The Contribution of Grade Point Average of *Cum Laude* Students to the Type and Relevancy of Career

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Abstract: The success of higher education institutions can be seen from several indicators. One of the indicators is the institutions that can produce outputs and outcomes with the competence in relation to the needs of society. The graduates' academic achievement can be described through their grade point average (GPA). There were 79 graduates who got *Cum Laude* predicate at the Department of Islamic Studies, IAIN Imam Bonjol Padang in the 1st Period of graduation which was held on August to September and in the 2nd period on March, from the academic year of 2011 to 2015. The lowest GPA was 3.50 while the highest GPA was 3.93. The graduates who got *Cum Laude* have worked in several fields of jobs; such as Islamic Religion teachers, staffs in government offices, banks, and political parties both in West Sumatra and out of Sumatra. The study showed that there is no significant contribution of GPA with their career. It implied that GPA will not determine the graduate career either as a teacher on Islamic studies or as a teacher on social science and civics education. It also found that the graduates who work in out of field of studies were caused by the demand of the schools because of lack of teachers.

Keywords: *Cum Laude* achievement; type of career; career relevancy

INTRODUCTION

The success of an institution can be seen from several indicators. One of indicators is that the institution can generate outputs and outcomes (working graduate) by applying their knowledge in the relevant field of work according to the needs of society (Al-Turki & Duffuaa, 2003; Etzkowitz, Webster, Gebhardt, & Terra, 2000; Teacher, 2007). This is one of the goals of education that the graduates' knowledge can be useful in the public profession which is related to the expertise of the graduates.

A trace study was conducted to seek the graduates' job and the relevance of the job field in accordance with the need of the community. Therefore, tracer study is necessary done every year regularly (Chandra, Renny, & Ruhama, 2014; Fahriany, Musfah, & Albantani, 2015; Schomburg, 2003; Teichler, 2007; Zulhimma, 2015). Trace study studies contain information about a graduate of work, type of work, and the

benefits of graduates by the users (stakeholders). Then, in this studies, there are also several section that is still related to the graduates' information such as is the suitability of the educational background to their career, the achievements obtained during their education process, the suitability of the graduates' ability to the needs of society, the limitations of graduates in devoting their knowledge, the waiting period of graduates in getting a job and their salary (Asmawi, 2010).

Faculty of Teacher Training as the oldest faculty in IAIN Imam Bonjol Padang holds the graduation ceremony twice a year. Many alumni were obtained *Cum Laude* predicate. *Cum Laude* can be achieved by students in accordance with the campus policy (Academic Guidelines IAIN Imam Bonjol: 2014), namely, a The minimum GPA is 3:50 (three point five zero), the study lasts for 8 (eight) semesters respectively for undergraduate programs (S1), and the lowest grade is B. The following table is the distribution of alumni for *Cum Laude* predicate in Faculty of Teacher training in IAIN Imam Bonjol Padang.

Table 1. The Data of Alumni with *Cum Laude* predicate
At Teacher Training Faculty of IAIN Imam Bonjol Padang

No.	Academic Year	Department								Number
		PAI	PBA	MPI	PGMI	B.ING	MTK	IPA	IPS	
1.	2011/2012	11	1	1	-	2	1	1	-	17
2.	2012/2013	12	7	1	-	1	-	3	1	21
3.	2013/2014	25	4	7	-	1	-	4	2	43
4.	2014/2015	14	4	3	11	2	4	5	-	43
5.	2015/2016	17	-	6	10	7	3	4	6	53
	Total	79	16	18	21	13	8	17	9	181

Source: Academic and Student affairs, 2016

From the preliminary data, we had obtained information of the alumni who had a GPA with *Cum Laude* predicate. They had various work careers such as teachers of civil servants and non civil servants. They work as Islamic teacher civics teacher and Indonesian teacher. They did not only teach the level of elementary, junior high, senior high, MI, MTs, MA, but also in early childhood education. In addition, the information was also obtained about alumni who work for the government bank, as politician, and as enterpreneurship. From these tracing studies, some Alumni don't work in the same field as their education at the Faculty of teacher training of IAIN Imam Bonjol Padang.

