliability Test

Reliability test is used to determine the consistency or consistency of measuring instruments that usually use a questionnaire. Whether the measuring instrument will get a measurement that remains consistent if the measurement is repeated again, the instrument can be said to be reliable if the alpha value is greater than the critical product moment r , or we use certain limits such as 0.6. This test uses the help of the SPSS 23 program. Test criteria are if the value in this study is if the value of $r > 0.6$, the instrument is said to be reliable, and if the value of $r < 0.6$, then the instrument is said to be unreliable.

6. DISCUSSION AND RESULT

Based on alumni data registered in the academic information system that the number of students graduating from Islamic Economics department is 414 people. Data on alumni graduation based on semester can be seen as follows.

Table 2. Total Graduation for the 2016-2018 Period

| Semester | Total Graduation |
|------------------|------------------|
| Odd 2016 / 2017 | 111 |
| Even 2016 / 2017 | 91 |
| Odd 2017 / 2018 | 198 |
| Even 2017 / 2018 | 14 |
| Total | 414 |

Source: FEBI UIN SU academic information system, 2018

From the data above, we can see the highest number of graduations in the 2017/2018 odd semester, which is 198 people. Respondents of this search were stakeholders or alumni users who graduated from 2016 to 2018 according to the objectives of the tracer study in this study. If seen the characteristics of respondents based on alumni from the graduating year are as follows:

Table 3. Characteristics of Respondents by Year of Alumni Graduate

| Year of Graduation | Total Alumni |
|--------------------|--------------|
| 2016 | 13 |
| 2017 | 18 |
| 2018 | 11 |
| Total | 42 |

Source: Primary Data, 2018

From the table above, it can be seen that the majority of respondents who can be traced from the results of alumni tracking that can be captured by the survivors is in the year of 2017. Because that year it is still easier for survivors to trace by contacting the contacts listed in the graduation data book, even though many numbers that cannot be contacted but there are still some alumni who can be contacted directly. Alumni who have graduated in 2017 still often visit the faculty because of the need to complete diplomas and other needs, so that survivors communicate directly to the alumni. While alumni who graduated in 2018 there are still many who have not worked in institutions or companies. Before analyzing the data, the data should be tested for quality by using validity and reliability tests to determine the accuracy of the data to be measured. The test was analyzed using the SPSS 23 program.

Table 4. *Item-Total Statistics*
Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|--------------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| Question 1.1 | 127.20 | 99.161 | .606 | .933 |
| Question 1.2 | 127.07 | 99.570 | .501 | .934 |
| Question 1.3 | 127.39 | 95.794 | .656 | .933 |
| Question 1.4 | 127.10 | 99.240 | .480 | .935 |
| Question 1.5 | 127.20 | 98.461 | .563 | .934 |
| Question 1.6 | 127.10 | 99.890 | .571 | .934 |
| Question 2.1 | 127.37 | 98.338 | .567 | .934 |
| Question 2.2 | 127.39 | 99.694 | .544 | .934 |
| Question 2.3 | 127.41 | 101.399 | .374 | .936 |
| Question 2.4 | 127.17 | 100.645 | .458 | .935 |
| Question 2.5 | 127.12 | 101.610 | .372 | .936 |
| Question 2.6 | 127.22 | 100.276 | .400 | .936 |
| Question 2.7 | 127.44 | 95.952 | .797 | .931 |
| Question 3.1 | 127.78 | 96.976 | .665 | .933 |
| Question 3.2 | 127.61 | 98.144 | .625 | .933 |
| Question 3.3 | 127.59 | 97.749 | .597 | .933 |
| Question 3.4 | 127.51 | 97.406 | .693 | .932 |
| Question 3.5 | 127.44 | 98.252 | .711 | .932 |
| Question 4.1 | 127.32 | 99.422 | .563 | .934 |
| Question 4.2 | 128.39 | 103.194 | .381 | .942 |
| Question 4.3 | 127.56 | 97.152 | .747 | .932 |
| Question 5.1 | 127.68 | 96.972 | .633 | .933 |

