

# Employability and Employment of Medical Recorders Graduates from Health Polytechnic Semarang, Central Java, Indonesia

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**ABSTRACT**— Finding employability these days, is as tough as locating needle in a haystack. Many graduates these days are cited to have paintings that isn't always associated with their route in college. The intention of this take a look at became to study the employability and employment primarily based totally on tracer take a look at of scientific recorders graduates. This was a descriptive retrospective study conducted during 1st September until at 31st October at Health Polytechnic in Semarang, Central Java, Indonesia. The records-collecting device utilized by the researchers is the Graduate Tracer Study evolved with the aid of using the Medical Recorders Program, Health Polytechnic Semarang. The findings said that each one respondents (100) stopped throbbing. In addition, 85.16% (109 cut up 128) taken into consideration that the preliminary pastime become to discover a manner that become connected to the layout taken via way of means of the useful resource people in better schooling. Respondents held sports in numerous places, plus maximum 35.94% (forty six out of 128) pulsed in authorities health facility buildings. In addition, 71.09% (ninety one out of 138) of the informants did now no longer keep civil carrier positions. It took a unmarried time frame for the 3 moons to break, much less than 64.84% (109 cut up 128) interviewees to perform preliminary sports to discover a manner. When requested whether or not the compendium searching out approaches to use in tertiary establishments become now no longer taking location withinside the inaugural pastime searching out a manner, the bulk of informants (85.16%) said that the compendium that become searching out approaches to use in better schooling become stopped via way of means of Kadim. Employability at Medical Recorders Program of Health Polytechnic Semarang shown an excellent mark.

**KEYWORDS:** employability, employment, health records, tracer study

## 1. INTRODUCTION

The absorption of better schooling graduates withinside the international of labor is a degree of the fulfillment of the University in instructing its college students to shape characters and capabilities that could make a contribution to the nation [1]. Employability of graduates has turn out to be an problem that isn't always clean to be left out withinside the worldwide economy [2]. In our globally aggressive know-how economy, wherein extrade is an ordinary reality, the significance of employability is usually agreed-upon with the aid of using coverage makers and pupils alike [3].

Based at the findings of the Asian Development Bank (ADB), there have been simplest three Indonesian Adimas youngsters who got here lower back from three hundred and sixty five days of age, in spite of having better education. In 2018, the Indonesian Central Statistics Agency (Central Statistics Agency) positioned Indonesia's adimas unemployment fee at 61%. The element that normally comes from the adimas boys who're hired gets rid of the discrepancy among the symptoms and symptoms possessed with the aid of using Indonesian adimas boys and the symptoms and symptoms required with the aid of using the role [4].

Employees with the proper qualifications for a activity are extra reasonably priced for the organization ultimately due to the fact they study quicker and are much less highly-priced to train. They additionally require much less supervision, deliver higher performance, get alongside higher with fellow employees, and are happier of their jobs than folks who lack those qualifications [5]. [6] defined that aggressive graduates withinside the activity marketplace regularly rely on a robust curriculum of the programs. Graduates are competing amongst themselves to fulfill the activity marketplace in diverse sectors, in particular in aggressive sectors together with fitness services, especially scientific recorders.

The competence of medical recorders is knowledge, skills, and behaviors that must be possessed by a medical recorder profession and health information in carrying out responsibilities in various service settings health. Medical record officers and health information must have knowledge, skills, and behavior that constitute the competence of the profession (Rustianto, 2018). The importance of mastering Medical Recorder competencies related to background of education and career path in the medical record unit (Hatta, 2016).

According to [7], graduate tracer research (GTS) are critical to Higher Education Institutions because it enabled such establishments to deal with modifications withinside the society particularly the needs of the real and capacity employers, via assessment and consistent assessment in their curriculum. Furthermore, [8] defined Tracer Study as a shape of studies at the state of affairs of alumni, particularly in phrases of activity search, paintings state of affairs, and usage of competency acquisition at some stage in college. Tracer Study isn't constrained to Higher Education, however moreover it is able to offer critical statistics approximately the connection among the arena of Higher Education and the arena of labor. Tracer research can offer in-intensity and special statistics approximately compatibility for numerous fields of labor and numerous degrees of education.

