
The Urgency of Assessing Zakat and Waqf Management Graduates for Achieve Industry Needs

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Abstract: *One skill of economics students that is still lacking today is the skill in managing zakat and waqf. In fact, the need for zakat and waqf managers for zakat and waqf institutions is immense. the lack of experts in the field of zakat and waqf management, the researcher is interested in conducting research intended for graduates of zakat and waqf management at IAIN Kudus, where this major is still rare in Indonesia and has few enthusiasts, even though the scope of work is very broad and much needed. This research uses a quantitative descriptive research design with a survey approach. The subjects of this research are graduates of the Zakat and Waqf Management Study Program IAIN Kudus from 2017 to 2020, totaling 56 people. Graduates of the Zakat and Waqf management program have found employment, with 35 people or 63% of graduates from 2017 - 2020. This is very good, considering that it is still difficult to get a job at this time. However, although the waiting period also shows good numbers, this is not the case with the suitability of the field of work, which still chooses to work that is not in accordance with their field.*

Keywords: *tracer study, zakat and waqf management, graduates*

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INTRODUCTION

Indonesia's economic activities have significantly increased, especially since the introduction of Islamic economics. The majority of Indonesia's population adheres to Islam, making the emergence of Islamic economics in Indonesia increasingly encouraging them to enhance their economic activities. The rise of Islamic economics in Indonesia is marked by the proliferation of financial institutions (Islamic banking and non-banking); halal tourism; halal cosmetics; halal food, and so forth.

The advancement of Islamic economics can begin by providing ample knowledge to the younger generation, particularly among students in academic institutions. As higher education institutions, academic institutions continually produce graduates capable of competing with the ever-evolving technology and user expectations, namely industry. In response to the need for professional education in Islamic economics and business, academic institutions must provide

updated curricula; modern facilities and equipment; efficient student services; responsive organization and administration; faculty with effective teaching techniques and strategies to ensure that the education provided to their students is maximized (Chavez, Dotong, Camello, & Laguador, 2016).

Knowledge related to Islamic economics imparted in academic institutions includes Islamic business management, Islamic banking, Islamic accounting, and also zakat and waqf management. This knowledge provided to students in college is expected to broaden their insights and skills so that they are prepared to meet the demands requested by industry. Industries that can accept graduates from the fields of Islamic economics and business include financial and non-financial institutions, zakat and waqf management institutions, educational institutions, as well as halal industries that are increasingly emerging in Indonesia. This vast need for graduates is expected to strengthen the Islamic economy in Indonesia.

One factor that can drive the Islamic economy in Indonesia is zakat and waqf. Zakat and Waqf, as one of the pillars of Islam, encompass community life in the context of *ijtima'iyah* worship (social worship). Zakat and waqf have two dimensions: the divine dimension and the human dimension. Zakat and waqf are related to the divine dimension as they are depicted as a form of devotion and gratitude of a servant to his Lord. Meanwhile, when viewed from the human dimension, zakat and waqf can provide benefits to mankind, among others, zakat and waqf can be a means to foster a sense of solidarity and concern for fellow human beings, as a source of funds to fulfill the facilities and infrastructure needed by mankind, so that zakat and waqf can be said to be a driving force in improving welfare and reducing poverty. Zakat and waqf are believed to be acts of worship that can balance social relations. Through zakat and waqf, the distance between the rich and the less fortunate can be narrowed. The rich have an obligation to help and care for those who live less fortunate and live around them (Sa'adah, 2017).

In economic terms, zakat is an act of transferring wealth from the rich to the poor. Therefore, the prohibition of usury and the command to pay zakat (Q.S al-Baqarah: 276) are two concepts that are always put forward in every discussion related to Islamic socio-economics. Zakat and waqf need to be understood not only as pillars of Islam that are an obligation for a Muslim, but zakat and waqf are capable of improving the welfare of society in general, because by giving zakat, it will create a harmonious atmosphere and have a sense of caring for others who are more in need (Hafidhuddin, 2002).

One skill of economics students that is still lacking today is the skill in managing zakat and waqf. In fact, the need for zakat and waqf managers for zakat and waqf institutions is immense. This is because the potential of zakat and waqf in Indonesia is enormous, but individuals or groups who are experts in this field are still very few. The ignorance of the younger generation who do not want to take zakat and waqf majors is what makes zakat and waqf institutions increasingly difficult to find zakat and waqf experts.

In Indonesia, zakat and waqf have become a mandate of the law. The management of zakat and waqf is not only through the National Zakat Agency (BAZ) and the Zakat Amil Institution (LAZ), but can also be carried out by other zakat management organizations (OPZ). Along with the presence of zakat

management organizations that are increasingly mushrooming in Indonesia, good management is needed so that all their activities run effectively. This is based on the reason that zakat and waqf funds are community funds that need to be used for the common good (Nasution, 2011).

