

Principal Management in Optimizing *Tracer Study* for Graduates of SMK Negeri 1 Students Who Work and Continue Studying in 2025

Okky Octavia O'liezth^{1*}, Widyatmike Gede Mulawarman², Masrur Yahya³, Yudo Dwiyono⁴, Akhmad⁵, Azainil⁶

Master of Educational Management, Mulawarman University

Corresponding Author: Okky Octavia O'liezth okkyoctavia3@gmail.com

ARTICLE INFO

Keywords: School Manajemen Kepala, Optimization, Tracer Study, Student Graduation

Received : 19, October

Revised : 20, November

Accepted: 30, December

©2025 O'liezth, Mulawarman, Yahya, Dwiyono, Akhmad, Azainil: This is an open-access article distributed under the terms of the [Creative Commons Attribution 4.0 International](https://creativecommons.org/licenses/by/4.0/).



ABSTRACT

Tracer studies are an important instrument in quality assurance of vocational education because they provide a real picture of the success of graduates in entering the world of work and continuing their education to higher education. This study aims to describe and analyze the management of school principals in planning, organizing, implementing, evaluating, and following up *tracer studies* in order to optimize the tracing of graduates who work and continue their studies at SMK Negeri 1 Samarinda. This study uses a qualitative approach with a case study design. Data collection was carried out through observation, interviews and documentation. The results of the study show that 1) *tracer study planning* is carried out systematically by referring to vocational education policies and the needs of the world of work and universities; 2) the organization of *tracer studies* involves various school parties through clear division of tasks and cross-field coordination; 3) the implementation of *tracer studies* utilizing various digital media such as online questionnaires and social media to reach alumni; 4) Evaluation and follow-up are carried out through the analysis of *tracer study data* which is used as the basis for curriculum development, strengthening industrial cooperation, and improving career guidance and further study services; 5) Supporting factors include the commitment of school leaders, teacher support, and cooperation with external partners, while inhibiting factors include time constraints, low alumni participation, and technical obstacles. These findings show that the planned and collaborative management of the principal makes *tracer study* not only an administrative activity, but also a strategic basis in improving the quality of graduates of SMK Negeri 1 Samarinda.

INTRODUCTION

Based on tracer *study data on* December 12, 2025, there are 217 vocational schools (public and private) in East Kalimantan. In general, the results of *the tracer study* show the inequality of participation rates between regions. Common Patterns Seen: 1) Berau Regency. Almost all vocational schools reach $\geq 90\%$, even many are 100%. This shows that the *tracer study* system is very organized and well controlled. 2) Kutai Kartanegara & East Kutai. The majority of vocational schools are in the middle-high category (60–100%), although there are still some schools with a low percentage (below 40%). 3) Paser and North Paser Sharpening. There is an extreme gap: some schools reach 100%, while others are still below 20%. 4) Balikpapan, Bontang, and Samarinda Cities. State Vocational Schools are generally in the high category ($\geq 80\%$), Some private vocational schools are still low to very low ($< 30\%$), especially those with a large target number of alumni. This indicates that the management of *tracer studies* has not been evenly distributed.

Many vocational institutions experience problems in implementing *tracer studies* that are technical and managerial. Recent studies have shown a pattern of recurring problems: (1) low rate of student response/participation due to unintegrated tracking channels; (2) *tracer* data is not managed digitally, so it is difficult to analyze; and (3) the lack of use of *tracer* results as the basis for education policy in schools. The implementation study of *tracer study* applications shows that digitalization (application/web) can significantly improve alumni response and data quality, but its adoption requires adequate managerial support and human resources (Rohman et al. 2023).

Vocational education, especially vocational schools, positions itself as a direct bridge between the world of education and the world of work. The success of vocational schools is measured not only by the exit of graduates, but also by the extent to which graduates are absorbed into the world of work according to their competencies and/or are successful in continuing relevant studies. To obtain this picture systematically, *tracer studies* are the main instrument because they present empirical data on the transition of graduates whether they work, entrepreneurship, or continue their education as well as the level of relevance of competencies obtained at school with the needs of DUDI (business and industry). The implementation of *a good tracer study* allows schools to make curriculum corrections, improve the learning process, and strengthen partnerships with DUDI (Hartati 2022). *The school principal has a key role in determining the level of success in the school* (Hasanah et al. 2024).