| | | | | |
|--------------|--------|---------|------|------|
| Question 5.2 | 127.54 | 96.405 | .645 | .933 |
| Question 6.1 | 127.34 | 98.130 | .697 | .932 |
| Question 6.2 | 127.24 | 101.639 | .342 | .936 |
| Question 7.1 | 127.59 | 99.849 | .637 | .933 |
| Question 7.2 | 127.37 | 100.338 | .474 | .935 |
| Question 8.1 | 127.37 | 97.138 | .673 | .932 |
| Question 8.2 | 127.46 | 95.055 | .688 | .932 |
| Question 9.1 | 127.39 | 96.294 | .618 | .933 |

Source: Primary data processed with SPSS 23, 2018

From the results of the above data it can be seen that the cronbach's value of alpha if items deleted is greater than the value of the corrected item - total correlation, then the data above can be said to be valid and measurable. And can be seen the results of the validity test by comparing the r table (95% confidence level with $df = n-2$) with the acquisition of the results of r count. If $r \text{ count} > r \text{ table}$ then the data is declared valid, but when $r \text{ count} < r \text{ table}$ then the data is declared invalid. The number of respondents in this study were 41 respondents, therefore, $df = 41 - 2 = 38$. Then the r table in this study was 0.3081. the results of validity can be explained in the table as follows.

Table 5. Validity Test

| | R Count | R table | Information |
|--------------|---------|---------|-------------|
| Question 1.1 | 0.606 | 0.3081 | Valid |
| Question 1.2 | 0.501 | 0.3081 | Valid |
| Question 1.3 | 0.656 | 0.3081 | Valid |
| Question 1.4 | 0.480 | 0.3081 | Valid |
| Question 1.5 | 0.563 | 0.3081 | Valid |
| Question 1.6 | 0.571 | 0.3081 | Valid |
| Question 2.1 | 0.567 | 0.3081 | Valid |
| Question 2.2 | 0.544 | 0.3081 | Valid |
| Question 2.3 | 0.374 | 0.3081 | Valid |
| Question 2.4 | 0.458 | 0.3081 | Valid |
| Question 2.5 | 0.372 | 0.3081 | Valid |
| Question 2.6 | 0.400 | 0.3081 | Valid |
| Question 2.7 | 0.797 | 0.3081 | Valid |
| Question 3.1 | 0.665 | 0.3081 | Valid |
| Question 3.2 | 0.625 | 0.3081 | Valid |
| Question 3.3 | 0.597 | 0.3081 | Valid |
| Question 3.4 | 0.693 | 0.3081 | Valid |
| Question 3.5 | 0.711 | 0.3081 | Valid |
| Question 4.1 | 0.563 | 0.3081 | Valid |
| Question 4.2 | 0.381 | 0.3081 | Valid |
| Question 4.3 | 0.747 | 0.3081 | Valid |
| Question 5.1 | 0.633 | 0.3081 | Valid |
| Question 5.2 | 0.645 | 0.3081 | Valid |
| Question 6.1 | 0.697 | 0.3081 | Valid |
| Question 6.2 | 0.342 | 0.3081 | Valid |
| Question 7.1 | 0.637 | 0.3081 | Valid |
| Question 7.2 | 0.474 | 0.3081 | Valid |
| Question 8.1 | 0.673 | 0.3081 | Valid |
| Question 8.2 | 0.688 | 0.3081 | Valid |
| Question 9.1 | 0.618 | 0.3081 | Valid |

Reliability test in this study can be seen from the reliability statistics table as follows.

Table 6. Reliability Test

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .936 | 30 |

Source: Primary Data Processed, 2018

Instruments can be said to be reliable if the alpha value is greater than the product critical r moment of 0.6. From the table above, it can be seen that cronbach's alpha is 0.936. It can be concluded that the data is reliable.