Based on the problems that arise, namely the lack of experts in the field of zakat and waqf management, the researcher is interested in conducting research intended for graduates of zakat and waqf management at IAIN Kudus, where this major is still rare in Indonesia and has few enthusiasts, even though the scope of work is very broad and much needed. Therefore, research is needed that examines the usefulness of graduates of zakat and waqf management at IAIN Kudus for its users, namely zakat and waqf management institutions or organizations.

LITERATURE REVIEW

Tracer study is a survey of graduates from higher education institutions considered an important tool in the objectives of institutional development, especially when the world of work changes rapidly. Using this method, academic institutions get input and information from their graduates. This tracer study aims to assess the relevance of the curriculum, knowledge, and skills acquired by graduates for their jobs; to identify the personal and professional characteristics and job placement of graduates.

In addition, tracer studies can also be conducted to determine the factors associated with graduate job placement. Specifically, tracer studies contain information about graduate work profiles such as job type, job waiting time, problems faced in finding work, and factors that contribute to job placement and skills acquired.

Based on the results of research conducted by (Chavez et al., 2016), the research shows that the first related jobs accepted by engineering graduates are related to their fields; obtaining the first job within 6 months; and have worked for more than one year. Meanwhile, research (Soegoto, Wahdiniwati, Warlina, & Heryandi, 2018) conducted for graduates of the Indonesian Computer University (UNIKOM) provides results that the average transition period is four months, and 34% of alumni are employed before graduation. About 83% of graduates claim that their studies have a close relationship with their recent employment level. While 62% say that their education is the same as their job. The competency gap between university contributions and zero alumni is found in research skills. This shows that UNIKOM has achieved its graduates aimed at research skills competence.

RESEARCH METHODS

This research uses a quantitative descriptive research design with a survey approach. In general, the implementation of this tracer study consists of the following stages: (1) Concept and instrument development, (2) Data collection, and (3) Data analysis and reporting. This study aims to describe the existence of graduates of the Zakat and Waqf Management study program at IAIN Kudus in the community.

The subjects of this research are graduates of the Zakat and Waqf Management Study Program IAIN Kudus from 2017 to 2020, totaling 56 people. Graduates of the Zakat and Waqf Management Study Program IAIN Kudus are spread across various regions, especially in Central Java Province. In this study, the respondents are all graduates based on their graduation year.

The process of collecting data and information about the profiles of graduates of the Zakat and Waqf Management study program at IAIN Kudus was carried out by researchers distributing questionnaires in the form of Google Forms to graduates. In addition, researchers also conducted interviews conducted with graduates directly. This interview activity was carried out by holding a symposium for the extended family of zakat and waqf management at IAIN Kudus. This activity, in addition to being carried out to collect data in research, also formed an alumni association organization for the Zakat and Waqf Management study program at IAIN Kudus. The flow of tracer study implementation is as follows:

RESULTS AND DISCUSSION

Tracer study research data was collected by sending a Google form to 56 graduates of the Zakat and Waqf Management Study Program from the 2017-2020 graduating classes. The researcher obtained 56 data points where the respondents had an average GPA of 3.57. Each respondent was able to complete their studies within 4 years or exactly 8 semesters. The following is a summary of the research respondents:

Table 1. Data of Zakat and Waqf Management study program Graduates

No	Name	Gender	Graduation Year	GPA
1	Muh. Usman Prasetyo	Male	2017	3.49
2	I'in Nur Afifah	Female	2017	3.65
3	Aulia Candra Sari	Female	2018	3.83
4	Ana Indah Lestari	Female	2018	3.76
5	Muhammad Ajib	Male	2018	3.45
6	Diyah Ayu Zahrotul Jannah	Female	2018	3.71
7	Ahmad Thoharul Anwar	Male	2018	3.57
8	Donna Ayu Melani	Female	2018	3.65
9	Nilna Roihanatassa'adah	Female	2018	3.71
10	Sirawati	Female	2018	3.73
11	Naila Amania	Female	2018	3.69
12	Ma'rifatul Hidayah	Female	2018	3.69
13	Anifah Purbowanti	Female	2018	3.69
14	Nita Sari	Female	2018	3.65
15	Muhammad Nurul Hana	Male	2019	3.38
16	Feri Ashari	Male	2019	3.35
17	Ayu Anggita Cahyani	Female	2019	3.64
18	Ayu Dian Pangesti	Female	2019	3.66