Therefore, this study aimed to describe the employability and employment based on tracer study of health records graduates from health polytechnic in semarang, central java, indonesia.

## **2. Subject and Method**

### **1. Study Design**

This was a descriptive retrospective study. This research was conducted during 1<sup>st</sup> September until at 31<sup>st</sup> October at Health Polytechnic in Semarang, Central Java, Indonesia.

### **2. Population and Sample**

The study population was graduates from medical records program Health Polytechnic in Semarang, Central Java, Indonesia year 2017 until 2021. A sample of 128 graduates was selected by total sampling.

### **3. Operasional Definition**

Employability combines human capabilities to live in tattoos and in the market value roles in a number of pulses of searching for walking paths [9]. The Tracer Study examines the design single diryah used by various high schools in Indonesia to obtain answers from the nature chapter graduates which are expected to increase stakeholder support.

### **4. Research Questions**

This study sought to address the following questions:

- a. Whether or not they are employed

- b. Whether or not the graduates' job is related to their program in college
- c. Respondents' civil employee status
- d. Respondents' employment place
- e. Length of time it took the respondents them to land in their first job
- f. Whether or not the curriculum in college is relevant in their first job.

#### 5. Study Instrumen

The reality-gathering tool used by explorers to touch the desired information is similar to that added by the Graduate Tracer Study when it was developed and supported by the Medical Record Program at the Health Polytechnic of Semarang, Central Java, Indonesia. The data is processed, organized, and analyzed using MS Excel. Descriptive information is used to surround and fix the reality of the parts in the channel designation and percentage certificates.

#### 6. Ethical Clearence

Researcher agreed that the interviewee investigated and signed an informed consent form, knowing that participation was voluntary. Similarly, the wandering rubber provides that no person or company is harmed during the research period. Furthermore, the wanderer rubber blocks the character of the informant by promoting the inner end of the inner alliance of options before increasing the alienated interpretation that will lead to a sense of tolerance. Finally, during the research hours, especially the time of gathering notes, the wandering rubber slapped the informants who were intimidating before taking their participation back home, even though they suspected that they had signed a consent form.

#### 7. Results

Table 1 below shows the sex and civil status distribution respondents. Among the 128 respondents of the study, 67 (52.34%) were female and 61 (47.66%) were male. Only 52 got married (or 40.62%) and 76 (59.38%) were single.

Table 2 showed all of the respondents that participated in this survey are already employed. Eight five point sixteen percentage (109 out 128) respondents were have relatedness to the program of medical records and 14.84% (19 out 128) respondents didn't.

According to table 3, 28.91% (37 out 128) respondents did not become civil employees, meanwhile 71.09 % (91 out 128) have become civil employees.

Respondents works in various places such as government hospital (35,94%); (46 out 128), private hospital (27.34%); (35 out 128), primary health centre (16.41%); (21 out 128), private clinics (3.13%); (4 out 128), school of health as lecturer or staff (2.34%); (3 out 128), and other (14.84%);(19 out 128) (table 4).

Sixty four point eighty four percentage (83 out 128) respondents found their job in duration less than 3 months. Meanwhile 35.16% (45 out 128) respondents took more time than it (table 5).

Majority of respondents (85.16%); (113 out 128) revealed that their curriculum in college have relevance in their currents job. However, 14,84% (15 out 128) respondents revealed that it was not relevance (table 6).

**Table 1. Personal Characteristics**

Year	Gender	Civil Status
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Graduates	Man		Woman		Single		Married	
	n	%	n	%	n	%	N	%
2017	11	8,59	10	7,81	19	14,84	12	9,38
2018	12	9,38	18	14,06	9	7,03	13	10,16
2019	13	10,16	17	13,28	19	14,84	14	10,94
2020	16	12,5	10	7,81	11	8,59	10	7,81
2021	9	7,03	12	9,38	18	14,06	3	2,34
Total	61	47,66	67	52,34	76	59,38	52	40,62