Presidential Regulation (Perpres) Number 68 of 2022 concerning the Revitalization of Vocational Education and Vocational Training emphasizes the importance of implementing quality assurance in vocational education units. One of the implementations is through *tracer study graduate tracking activities* which aim to obtain information related to the relevance of graduate competencies to the needs of the job market. This effort is carried out as part of the government's strategy to improve access, quality, and relevance of vocational education in order to be able to answer the challenges of the business world and the industrial world. Vocational education that has the goal of

preparing students to become a competent and independent workforce by prioritizing abilities and skills in certain fields in accordance with their majors or expertise programs, so that they can anticipate the occurrence of unemployment. In terms of school leadership, the role of the principal is crucial. The principal is not only an administrative director, but also a manager who sets priorities, allocates resources, forms an implementation team, and encourages a culture of data-driven follow-up. Recent research confirms that innovative and participatory leadership of school principals is positively correlated with the success of quality evaluation programs, including *tracer studies*, including the ability to facilitate digitalization and collaborate with alumni and DUDI. Without clear leadership management, *tracer study initiatives* tend to stagnate even though technology is available (Management, Basics, and Dwiyono 2025). In addition, non-technical interventions such as *tracer study* team training, socialization to alumni, and incentive mechanisms for participants have been proven to improve the scope and quality of data. The *tracer study* reported that internal training and coordination improved the sustainability of activities and facilitated the use of results for curriculum revision and adjustment of industrial practice programs. This emphasizes that the optimization of *tracer studies* is not only about tools (applications), but also about the management and capacity of human resources led by the principal (Yunus Anis et al. 2024).

On a practical level, well-managed *tracer* data can reveal fundamental issues such as a *mismatch* between graduate competencies and job needs, or trends in graduates choosing to pursue the study of information that is very useful for vocational program planning. Analytical research on *tracer* data also shows that a pattern of competency *mismatch* still occurs and needs evidence-based policy interventions from schools and stakeholders. Thus, the study of principal management in optimizing *tracer studies* is important because it connects leadership, data infrastructure, and graduate *outcomes* (employment/continuation of studies) in a series of school policies that can be measured (Sinar Utama et al. 2025).

SMK Negeri 1 is one of the favorite schools in the city of Samarinda. In 2020, SMK Negeri Samarinda was selected as the implementer of the CoE (*Center of Excellence*) program, a vocational education assistance program of the Ministry of Education, Culture, Research and Technology which is a center of excellence for vocational schools aimed at improving the quality of vocational schools. It is a Central Vocational School of Excellence in the city of Samarinda, a school that owns and runs BLUD (Regional Business Service Agency) in 2023, with the slogan "Entrepreneurship". It has a Teaching Factory, OBC (One Mart Business Center) and a Teaching Factory for Visual Communication Design, namely, printing services. This school is located in Samarinda, Samarinda Ulu district, where it is in the middle of the city and is easily accessible by all vehicles and very strategic. Quoting from kaltimtoday.co, the Alumni Search Coordination Meeting (*Tracer study*) which was attended by 219 heads of Public and Private Vocational Schools throughout East Kalimantan was held from November 10 to 12, 2023, at the Gran Senyur Hotel, Balikpapan. (Today 2023).

In the meeting, six vocational schools received good scores, one of which was SMK Negeri 1 Samarinda, as it achieved a percentage of 99.3% and received an award from the East Kalimantan Provincial Education Office for its effective education management resources.

Based on the description of the study above, it can be concluded that the optimization of *tracer studies* in vocational schools does not only depend on the alumni data collection system, but also on the leadership management of the principal in directing all elements of the school to play an active role. School principals play an important role as decision-makers, innovators, and drivers in ensuring that tracer study activities run effectively and sustainably. Without strong leadership management, *tracer studies* have the potential to become just an administrative obligation without providing meaningful feedback for improving the quality of graduates. The commitment and management of the principal in managing *tracer studies* seriously, but on the other hand, it also opens up a space for reflection to examine more deeply how the management is designed, implemented, and used in improving the quality of graduates who work or continue their studies.