The results of alumni tracking from alumni data that can be captured by survivors are then given several questionnaires that have been developed by the survioer team and analyzed based on graphs / images that can be grouped according to indicators. The field of study is the reference of stakeholders in adjusting the field of work of their employees. But not all agencies or companies that adjust the field of study of employees towards the field or position. Some alumni majoring in Islamic Economics are not in accordance with the duties or positions held. The following conformity diagram between the field of study of Islamic Economics majors with the world of work.

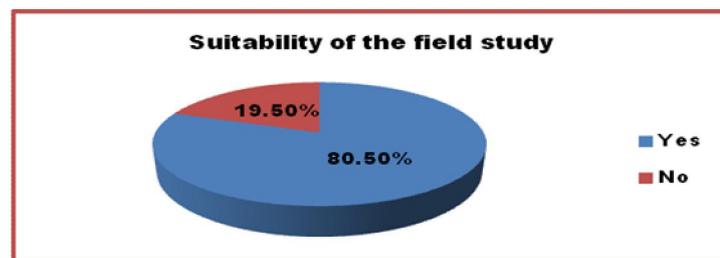


Figure 1. Conformity of study fields to company / agency needs

From the Figure 1, it can be seen that the alumni are suitable between the fields of study with the needs of the company / agency at 80.50%, while those that do not match are 19.50%. This shows that the opportunities for employment are open to alumni of the Department of Islamic Economics, even though the fields of study obtained are not in accordance with the needs of the company.

The results of the alumni's performance in Islamic Economics majors from several indicators developed. Then the results of the analysis can be seen in the graph as follows.

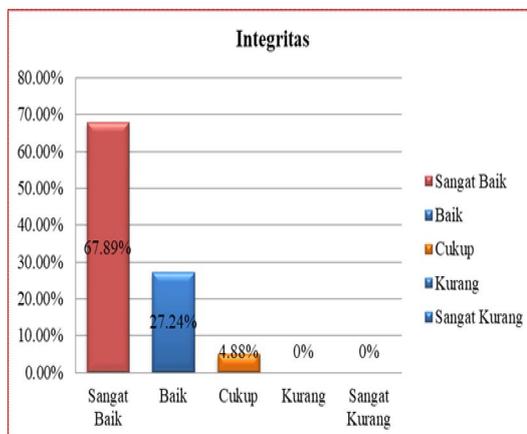


Figure 2. Integrity level

Figure 2. Integrity level results of the data above shows that the level of integrity of alumni majoring in Islamic Economics is very good according to stakeholder assessments. There is no stakeholder assessment stating that the level of integrity of alumni is lacking or very lacking. This shows that alumni majoring in Islamic Economics have a very good level of integrity in carrying out their work in the Company or alumni work place.

Professionalism based on this research is the ability of alumni to apply their expertise and knowledge at work, besides the level of work productivity, creative and innovative in conveying ideas, ability to solve problems in work, alumni's ability to prepare reports and provide effective report writing results, capability adapt to the environment and be responsive to market needs. Results if the data can be seen in the Figure 3.



Figure 3. Level of professionalism

From Figure 3. Level of professionalism shows that the highest level of professionalism is on a good scale of 52.26%, while on a lesser scale and very little there is no stakeholder assessment. This states that alumni majoring in Islamic Economics have a very good level of professionalism in carrying out work according to stakeholder assessments. Some stakeholders gave enough assessments, then the survivor asked an explanation to the stakeholders and he said that *"as an alumni of Islamic Economics department it was seen that his field of study was able to complete work in the economic field, and when tested it was unable to understand Islamic banking accounting records, but because of the alumni have the ability to understand learning easily, and it turns out he is capable after being given a variety of training and learning."*[8] From the results of the interview above, it can be analyzed that even though at the time of learning in alumni institutions they were not able to understand the field well, but after being given training and learning alumni easily understood it.