The purpose of this research was to describe (1) The grade point average (GPA) of alumni predicated *Cum Laude* at the Department of Islamic Education Faculty of Teacher Training in IAIN Imam Bonjol Padang, (2) type and the relevance of the work of alumni of the Islamic Education Department in the Faculty of Teacher Training IAIN Imam Bonjol Padang, and (3) the contribution of grade point average (GPA) of *Cum Laude* predicate to the type and the work relevancy toward the alumni of the Islamic Education Department of Teacher Training Faculty in IAIN Imam Bonjol Padang.

Each institution will continuosly to improve the quality of its human resources. Any institution should prepare competence or skillful in their field (Alexander, 2000). By preparing the qualified and relevant output to the need of the society will be an important influence for the academic community and society at large because in the real world, the alumni will serve the public, both communities in the school environment and society in general.

Work is an economic activity that a person does to earn income. Work is defined as productive activities in performing an activity for obtaining income. Working efficiently is to work with movement, effort, time and less fatigue. Efficient work can be applied by each employee for big or small jobs, so it can speed up the completion of the task by saving energy, time, cost, other materials (Almigo, 2004; Hurtz & Donovan, 2000; Xanthopoulou, Bakker, Demerouti, & Schaufeli, 2009).

The job description is a written statement of what is actually done by the worker, how he does it, and the condition works by writing the specifications of the work associated with the knowledge, abilities, and skills required to perform the work satisfactorily (Dessler, 2009; Dessler & Tan, 2006).

Work is an activity or an action that produces something that is usually in the form of matter. These jobs can be grouped into: (1) Work that requires expertise and specific education. Example: teachers, doctors, and pilots; (2) Work that does not require expertise and specific education. Example: construction building and rickshaw drivers. This type of work is categorized into civil servants, private sector employees, farmers, fishermen, farmers, and handyman.

Islamic Education Department Teacher Training of IAIN Imam Bonjol Padang as an Islamic educational institution has the vision and a mission to make the alumni become educators on Islamic Religion Subject in formal and informal institutions. The education that has been passed should have relevance to the work taken by alumni, in the field of Islamic religion.

Grade Point shows the Achievement of students in participating during the educational process in one semester, while the grade point average (GPA) shows an average of all Grade Points that have been achieved in the previous semester cumulative or total (Academic Guidelines IAIN Imam Bonjol Padang: 2014), At the higher education level, Grade Point is calculated as the average norm of value obtained by a student on the course after weighted on "Credit Score". The value Norm ranges from 4 (A, best) to 0 (E, failed). Furthermore, the number of credits is determined the amount (usually 1 to 4 Semester Credit/SKS) based on the weight of each course. The weights are determined based on the importance of these courses in enhancing the competence of graduates. Grade point is calculated for each semester. Furthermore it is stated by (Suharsono, 2010), the GPA with a value of zero indicates a very low level of intelligence; one shows a low level of intelligence; two shows the level of sufficient intelligence, three shows a high level of intelligence, and four shows a very high level of intelligence (Helms & Rogers, 2015; Plominski & Burns, 2017). According to the academic guidelines of IAIN Imam Bonjol Padang (2014), *Cum Laude* can be given if: (1) a minimum GPA of 3.50; (2) the period of completion of the course Not last than 8 (eight) consecutive semesters for S1, and the lowest value is B.

METHOD

The approach used in this study was a qualitative and quantitative approach. This approach was used to collect the information, opinions, data, and input from the alumni about the type of job of the graduates who obtained *Cum Laude* predicate on Islamic Religious Education Department (PAI) of Teacher Training IAIN Imam Bonjol Padang and their relevancy careers to the society needs. The research was conducted from September to November 2016 by collecting the data of students' GPA with *Cum Laude* predicate in the period 2011-2015 and their type of Job and the relevant of the work undertaken completely.