LITERATURE REVIEW

Management is generally understood as the process of planning, organizing, directing, and controlling resources to achieve predetermined goals (Rifaldi Dwi Syahputra 2023). In the context of educational services, the management concept not only includes the management of material and financial resources, but also the management of curriculum, educators, relations with the business/industry world, and monitoring and quality assurance of graduates. Classical thinking (*planning, organizing, staffing, directing, controlling*) remains relevant, but modern management practices in education emphasize strategic, collaborative, and data-driven aspects to ensure the relevance of graduates to the needs of the job market (Beñalet et al. 2023).

The principal management component in optimizing *tracer studies* must contain a series of components ranging from vision/mission to evaluation and control, so that *tracer studies* function as a quality assurance tool that provides real feedback for curriculum adjustments and graduate placement. Digitalization support, national policies, and DU/DI partnerships are important contexts for the formulation and implementation of such strategies to be effective and impactful. (Scotland, 2025)

Principal leadership is an activity carried out by the principal to organize educators, staff, and students to jointly carry out the educational process to achieve the goals set by the school (Angga and Iskandar 2022). The principal is the key to the success of a school or institution, because the success of achieving school goals and quality is greatly influenced by the leadership of the principal. The leadership of school principals is inseparable from the role of school principals who aim to improve the quality of education (Ismunandar 2025).

Leaders play a very important strategic role to improve the quality of learning in schools. A manager at the school as the director of the education unit. The principal must be able to supervise that students are well served

according to their needs (Adha and Fadhila 2023). School principals have a role in the advancement of the educational institutions they lead through their roles as *educators, managers, administrators, innovators, motivators, leaders, and supervisors* (Khotimah and Noor 2024).

Optimization in the contemporary literature is understood as a systematic effort to improve performance in the form of resource efficiency, output effectiveness, and relevance of results by using a combination of planning, organization, application of technology/strategy, and control of results. The *POAC (planning, organizing, actuating, controlling)* framework is often used to explain how optimization efforts are carried out in education and school management organizations (Darwanto, Saryono, and Galuh 2025).

Guided by the regulation of the Director General of Vocational Education Number 24 of 2023 that in order to obtain information on the absorption and feedback of graduates at Vocational High Schools, it is necessary to trace Tracer study graduates (PerDirjen 2023). Launching from the *tracerstudy.kemdikbud.go.id* website. *Tracer study* is a study or survey conducted to trace the footprint of alumni after they graduate from an educational institution including aspects of work, entrepreneurship, continuing education, competency relevance, job waiting period, and other conditions. In the context of vocational schools, *tracer studies* are an important tool to evaluate the quality of graduates and the relevance of vocational education to the needs of the world of work and further education (Sari and Mukmin 2022).

Tracer study is an evaluation instrument used to obtain information related to the condition of graduates after leaving the educational unit. In the context of vocational education, *tracer studies* map the relationship between competencies obtained in schools and industrial needs, as well as assess the effectiveness of learning programs. Quality management of vocational school graduates emphasizes the processes, structures, and outcomes related to the outputs and outcomes of vocational education. The quality of graduates includes the skills possessed, the speed of job acceptance, the relevance of competencies to the world of work, and the ability to continue education. A study in junior high schools in Yogyakarta on graduate quality management found that barriers include resources, school policies, and school governance (Sri Wulandari 2024).

The quality of graduates is an indicator of the success of education at vocational schools. Graduate quality management includes the process of controlling and improving competencies, curriculum relevance, industry networking, and measuring outcomes (work, lectures, entrepreneurship). School principal management in improving the quality of vocational school graduates involves a strong vision, leadership, managerial and supervision (Aan Suryanto 2025)

METHODOLOGY

The approach used is qualitative with a case study method. This research was conducted at SMK Negeri 1 Samarinda, which is located on Jalan Pahlawan No.4, Dadi Mulya Village, Samarinda Ulu District, Samarinda City, Samarinda

Province, East Kalimantan Province. The data needed in this study is information or information related to the management of the principal in the Tracer Optimization *study* of students who work and continue their studies at SMK Negeri 1 Samarinda in 2025 To check or check the validity of the data used is Source Triangulation.

RESULTS AND DISCUSSION

The results of the interviews show that the main basis for the implementation of tracer studies is the importance of tracking graduates as part of quality assurance of vocational education. In addition, tracer studies are seen as a means to assess the relevance of the curriculum to the needs of the world of work and higher education, as well as to determine the suitability of graduate competencies with industry demands and readiness to face the real world of work. The organization of tracer studies at SMK Negeri 1 Samarinda is carried out through the formation of a tracer study team involving various elements of the school, including principals, vice principals, teachers, education staff, school public relations, career development teachers, homeroom teachers, and Special Job Exchanges (BKK). Each element has a clear role and responsibility, ranging from the preparation of tracer study instruments, the management of alumni databases, to communication with alumni and external partners.