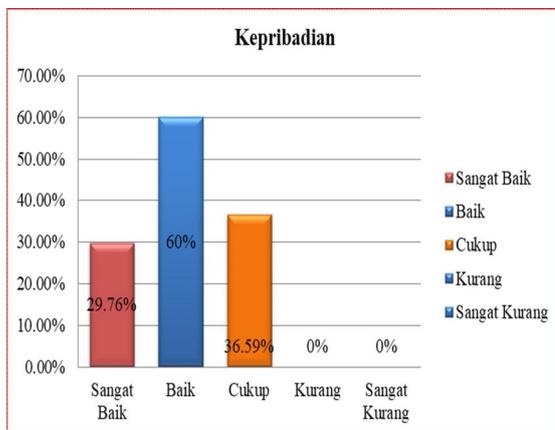


Figure 4. Personality level

The level of personality of alumni majoring in Islamic Economics from the Figure 4, concludes that alumni personality is a good subject according to stakeholder assessment. This is seen from the graph that the scale is good at 60%, while the scale is very good at 29.76% and enough at 36.59%. Scale is lacking and very less is not the choice of stakeholders in assessing the performance of alumni.

As per information from interviews with Mr. Rudy Irwansyah as stakeholders from Rudi Azhari. He stated that "The alumni had a closed personality and rarely spoke, perhaps because he held the position of Product Analysts who had to concentrate on analyzing data." From the interviews, some alumni who had personalities were considered sufficient according to stakeholder assessments. Then the stakeholders, Mr.

Gunawan, gave the opinion that "graduates who come from Islamic institutions are very different from graduates who come from the Public, where they always remind fellow colleagues to worship." This statement can be analyzed that alumni or graduates of Islamic Economics have a spiritual level that better than graduates from public institutions. Furthermore, Mr. Gunawan explained that "Still lack of confidence in expressing opinions or ideas, even though their ability to innovate ideas is very good." This can be concluded that there is a lack of confidence in conveying ideas or opinions.

Communication skills within the scope of this research are the ability of alumni to communicate verbally, the ability to use foreign languages in work and the ability to express ideas and opinions. Results if the data can be seen in Figure 5.



Figure 5. Level of communication ability

Communication skills of alumni of Islamic Economics majors are seen in the text that the highest level on a good scale is 54.47% while the lowest level on a scale is less than 5.69%. Although there are some stakeholders who assess on a scale that is less but does not balance the level on a good scale. The scale is assessed on the indicator of the ability of alumni to use foreign languages at work. According to some stakeholders, alumni of Islamic Economics majors are lacking in using foreign languages, but according to stakeholder opinion from the results of interviews with Ms. Mailiswati as Head of PT BPRS PuduartaInsani namely alumni stakeholders named Ricky Prasetyo "Ability to use foreign languages is lacking but in work is not needed in communicating in a foreign language, so that it does not greatly affect the work carried out ". So the foreign language skills of some companies are not needed in completing company targets, so it does not affect the performance of alumni. From these results it can be analyzed that alumni have excellent public speaking skills, and he suggested that Islamic Economics alumni provided public speaking in the learning process in college.

Leadership in this research is alumni managerial ability and alumni ability in providing motivation in their environment. The results of the data processing can be seen as follows. From Figure 6, it can be concluded that alumni of Islamic Economics majors have good leadership abilities, namely in the form of managerial abilities and provide motivation for their environment. The highest scale is on a good scale of 51.22%. However, some stakeholders provide sufficient assessments, this lies in the indicators of the alumni manjerial ability.