Subsequently, the ordinal data were collected about the type and relevance of the work of alumni with *cum laude* predicate at the

Department of PAI Faculty of Teacher Training IAIN Imam Bonjol Padang, which consists of several categories, namely: Teacher/ Civil Servant/Freelance Teacher (4), the State / Private Employees (3), Farmers, Fishermen, Craftsman (2), and Unemployment / continue studying to S2 (1). Furthermore, the relevance of the work can be categorized into the teacher of Islamic Religion (2), Non Teacher of Islamic Religion (1), The population in this study was the graduates of the Department of Islamic Education on Teacher Training Faculty of IAIN Imam Bonjol Padang with *Cum Laude* predicate period 2011 - 2015 which amounted to 79 people with the following description:

Table 2. Distribution of Alumni with *Cum Laude* Predicate
Academic Year 2011/2012 – 2015/2016

No.	Academic Year	The Period of The graduation		The number
		Period I (August/Sept)	Period II (March)	
1.	2011/2012	9	2	11
2.	2012/2013	8	4	12
3.	2013/2014	18	7	25
4.	2014/2015	8	6	14
5.	2015/2016	9	8	17
	Total	**52**	**27**	**79**

Source: Academic and Students affair's document, 2016

Data of this study were collected through:
1. Questionnaire
Data obtained by contacting the alumni directly (offline), or via e-mail, sending Text and calling, and seeking from various social networks, such as Blackberry messenger, Facebook, WhatsApp, Instagram (online).

2. Interview
Interviews were conducted to gather the data of alumni work, both of its kind and its relevance to the field of PAI (Y1 and Y2 variable).

3. Documentation
The document was in the form of the decree of the authority related to their teaching position and their work. They were obtained from the tracer studies in PAI Department for the past four years. Those research data that had been collected in this study were supported by interview and the document of GPA and type of work as a teacher of Islamic religion and non Islamic teachers, private sector employees, farmers, fishermen, cattleman, craftsmen, or unemployment, and continuing their education to a higher level.

For quantitative data, the data analysis technique used was the analysis of statistical data such as frequency, percentage, and averages by classifying the data. Descriptive regression analysis aimed to find out how big contribution of X variable to Y1 and Y2 variable. Regression was analyzed to seek the grade point average (GPA) with *Cum Laude* predicate (X variable), and the type and relevance of Work (Y1 and Y2 variable) of the *alumni* of the Department of Islamic Education on teacher training Faculty of IAIN Imam Bonjol Padang.

RESULT AND DISCUSSION

The alumni at the Department of Islamic Education on Teacher Training Faculty of IAIN Imam Bonjol Padang in the period 2011 - 2015 with *cum laude* Predicate were 79 people who graduated in the first period in August/September and in the second period in March each year. *Cum laude* Alumni who

graduated in the first Period of September 2011 were 9 people, 5 women and 4 men. From these data, the five alumni who are female have been teaching Islamic religion subject at the various levels of schools and Islamic school, such as in elementary, junior high, MTs, and a boarding school while the male alumni are not teachers. They work for government, in the Bank, as administration in the Political Parties, entrepreurship, and continue his education to a higher level S2 in the Graduate program IAIN Imam Bonjol Padang.

In the period on March 2012 graduation, the *cum laude* alumni were only 2 females. They are now working as lecturers in Islamic Education College STAI Yastis Padang and in the Department of PAI Faculty of Teacher Training IAIN Imam Bonjol Padang.

The alumni data with *cum laude* predicate in the period of September 2012 graduation showed that the alumni were 8 people, three women and five men. They teach Islamic Religion Subject, work in kindergarten, do enterpreurship, and continue study to S2 in UPI Bandung and IAIN Imam Bonjol Padang. Based on the field of study taught, there are alumni who teach two subjects, namely PAI and Civics. Alumni who taught Civics are due to a lack of teachers who teach in junior high school Bukittinggi for Civics education. Furthermore, there are also alumni teaching in kindergarten while continuing study to S2 in IAIN Imam Bonjol Padang.

In the period of March 2013, 4 *Cum Laude* alumni were obtained. All of them are female. They are teaching Islamic Religion Subject in boarding school, elementary and junior high while continuing their study to S2 IAIN Imam Bonjol Padang.

In the period of September 2013 was a period that produced more *cum laude* graduates than the previous ones. They were 18 alumni. 8 are female, and 10 are male. 10 graduates work as teachers of Islamic religion subject. One of them teaches Al Qu'ran. In addition, there are alumni who teach Curriculum in the Department of Islamic Religion on Teacher Training Faculty of IAIN Imam Bonjol Padang.