Cross-disciplinary coordination is carried out periodically through internal school meetings. The Vice Principal for Curriculum has a strategic role in integrating the results of tracer studies into curriculum evaluation and development. Coordination is carried out with a structured division of tasks, where the curriculum field determines data needs, public relations supports communication aspects and instrument preparation, and the tracer study team is responsible for data collection and reporting. This organization, which involves various elements, shows that tracer studies are not managed individually but rather become the collective responsibility of the school under the leadership of the principal.

The mechanism for implementing the tracer study includes sending questionnaires online, collecting alumni data, processing and analyzing data, and preparing reports submitted to school leaders. The principal stated that the strategy of optimizing tracer studies is carried out through the development of an integrated and sustainable system involving various school elements, as well as a network of teachers and homeroom teachers.

The implementation of tracer studies is carried out through four main stages, namely planning, organizing, implementing, evaluating, and following up. The results of the tracer study are not only compiled in the form of administrative reports, but are also used as a basis for decision-making for curriculum development, student competency improvement, and strengthening partnerships with the industrial world.

The results of the tracer study were analyzed and discussed in school meetings as material for curriculum evaluation and career services. Data tracer study is used to adapt learning materials to the needs of the world of work, strengthen relevant competencies, and increase cooperation with the business

world, industry, and universities. The principal said that the results of the tracer study were the main basis for curriculum revision and the development of students' soft skills through project-based learning. Feedback from the industry is used to strengthen communication competence, discipline, and teamwork. The continuous use of tracer studies has an impact on increasing the absorption of graduates in the world of work and the increasing number of alumni who continue their education in college. Alumni who continue their studies also stated that tracer studies provide benefits in maintaining relationships with schools and are a means to provide input related to the readiness of graduate competencies. Supporting factors for the implementation of tracer studies at SMK Negeri 1 Samarinda include the commitment of the principal, the support of teachers and education staff, the use of digital technology, and support from the East Kalimantan Provincial Education Office through training, an integrated tracer study platform, and data-based policies on tracer studies. The main inhibiting factors faced are low alumni participation due to the difficulty of contacting graduates, low motivation of alumni in filling out questionnaires, technical obstacles such as unstable internet access, and limited school time in following up on the results of tracer studies.

1. Principal management in planning tracer study at SMK Negeri 1 Samarinda

These findings show that tracer study planning has fulfilled the principles of planning in education management, namely the clarity of objectives, programs, and policy directions. Planning based on national policies and stakeholder needs reflects the role of school principals as strategic planners in improving the quality of graduates.

2. Principal management in organizing the tracer study at SMK Negeri 1 Samarinda

Organizing involves various elements of the school, shows the application of the principles of cooperation and division of tasks in management. This strengthens the effectiveness of the implementation of tracer studies because it does not rely on one party alone, but becomes a shared responsibility.

3. The management of the principal in the implementation of a tracer study at SMK Negeri 1 Samarinda

The use of digital technology in the implementation of tracer studies shows the school's adaptation to the development of information technology. This is in line with the demands of vocational education that emphasizes efficiency, data accuracy, and a wider reach of alumni.

4. Evaluation and follow-up of the results of the tracer study conducted by the principal at SMK Negeri 1 Samarinda

These findings show that the tracer study has functioned as an instrument for evaluating the quality of graduates. The use of tracer study results in decision-making reflects the controlling function in education management.

5. Supporting and inhibiting factors in the implementation of principal management in optimizing tracer studies at SMK Negeri 1 Samarinda

These supporting and inhibiting factors show that the success of tracer studies is greatly influenced by human resource management, technology, and time. The leadership role of the principal is key in minimizing obstacles and optimizing existing potential.