Figure 6. Level of leadership

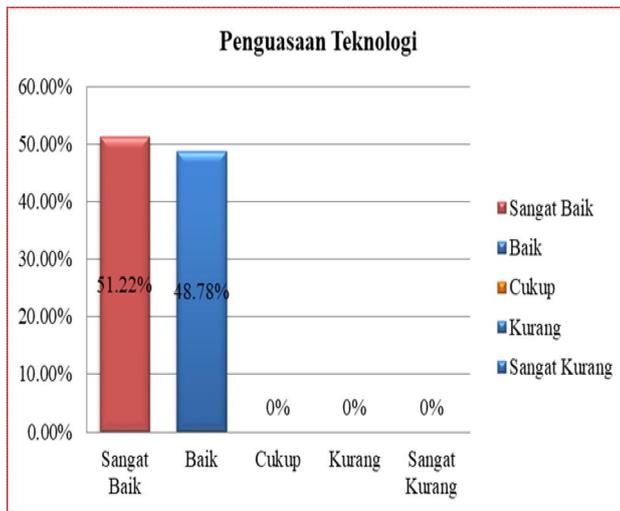


Figure 7. Level of technology skill

From Figure 7, can be concluded that the ability of alumni in mastering technology is very good. Alumni are very capable of utilizing technology in their work and the use of modern tools that are the demands of the work. Supported by interviews with stakeholders stated that alumni can master the technology well, even though several times the program has changed, but alumni are still able to use and use the program easily and well.



Figure 8. Level of team cooperation

From Figure 8, in general stakeholders provide a good assessment of the ability to socialize in the work environment and the ability to cooperate in teams to graduates of the Department of Islamic Economics.

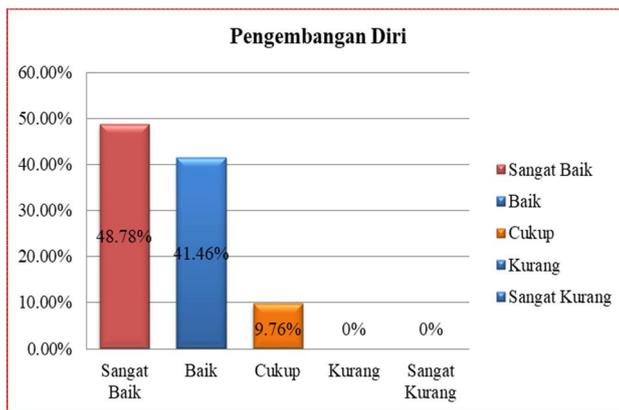


Figure 9. Level of self development

From Figure 9, in general stakeholders provide a good assessment of the ability to socialize in the work environment and the ability to cooperate in teams to graduates of the Department of Islamic Economics.

The level of satisfaction is the stakeholder's satisfaction with the results obtained by the alumni for the performance performed in achieving the company's goals. According to the results of the questionnaire collected it can be concluded that the level of stakeholder satisfaction with the performance of alumni majoring in Islamic Economics on the Figure 10.



Figure 10. Stakeholder satisfaction level

From Figure 10, it can be seen that in general stakeholders are satisfied with the performance of alumni majoring in Islamic Economics. It is seen that the highest scale is located at a satisfied assessment level of 58.54%, while 39.02% is again at a very satisfied and sufficient level. From these results there were no stakeholders who were less satisfied and dissatisfied with the performance of the alumni. According to the results of interviews with several locations respondents stated that they were very satisfied with the performance of alumni majoring in Islamic Economics, so there was no doubt the results of graduates of Islamic Economics majors to be recruited back into their employees.

From Figure 11, explains that in general stakeholder assessments are at an equal level. If averaged in general, stakeholders give a good rating of 53.89%, while 46.11% are in a very good, sufficient and lacking assessment. In line with the results of stakeholder satisfaction levels stating that stakeholders are satisfied with the performance that has been carried out by alumni. So that graduates of the Islamic Economics department must maintain good judgment from stakeholders as users or consumers. This will provide greater opportunities and opportunities for the latest graduates find work, and for Islamic Economics majors will still be able to maintain accreditation.