The data above shows that not all alumni teach Islamic subject, but there is also as a KUA staff and continue study to S2. For the alumni who continue study in IAIN Imam Bonjol Padang applied directly without pursuing the career as a teacher of Islamic religion. In the period of March 2014, there are 7 alumni with cum laude predicate, 3 women and 4 men. 6 alumni teach Islamic religion and one of them went the higher level of education. In the period of March 2015, there were 6 *cum laude* graduates, 4 female and 2 male.

From the data obtained through social media, there are two people continuing to a higher level S2 in the Graduate program IAIN Imam Bonjol Padang. These two alumni do not work because they want to focus on their study.

In the Period of March 2016, they teach Islamic religion subject in junior high school, boarding school, and the two of them went on to a higher level of study (S2). Yet, the data were found different. There are alumni who teach social science in junior high school Padang Panjang. Social science doesn't categorize on PAI subject, but they teach it because there was no more job opportunities anymore.

Those are the data descriptions of alumni on the Department of Islamic Education with *Cum Laude* predicate from the period 2011 - 2015. There were alumni who teach in elementary, junior high, high school, boarding school, and various universities, both public and private. Besides that, also there are some alumni who are self-employed by running farm and trade and the others continue to a higher level S2 in various campus such as IAIN Imam Bonjol and UPI Bandung.

The *cum laude* Alumni at the Department of Islamic Education were 79 people speeded in various types of work, both

as a teacher of Islamic and non-Islamic religion, but there are also working for government, Bank outside of West Sumatra, and in political parties, and as KUA the administration.

In addition, many of the alumni who do not work because they continue their education to a higher level (S2). The following table shows the types of work of the alumni.

Table 3. The type of Alumni's Work in the Department of Islamic Religion Education

No.	Work
1.	Islamic Religion Teacher in SDN Pesisir Selatan/S2 IAIN IB Padang
2.	Islamic Religion Teacher in SD Madina Islamic School Payakumbuh
3.	Islamic Religion Teacher in SDN Bukittinggi
4.	Teacher in SDN 26 Padang
5.	Islamic Religion Teacher in SDN 15 Lubuk Alung Pariaman
6.	Islamic Religion Teacher in SD Jakarta
7.	Islamic Religion Teacher in SDN 15 east Padang
8.	Islamic Religion Teacher in SDN 27 Padang
9.	Islamic Religion Teacher and Indonesian in SD Islam Terpadu Padang
10.	Teacher in SD Lubuk Buaya
11.	Islamic Religion Teacher in SMP Bukittinggi/S2 IAIN IB Padang
12.	Islamic Religion Teacher in SMP Nurul Hikmah Padang Panjang/late
13.	Islamic Religion Teacher in SMP Maria dan SMP Frater Don Bosco Padang/S2 IAIN IB Padang
14.	Islamic Religion Teacher in SMP Bukittinggi
15.	Islamic Religion Teacher in SMPN 28 Padang/S2 IAIN IB Padang
16.	Islamic Religion Teacher in SMPN 12 Padang
17.	Islamic Religion Teacher in SMPN 1 VII Koto Sungai Sariak Pariaman/ S2 IAIN IB Pdg
18.	Islamic Religion Teacher in SMP Adabiah Padang/S2 IAIN IB Pdg
19.	Islamic Religion Teacher and civis education in SMP Bukittinggi
20.	Islamic Religion Teacher in SMAN Solok
21.	Islamic Religion Teacher in SMPN 17 Padang/S2 IAIN Imam Bonjol Padang
22.	Islamic Religion Teacher in SMPN Solok
23.	Islamic Religion Teacher in SMPN 1 Padang
24.	Islamic Religion Teacher in SMPN 39 Padang
25.	Islamic Religion Teacher in SMPN 5 Padang
26.	Islamic Religion Teacher in SMAN Solok
27.	Islamic Religion Teacher in SMA Padang
28.	Islamic Religion Teacher in SMAN 2 Lembang Jaya Solok
29.	Islamic Religion Teacher in SMAN 2 Padang
30.	Islamic Religion Teacher in SMK Padang
31.	*Fiqh* teacher di MTs Solok
32.	Islamic Religion Teacher in MTs Dharmasraya
33.	*Al Qur'an Hadits* teacher in MTs Muhammadiyah
34.	*Al Qur'an Hadits* teacher di MTsN Sintoga Pariaman
35.	Islamic Religion Teacher in Pondok Pesantren Pasia Bukittinggi
36.	Islamic Religion Teacher in Pondok Pesantren Medan
37.	Islamic Religion Teacher in Pondok Pesantren Hamka Pariaman
38.	Islamic Religion Teacher in Pondok Pesantren Mhd Muhsin Banjarbaru
39.	Islamic Religion Teacher in Pondok Pesantren MTI Pasir Ampek Nagari Agam