CONCLUSIONS AND RECOMMENDATIONS

Based on the results of research and field findings in Chapter IV concerning Principal Management in Optimizing Tracer Study for Graduates of SMK Negeri 1 Samarinda Students Working and Continuing Their Studies in 2025, the following conclusions can be drawn:

1. The principal's management in planning tracer studies at SMK Negeri 1 Samarinda has been carried out systematically and integrated with school programs. The findings of Chapter IV show that the planning of tracer studies refers to vocational education policies, the needs of the business world and industry, as well as the needs of further education. The principal sets the objectives, schedule, and mechanism of tracer study as part of the quality assurance of graduates. This shows that tracer studies have been positioned as a strategic program, not just an administrative activity.
2. The principal's management in organizing the tracer study runs effectively through the formation of a tracer study team and a clear division of tasks. The findings of the study show the involvement of deputy principals, teachers, and education staff in the implementation of the tracer study. Cross-disciplinary coordination carried out by school principals contributes to the smooth collection and management of alumni data, both those who work and continue their studies.
3. The principal's management in implementing the tracer study has made optimal use of digital technology. The results of the study in Chapter IV show that tracer studies are carried out through online questionnaires and social media as the main means of reaching alumni. The use of digital media facilitates the tracking of alumni spread across various places and supports the achievement of high tracer studies at SMK Negeri 1 Samarinda.
4. Evaluation and follow-up of tracer study results have been carried out and used as a basis for school decision-making. The findings of Chapter IV show that tracer study data is analyzed and used for curriculum development, strengthening cooperation with the business world and industry, and improving career guidance services and further studies. This proves that the tracer study functions as an instrument for evaluating the quality of graduates which has a real impact on the development of the school.
5. Supporting and inhibiting factors in the optimization of tracer studies affect the sustainability of its implementation. The findings of the study show that the main supporting factors are the commitment of the principal, the support of teachers and education staff, and cooperation with external partners. Meanwhile, inhibiting factors include time constraints, low

participation of some alumni, and technical obstacles in data management. Nevertheless, the active role of school principals is able to minimize these obstacles. Overall, the findings of this study confirm that the planned, collaborative, and data-based management of the principal makes the tracer study a strategic instrument in improving the quality of graduates of SMK Negeri 1 Samarinda, both working graduates and those continuing their education.

REFERENCES

- Aan Suryanto, Tri Yuni Hendrowati. 2025. "Principals' Leadership in Improving School Quality." *Semantics : Journal of Research in Education, Language and Culture* 3(1):168–78. doi:10.61132/semantik.v3i1.1393.
- Adha, Wahyu Arief, and Siska Fadhila. 2023. "The Role of School Principals in the Implementation of the Independent Curriculum." *IBTIDA-Journal of Basic Education Studies* 3(1):50–59. doi:10.33507/ibtida.v3i1.1121.
- Ajeng, Galuh, Fildzah Amalia, Fira Aprilia, Nur Rahma, and Tri Cahyo Kuswarian. 2025. "POAC in School Management Transformation: from Theory to Practice UIN Syarif Hidayatullah, Indonesia is significant. Various learning methods and designs have been arranged in such a way for the conditions . Guidance and counseling are one of the supporting components in the system." (1).
- Angga, Angga, and Sopyan Iskandar. 2022. "Principals' Leadership in Realizing Independent Learning in Elementary Schools." *Journal of Basicedu* , 6(3):5295–5301. doi:10.31004/basicedu.v6i3.2918.
- Arber, Anne. 2006. "Reflexivity: A challenge for the researcher as practitioner?" *Journal of Research in Nursing* 11(2):147–57. doi:10.1177/1744987106056956.
- Arimbi, Puri Sastia, Yanti Pasmawati, Edi Supratman, and Dhimas Rosanto. 2025. "Analysis of Alumni Tracer Study as an Implication of the Achievement of the Main Performance Index (IKU) of Universities Proceedings of the 2025 National Semnas College of Technology Dumai." 1(2):570–83.
- Bado, Basri. 2021. *Qualitative Approach Model: A Study in Scientific Research Methods*.
- Beñalet, Cari Edward C., Manuel E. Paquiao Jr., Rosalie C. Baldezamo, Ruel S. Vicente, I. Jarah, and Marilou D. Junsay. 2023. "A Systematic Review on Educational Strategic Management." VII(2454):2371–83. doi:10.47772/IJRISS.
- Darwanto, Agus, Oyon Saryono, and Galuh University. 2025. "School Management Optimization in Strengthening Character Education." 17:127–40.
- Dzakir, Rahmat. 2022. "(Strategy Management Of Alumni Empowerment At SMKN 1 Praya Central Lombok Regency)." 8(3):2036–47. doi:10.36312/jime.v8i2.3581/http.
- Elburdah, Risza Putri. 2025. "Tracer Study Analysis of Accounting Program Graduates' Employment Outcomes at XXX University." 3(7):1147–56.
- Fadhallah. 2021. *Interview*. Jakarta: UNJ press.
- Hartati, Sacred. 2022. "Evaluation of the Leadership Performance of School Principals in Implementing the Concept of Quality Management, as an Effort to Improve the Quality of Education." *Journal of Education and Counseling* 4(6):13433.
- Hasanah, Siti Muawanatul, Agus Maimun, Marno Marno, and Ahmad Barizi. 2024. "Forging Qur'anic Character: A School Principal Leadership Model-Insights." *Nidhomul Haq : Journal of Islamic Education Management* 9(1):28–42. doi:10.31538/ndh.v9i1.4380.