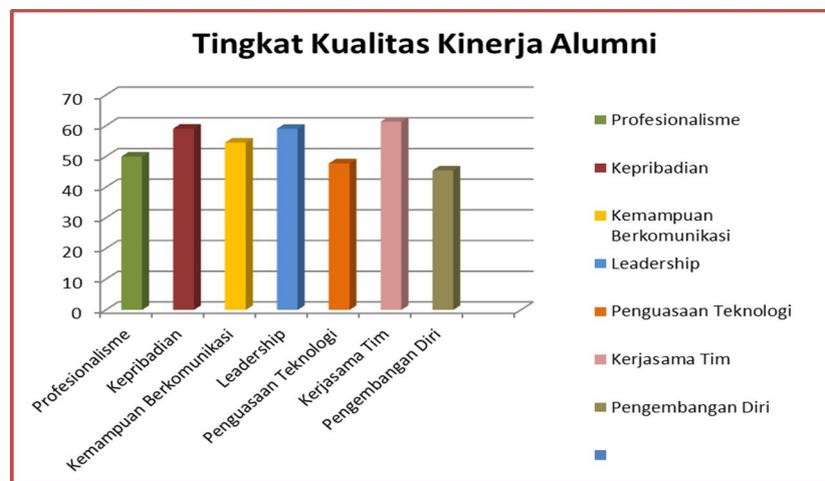


Figure 11. Level of alumni performance quality

The results of the interview it can be concluded that the very important competencies are provided to the alumni, namely first, to improve communication skills, one of which is confidence in conveying ideas or opinions. This soft skill is very much

needed in the world of work because people who have excellent communication skills can provide ideas or ideas that can sell, so that everyone wants to be heard by everyone.

Communication skills other than how to convey ideas or ideas also require foreign language skills. Some companies or agencies need good foreign language skills to support company targets. So that when recruiting employees they provide a legalization requirement to be able to speak English. In addition, the part that must be improved in communication skills is public speaking, namely the ability of employees to appear in front of many people. This ability has actually been applied by students in teaching teaching, but some respondents suggested improving so that this ability must be further enhanced to shape self-confidence when already in the workforce.

Second, improving managerial skills, managerial abilities are part of leadership indicators. Managerial ability is the ability to organize, coordinate and move subordinates to achieve a company goal. This capability must be possessed by every alumni to meet the needs of the workforce.

Third, the ability to master technology. Technology will increasingly grow over the years following the changing needs of society in general. Therefore, alumni must be prepared to keep up with increasing technological changes. Because every company or institution uses technology in completing targets or objectives to be achieved. Fourth, increasing professionalism. Field of study alumni majoring in Islamic Economics are usually placed in fields that are in accordance with their qualifications, for example in making corporate financial reporting. For this reason alumni must be able to make financial reports as demands for their educational qualifications. Some stakeholders stated that this was one of the shortcomings of alumni when making financial reporting in accounting records, but the ability of alumni who were easy to understand and eventually study this matter could be overcome.

7. CONCLUSION

The results of the above research can be summarized as follows:

1. That stakeholders are satisfied with the performance of alumni majoring in Islamic Economics, Faculty of Islamic Economics and Business UIN North Sumatra and in general stakeholders provide a good assessment of the performance of alumni. It was proven from the level of general satisfaction scale of 58.54% (very satisfied scale of 29.27% and quite satisfied at 9.76%) and giving generally a good assessment of the performance of graduates of Islamic Economics Department at 53.89%.
2. Attributes that need to be improved to be able to improve the quality of alumni majoring in Islamic Economics Faculty of Islamic Economics and Business UIN North Sumatra is the ability to communicate, professionalism, leadership and mastery of technology.
3. Recommendations to the department to improve the quality of graduates are to support the alumni's communication skills by preparing language legalization with a TOEFL certificate and the practice of public speaking and leadership skills, the ability to complete the professional certification needed by the company. And increasing professionalism applies more practice, especially in accordance with the educational qualifications of the world of work.

8. RECOMMENDATIONS

Recommendations to the departments to improve the quality of graduates are as follows:

1. To support alumni's communication skills, it is recommended that Islamic Economics majors provide an English-based learning and prepare for the legalization of languages with a TOEFL certificate, and practice in conducting

- public speaking and leadership skills to get used to and can be applied with confidence in the world of work.
2. Ability to complete the professional certification needed by the company. Actually, this has been done by the Faculty to support the readiness of alumni in facing the world of work, for example the capital market professional certification and professional accounting certification.
 3. To improve professionalism in the indicators of making financial reports, then in the Department of Islamic Economics you should apply more practice. Especially in accordance with the educational qualifications of the world of work. For example the practice of Islamic banking in accounting records both manually and using technology or programs.

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