No.	Work
40.	Islamic Religion Teacher in Pondok Pesantren Medan
41.	Islamic Religion Teacher in Pondok Pesantren Modern Al-Abrar Padang Sidimpuan/S2 IAIN IB Padang
42.	*Alqur'an* teacher di Yayasan Ar-Royyan
43.	Islamic Religion Lecturer in STAI Pesisir Selatan
44.	Islamic Religion Lecturer in STAI Yaptip Pasaman
45.	Lecturer in FTK IAIN Imam Bonjol Padang
46.	Islamic Religion lecturer in STAI Yastis Padang
47.	Curriculum lecturer in FTK/S2 IAIN IB Padang
48.	Islamic Religion Teacher in Bimbel Padang
49.	Kindergarten Teacher in Aceh
50.	Kindergarten teacher in Sijunjung/S2 IAIN IB Padang
51.	Social science teacher in SMP Padang Panjang
52.	Marketing in BRI Bengkulu
53.	Administration staff in National Demokrat Party Padang
54.	KUA staff in Solok
55.	Trade in Padang
56.	Enteurpreneurship-fish in Batusangkar
57.	Entepreurship- cosmetics /S2 UPI Bandung
58.	enterpreneurship– cattle in Koto Baru/ Islamic Religion Teacher in SD Payakumbuh
59.	unemployement/S2 IAIN IB Padang

According to the table above, it shows that the *cum laude* alumni work in the various types of work. The table above describes 59 types of work of 79 alumni who had cum laude predicate and the 20 graduates had the same job as the type of work above, namely as a religious teacher in the city of Padang and studying to S2.

GPA with *cum laude* Data was as X variable, the type of work and its relevance as a variable Y1 and Y2. These had been collected from various sources, both from the academic and student affairs document and from direct informants through various means of communication. GPA cum laude of the alumni of the Department of PAI IAIN Imam Bonjol Padang are described in the following table.

Table 4. The Frequencies GPA with *Cum laude* predicate and Alumni's types of work in PAI 2011-2015

Statistics			
		GPA for Cumlaude Alumni 2011-2015	Types of works of the Alumni PAI 2011-2015
N	Valid	79	79
	Missing	0	0
Mean		367.0127	3.4177
Median		366.0000	4.0000
Mode		353.00[a]	4.00
Std. Deviation		12.10689	1.09319
Variance		146.577	1.195
Range		63.00	3.00
Minimum		350.00	1.00
Maximum		393.00	4.00
Sum		28994.00	270.00
a. Multiple modes exist. The smallest value is shown			

Based on the frequency of the data above, it can be seen that the contributions of GPA with *cum laude* predicate on the types and relevance of the work undertaken by alumni, namely as a teacher of Islamic religion or non-religion. Description in the table below:

Table 6. The regression of GPA with *Cum Laude* predicate and the alumni's types of work In 2011-2015

			Model Summary[b]		
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	
1	.131[a]	.017	.004	1.09076	

a. Predictors: (Constant), GPA of Cum Laude Students in 2011-2015
b. Dependent Variable: Type of Works of PAI Alumni in 2011-2015

	ANOVA[a]					
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	1.604	1	1.604	1.348	.249[b]
	Residual	91.611	77	1.190		
	Total	93.215	78			

a. Dependent Variable: Type of Works of PAI Alumni in 2011-2015
b. Predictors: (Constant), GPA of Cum Laude Students in 2011-2015