- Helmi, Adlina Safitri. 2022. "Improving the Quality of Education through the Implementation of the E-Tracer Study System Based on the Assessment Criteria of the Accreditation Instruments of the BAN Study Program of PT and the Directorate General of Belmawa of the Ministry of Research, Technology and Higher Education." 6.
- Heryana, Ade, S. St, and M. Km. 2024. "Leadership Theory: Trait Theory, Behavioral Theory, and Situational Leadership." 1-9.
- Huda, Khoirul, Thorieq Al Abdoe, Lia Agita Sari, and Ayu Wantika. 2024. "Literature Study on the Application of Management Concepts and Roles in Organizations." 4:80-91.
- Huda, Khoirul, Thorieq Al Abdoe, Lia Agita Sari, Ayu Wantika. 2023. "Implementation of management functions in improving the quality of education in elementary schools." 8(1). doi:10.34125/jmp.v8i1.1151.
- Irsyadullah, Arim, Albin Jaya, M. Pd, M. Ed, Zuliana S. Pd I, M. Pd, Abdul Karim, Muwafiqus Shobri, and M. I. Pd. 2022. *Islamic education management (Review of School Concepts, Curriculum and Information Systems)*.
- Ismunandar, Arif. 2025. "The Effectiveness of School Principals' Leadership in Improving Employee Engagement and Education Quality." *RIGGS: Journal of Artificial Intelligence and Digital Business* 4(1):19-26. doi:10.31004/riggs.v4i1.365.
- Jamaluddin Jompa. 2024. "Tracer Study 2024 Alumni Tracer Study Hasanuddin University 2024." 1-27.
- General, Directorate, Vocational Education, and Adi Nuryanto. 2024. "News and Blog." 24-26.
- Kadarisman, Romi Siswanto. 2024. *Management Theory & Practice of P.O.I.M.E.*
- Khotimah, Siti, and Triana Rosalina Noor. 2024. "The Role of School Principals in the Implementation of the Independent Learning Curriculum." *Nuris Journal of Education and Islamic Studies* 4(1):33-42. doi:10.52620/jeis.v4i1.64.
- Lim, Weng Marc. 2025. "What Is Qualitative Research ? An Overview and Guidelines." doi:10.1177/14413582241264619.
- Lindgren, Elina, Elias Markstedt, Johan Martinsson, and Maria Andreasson. 2018. "Invitation Timing and Participation Rates in Online Panels : Findings from Two Survey Experiments." 1-20. doi:10.1177/0894439318810387.
- Lubis, Muhammad Fadli, Syaiful Bahri, and Sulhati. 2021. "Analysis of Leadership Style of Madrasah Head's Participation in the Implementation of Teacher Performance at MTs AL-Jam'iyatul Washliyah Tembung Percut Sei Tuan District." *Journal of EduTech* 7(1):38-52.
- Mahfudhoh, Rif'atul, and Shelly Andari. 2024. "Child-Friendly School Management at MTSN 6 Jombang." *e-Journal of Management Inspiration* 12(4):575-91.
- Management, Journals, Basic Education, and Yudo Dwiyono. 2025. "Principal Management as an Innovator in Improving the Quality of Education at Bontang Vocational School." *Journal of Elementary, Secondary and Higher Education Management [JMP-DMT]* 6(2):284-92. doi:10.30596/jmp-DMT.v6i2.23169.
- Noble, Journal Genta. 2024. "The Application of Management Functions in the Development of Islamic Educational Institutions." *Journal of Molecular Biology* 15(1):189-97.
- Nasution, Annisa Hasanah, Cindri Madelta, and Siti Khairuna Salwa. 2025. "Operationalization of Management Management Functions in Educational Institutions and." 02(01):468-77.
- Norte, Del, Elvis P. Patulin, Louella S. Degamon, Emmylou A. Borja, and Ma Crisanta S. Vasquez. 2024. "Tracer Study of Education and Graduate Program Alumni (2016 - 2022) at Surigao Tracer Study of Education and Graduate Program