**Table 2.** Employment Status and the Relation of Graduation's Program with their Job

Year Graduates	Employment status				Relatedness of Respondents' Job to the Program Medical Records			
	Employed		Not employed		Related		Not Related	
	n	%	n	%	n	%	N	%
2017	6	4,68	0	0	5	3,91	1	0,78
2018	2	1,56	0	0	1	0,78	1	0,78
2019	9	7,03	0	0	8	6,25	1	0,78
2020	72	56,25	0	0	64	50,00	8	6,25
2021	39	30,45	0	0	31	24,22	8	6,25
Total	128	100	0	0	109	85,16	19	14,84

**Table 3.** Respondent's Civil Employee Status

Year Graduates	PNS		Non-PNS	
	n	%	n	%
2017	2	1,56	4	3,13
2018	0	0	2	1,56
2019	4	3,13	5	3,91
2020	31	24,27	41	32,03
2021	0	0	39	30,47
Total	37	28,91	91	71,09

**Table 4.** Respondents' Employment Placement

Year Graduates	Government Hospital		Private Hospital		Primary Health Centre		Private Clinics		Medical Institution		Other	
	n	%	N	%	n	%	n	%	N	%	n	%
2017	1	0,78	2	1,56	2	1,56	0	0	0	0	1	0,78
2018	0	0	1	0,78	0	0	0	0	0	0	1	0,78
2019	5	3,91	1	0,78	2	1,56	0	0	0	0	1	0,78
2020	33	25,78	15	11,72	15	11,719	0	0	1	0,78	8	6,25
2021	7	5,47	16	12,5	2	1,56	4	3,13	2	1,56	8	6,25
Total	46	35,94	35	27,34	21	16,41	4	3,13	3	2,34	19	14,84

**Table 5.** Length of Time It Took the Respondents to Found Job

Year Graduates	Less than 3 months		3 months or more	
	n	%	n	%
2017	5	3,91	0	0
2018	1	0,78	1	0,78
2019	8	6,25	2	1,56
2020	54	42,19	18	14,06
2021	15	11,79	24	18,75
Total	83	64,84	45	35,16

**Table 6.** Whether or Not the Curriculum in College is Relevant in Their Job

Year Graduates	Yes		No	
	n	%	n	%
2017	5	3,91	1	0,78
2018	1	0,78	1	0,78
2019	8	6,25	1	0,78
2020	68	53,13	4	3,13
2021	31	24,22	8	6,25
Total	113	85,16	15	14,84

### 3. DISCUSSION

This examine famous the respondents' private characteristics (intercourse and civil status), whether or not or now no longer the graduates are employed, whether or not or now no longer the graduates' first task is associated with their software in university, respondents' civil worker status, period of time it took the respondents them to land of their first task, and whether or not or now no longer the curriculum in university is applicable of their first task.

The majority of the college graduates are female, and 59,38 % are still single. All of the Graduates that took the survey conveyed that they already have job during the period of survey, with majority 85,16% respondents have job related to their program in college. Otherwise mostly of them have become medical recorders in various health services centre such as Government Hospital, Private Hospital, Primary Health Centre, Private Clinics, and Medical Institution.

Most of the respondents on this have a look at (71.09% or ninety one out of 128) did now no longer have everyday employment reputation. The have a look at of Woya (2019) recorded a far better percent of respondents with everlasting employment reputation that's 65.8% (fifty two out of 79) amongst data graduates from yr 2012–2016 at Bahir Dar University in Ethiopia [10].

Based on the results of survey through tracker study, 64.84% of graduates have obtained employment within less than 3 months after graduation. Most of them revealed that their curriculum in college is relevant in their job. More importantly, too much guesswork examines the molecular predictions that grip the talent of graduate jobs including educational skills, technical knowledge, verbal permutations knowledge, personality, leadership knowledge & motivation, and crew task knowledge and complexity [11-19].

This study was similar to many studies [20- 25]. Relative to the findings, the following conclusion are

raised:

1. Most of the graduates are females and single.
2. The rate of employment among them is very high and majority have job related to their program in college.
3. Civil employee's rate still are low, meaning majority of them still did not have tenure job.
4. Graduates have job in various places such as Government Hospital, Private Hospital, Primary Health Centre, Private Clinics, and Medical Institution.
5. Majority took less than 3 months to found job.
6. The fields of specialization and school-obtained abilities and abilities of the graduates are applicable to their selected occupations and significantly assist them within the overall performance in their jobs.

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