	Coefficients[a]					
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	7.765	3.746		2.073	.042
	GPA of Cum Laude Students in 2011-2015	-.012	.010	-.131	-1.161	.249

a. Dependent Variable: Type of Works of PAI Alumni in 2011-2015

Based on the data analysis, the value of R Square is 0.017 or 1.7% with the value of alpha> 0.05 at 0.249. It means there are no significant contributions of the alumni with *cum laude* GPA to the type of work undertaken by these alumni. It can be seen that although the GPA is high but they work in various forms of works, as teachers, working for government both state and private, businessman, trade, farming, and continuing their education to a higher level.

Having interviewed, some alumni answered that they worked just based on the job opportunities which was available at the time while waiting for being the teacher of Islamic religion teacher, but some preferred not being as a teacher. This occurred not because there is no job opportunities as teacher but because they do not have interest on being a teacher. Here are the results obtained on regression to X to Y2 variable.

Table 7. The regression of Alumni's GPA with *Cum Laude* Predicate and
Their Work Relevancy in 2011-2015

		Model Summary[b]			
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	
1	.059[a]	.003	-.014	.30460	

a. Predictors: (Constant), GPA with Cum Laude predicate 2011-2015
b. Dependent Variable: Alumni's work relevancy 2011-2015

	ANOVA[a]					
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	.019	1	.019	.200	.656[b]
	Residual	5.381	58	.093		
	Total	5.400	59			

a. Dependent Variable: Alumni's work Relevancy 2011-2015
b. Predictors: (Constant), GPA with *Cumlaude* predicate 2011-2015

	Coefficients[a]					
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	1.359	1.209		1.124	.265
	GPA with *Cumlaude* predicate 2011-2015	.001	.003	.059	.448	.656

a. Dependent Variable: the alumni's work relevancy in 2011-2015

Based on the above data, it can be seen that between the Alumni's GPA with *cum laude* predicate and their relevance of the work obtained the value of R Square of 0.003 or 0.3% to the level of alpha> 0.05 that is equal to 0,656. It is claimed that a high GPA do not specify that the alumni will surely be teaching an Islamic religion subject, but also other subjects such as social studies, civics, and general field like Indonesian etc. Based on the information obtained, they teach subjects of non- Islamic religion because of the demand from the school due to of the lack of teachers in the schools the keep teaching that subjects even though it is not their expertise as alumni of the Department of Islamic Education IAIN Imam Bonjol Padang.

CONCLUSION AND RECOMMENDATION

The Alumni of Department of Islamic Religion Education who obtained Cum Laude were 79 people from August 2011 to March 2015 of the graduation. The lowest GPA was 3.5 and the highest was 3.93.

The alumni with *cum laude* predicate at the Department of Islamic Education were 79 people spreader in various kinds of job, not only as a teacher of Islamic religion and non Islamic religion, but also there are some *alumni* working for government such as in the Bank, out of West Sumatra, and working in the political parties and as KUA the administrator.

Based on the results of the research, it reveals that there is no significant contribution between the alumni with *cum laude* predicate and the type of work undertaken by these alumni. It can be seen that although the GPA is high but they work in various kinds of job, such working as teachers, working in government agencies, both states and private, businessman, merchant, farming, and continuing their education to a higher level. Furthermore, a high GPA did not specify that the alumni will be teaching an Islamic religion, but they also teach the subject other than Islamic subject. For example social studies, civics, and general subjects.

This research is given recommendations to: It is expected for the alumni to keep improving their learning achievement so that they will get high GPA and related competences such as cognitive, affective, and psychomotor that can be used as a consideration for them to be accepted as the teacher in accordance with the mission of Islamic Education Department Faculty of Tarbiyah and Teacher Training IAIN Imam Bonjol Padang.

It is expected for the head of Faculty of Tarbiyah and Teacher Training IAIN Imam Bonjol Padang to give socialization to the *Dinas Pendidikan* and *Kanwil Kementrian Agama* in order to give information about the alumni's profiles that are ready for work. This socialization can also be done when the students do their teacher training, where the MoU can be signed between the school and the institution that the school is willing to accept the alumni as the teacher.

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