- Alumni (2016 - 2022) at Surigao Del Norte State University." (July). doi:10.69569/jip.2024.0160.
- PerDirjen. 2023. "PerDirjen No. 24 of 2023 concerning Guidelines for the Implementation of the Treceer Study SMK.pdf."
- PerPres. 2022. "Revitalization of Vocational Education and Vocational Training, Number 68 of 2022." No. 68(132424).
- Rafael, Fernando. 2023. "Literature Review of the Effectiveness of the Use of Competency Based Learning on the Competency of Vocational Students." *Proceedings of the Vocational Education and Civil Engineering Seminar* 1.
- Ramadhani, Annisa, and Sumarlin Mus. 2025. "Nusantara Hasana Journal." 5(2):24-34.
- Ratussalimah, Hiya, K. A. Rahman, and Agus Lestari. 2025. "Principals' Strategies in Improving the Quality of Graduates in Vocational High Schools." 8(April):3920-32.
- Rifaldi Dwi Syahputra, Nuri Aslami. 2023. "The Key Principles of George R. Terry Management." 1(3).
- Rihlasyita, Wilda. 2025. "Tracer Study Strategy in Welcoming the External Quality Assurance System in the Arabic Language Education Study Program in the Horseshoe Zone, East Java." *Fashohah* 5:77-86.
- Rohman, Abdur, Mohamad Dimyati Ayatullah, Indira Nuansa Ratri, I. Wayan Suardinata, and Junaedi Prasetyo. 2023. "Implementation of Website-Based Tracer Study Application at Smk Ihya' Ulumudin." *ABDINUS Journal : Journal of Nusantara Service* 7(3):876-88. doi:10.29407/ja.v7i3.21213.
- Mouw, Julian Frank. 2024. "Situational Leadership Models." *READY* 13(1):69-90.
- Rusandi, and Muhammad Rusli. 2021. "Designing Basic/Descriptive Qualitative Research and Case Studies." *Al-Ubudiyah: Journal of Islamic Education and Studies* 2(1):48-60. doi:10.55623/au.v2i1.18.
- Sabara, Ita Kurnia, Sestuningsih Margi Rahayu, and Widyatmike Gede. 2020. "The Influence of Principal's Supervision Competence and School Culture on Teachers Performance of Public High School in Kutai Kartanegara Regency." (February). doi:10.4108/eai.14-3-2019.2291964.
- Sari, Indah Eka, and Muh. Hasyim Rosyidi. 2021. "School Principal's Strategy in an Effort to Improve the Quality of Graduates at SMK Idhotun Nasyi'in, Sugihwaras Village, Kalitengah District, Lamongan Regency." *Mudir* 3.
- Sari, Yuni Novita, and Chairul Mukmin. 2022. "Development of Tracer Study Information System at SMK Muhammadiyah 1 Palembang." *Journal of Information Technology Ambora* 3(2):94-107.
- Sigh. 2025. "Vocational Verval Tracer Study Guide 2025." *Ministry of Education and Education*.
- Seprada, Sociator. 2023. "Information system tracer study alumni of SMK Swakarya Palembang using the codeigniter framework."
- Shelly Andari, Aditya Chandra Setiawan, Windasari, and Ainur Rifqi. 2021. "Educational Management Graduates: A Tracer Study from State University of Surabaya, Indonesia." *IJORER: International Journal of Recent Educational Research* 2(6):671-81. doi:10.46245/ijorer.v2i6.169.
- Siahaan, Amiruddin. 2025. "The Principal's Leadership in Implementing Performance to Improve School Quality." *Thawalib: Journal of Islamic Education* 6(1):181-94.
- Sinar Utama, Volunteers, Lilik Anifah, I. Gusti Putu Asto Buditjahjanto, and Vocational Education. 2025. "Analysis of the Linearity of Competency of Vocational School Graduates with the World of Work Keywords." *JlIP (Scientific Journal of Educational Sciences)* 8 No. 6:5628.

- Sira, Karlo S., Pablo N. Minerva, and Dynn G. Haro. 2025. "A Tracer Study of Graduates from the Master of Industrial Technology (MIT) Program in One State University in the Philippines." 51(5):738-50.
- Siti Romdona, Silvia Senja Junista, Ahmad Gunawan. 2025. "Data Collection Techniques." *JISOSEPOL: JOURNAL OF SOCIO-ECONOMIC AND POLITICAL SCIENCES SOCIO-ECONOMIC AND POLITICAL SCIENCES* 3(1):39-47.
- Sri Wulandari, Syarif Maulidin. 2024. "Quality Assurance Management for the Learning Process: A Study at SMK N 2 Kendal." *Journal PAI* 4(4):164-79.
- Subagio, Rohmad, and Mamat Rahmat. 2024. "The Influence of Principal Leadership and the Active Role of the Industrial World on the Quality of Vocational High Schools." *JIPIS* 138-44.
- Sudarsono, Blasius. 2017. "Understanding Documentation." *Acarya Pustaka* 3(1):47. doi:10.23887/ap.v3i1.12735.
- Susilo, Yohan, S. Pd, M. Pd, and Nengky Tyasmara. 2025. "RICE PICKING TRADITION IN GLINGGANG VILLAGE, SAMPUNG DISTRICT, PONOROGO REGENCY." 12(2). <http://journal.unesa.ac.id/index.php/paramasastra>.
- Syahrul Fahmy, Wan Roslina. 2025. "The Implementation of Tracer Study at Tertiary Education Institutions: A Review of Recent Literature." *International Journal of Education, Psychology and Counselling* 10(57):886-902. doi:10.35631/IJEPC.1057057.
- Tessa, Adhis, M. Alie Humaedi, and the Ministry of Education. 2024. "Efforts to Strengthen Link and Match Through the Center of Excellence Vocational School Program: A Case Study of SMKN 1 Bantul." 16:93-108.
- Today, Kaltim. 2023. "East Kalimantan Education and Culture Conducts Tracer Study to Maximize Vocational School Graduates." 1-7.
- Wahid, Muchdjibir, and Devi Ratnasari. 2024. "Literature Review: Strategies to Increase the Hiring Rate and Shorten the Waiting Period of Vocational School Graduates in Workforce." 4(4). doi:10.30596/jcositte.v1i1.xxxx.
- Waluwandja, Petrisia Anas, Yanrini Martha Anabokay, Yenssy Mervilen Fanggidai, Jeff Mesah, Arnot Apsalon Kolnel, Yulinda Taebenu, and Article Info. 2024. "Implementation of the IDUKA (Link and Match) Program in Vocational High Schools." 7(1):11-23.
- Wargijono Utomo. 2021. "Almufi Journal of Measurement, Assessment, and Evaluation Education (AJMAEE)."
- O'Neill, Your Excellency. 2023. "Tracer Study Report Bachelor of Veterinary Medicine Faculty of Veterinary Medicine Brawijaya University year 2023." *Brawijaya University*.
- Wulan, Nur, and Intan Palupi. 2024. "Exploring the Theory and Effectiveness of Leadership Styles for the Millennial Generation." 05:158 66.
- Yaya, A. M. 2023. "THE ROLE OF SCHOOL PRINCIPALS IN THE IMPLEMENTATION OF CONFLICT MANAGEMENT (Case study at Al-Idris Sariwangi High School, Tasikmalaya Regency)." 2(1):286-99.
- Yunus Anis, Hersatoto Listiyono, Retnowati, Eko Nur Wahyudi, and Sri Mulyani. 2024. "Tracer Study Training for Students of SMK-01 Tonjong Brebes to Measure Vocational Education Graduates." *Service: Journal of Community Service and Service* 2(2):93-99. doi:10.58641/servis.v2i2.89.
- Za'imatun Niswati, Syukriansyah, Dwi Mar, and Lina. 2025. "Web-Based Tracer Study Information System Using the Concept of RESTful AP Web Service at SMK Negeri Karang Baru." *STRING (Research and Technology Innovation Writing Unit)* 10(1).