No	Name	Gender	Graduation Year	GPA
19	Zulfa Firdaus	Female	2019	3.57
20	Julia Aryanti	Female	2019	3.62
21	Miftakhul Izza	Female	2019	3.57
22	Ichwan Diki Pradana	Male	2019	3.63
23	Feni Rahayu Ningsih	Female	2019	3.64
24	Amirul Umam	Male	2019	3.43
25	Siti Marfuah	Female	2019	3.43
26	Muhammad Choliq Hafidin	Male	2019	3.6
27	Andi Nur Wakhid	Male	2019	3.4
28	Selamet Ci Putra	Male	2019	3.32
29	R. Alfian Andre Fahreza	Male	2019	3.36
30	Muhammad Aufa Atqiya'	Male	2019	3.52
31	Aji Sulistiyo	Male	2019	3.75
32	Moh. Suryo Atmaja	Male	2019	3.43
33	Muhammad Syihabuddin	Male	2019	3.4
34	Sofi Nurjanah	Female	2019	3.88
35	Hervina Critisia	Female	2019	3.63
36	Kharisatun Nadlifah	Female	2019	3.64
37	Sari Dewi Damayanti	Female	2019	3.67
38	Hanim Bil Fadhilah	Female	2020	3.8
39	Muhammad Syawaluddin	Male	2020	3.29
40	Lutfi Zaki Prihantoro	Male	2020	3.51
41	Rina Mahmudah	Female	2020	3.48
42	Dadang prasetyo	Male	2020	3.49
43	Muhammad Riza Aftoni	Male	2020	3.46
44	Firda Ramadhanti	Female	2020	3.62
45	Eni Pratiwi	Female	2020	3.52
46	Muhammad Nur Hidayat	Male	2020	3.54
47	Ilma Hidayanti	Female	2020	3.48
48	Ulin Nuha	Male	2020	3.47
49	Fithrotun Nikmah	Female	2020	3.66
50	Deni Rizqi Kurniawan	Male	2020	3.58
51	Siti Shofiati Noor	Female	2020	3.6
52	Siti Khoirun Nisa	Female	2020	3.53
53	Vina Zulianti	Female	2020	3.54
54	Imam Sofiyullah	Male	2020	3.56
55	Novita Faradilla	Female	2020	3.58
56	Lailatul Puji Khoiriyah	Female	2020	3.63

Based on the table above, it can be concluded that the highest number of graduates from the Zakat and Waqf Management program was in 2019, with 23

people or 41%, followed by the 2020 graduates with 19 people or 34%, then the 2018 graduates with 12 people or 21%, and finally the 2017 graduates with 2 people or 4%. The Zakat and Waqf Management Study Program at IAIN Kudus first accepted students in 2013 and first graduated them in 2017.

Employment Status

The employment status of graduates is as follows

Table 2. Employment Status of Graduates

Status	2017	2018	2019	2020
Employed (full-time/part-time)	2	10	14	9
Entrepreneur	0	2	6	0
Continuing Education	0	0	0	0
Unemployed, Actively Seeking Employment	0	0	3	10
Not Yet Able to Work	0	0	0	0

Based on the table above, it is evident that a significant portion of the graduates from the Zakat and Waqf Management program at IAIN Kudus are employed, with 62% of the graduates already working. The types of jobs they have chosen include working as employees in companies, foundations, institutions, and other businesses. Additionally, there are graduates who have started their own businesses. They began their ventures while still in college, and some have only recently started their businesses after graduating. There are 13 graduates who are currently unemployed. This is due to the job market being challenging and also because they are recent graduates, particularly those from the 2020 class, where 10 graduates are still seeking employment. Their efforts have included applying for jobs whenever there are openings, particularly online, considering that during the current pandemic, many companies are opting to reduce their workforce. This makes it extremely difficult for graduates of the Zakat and Waqf Management program at IAIN Kudus to secure employment.

Job Waiting Period

Table 3. Job Waiting Period

Job Waiting Period	2017	2018	2019	2020
< 6 months after graduation	2	6	7	4
6-18 months after graduation	0	3	10	5
> 18 months after graduation	0	3	6	10

The graduate waiting period is the time it takes for a graduate to secure their first job. This job can be in the form of full-time or part-time employment. Additionally, starting a business can also be considered a job option chosen by graduates of the Zakat and Waqf Management program at IAIN Kudus.

Graduates of the Zakat and Waqf Management program at IAIN Kudus have their own hopes for where they will work after graduation. The fresh competencies

and innovations they possess give them hope that they can compete with graduates from other universities. They will compete to get a job according to their wishes.

The time it takes for each graduate of the Zakat and Waqf Management program at IAIN Kudus to get their first job varies. When viewed from the diagram above, it can be concluded that the majority of Zakat and Waqf Management program at IAIN Kudus graduates require < 6 months after graduation (64%) to get their first job. This happens because many graduates are already working before graduating or while still in college, which makes them not need too long a time to get their jobs. In fact, there have been graduates who have moved to work because they were previously working part-time and then got a new full-time job.

What needs to be done by faculty managers, especially the zakat and waqf management study program, is to motivate students who are still in college to be able to plan their wishes after graduation so that they do not have to wait long to get a job. In addition, for graduates who have not yet found a job, the Faculty management can continue to communicate and can help graduates, one of which is by providing information when there are job vacancies.

Field of Work Suitability

Table 4 Field of Work Suitability

Field of Work Suitability	2017	2018	2019	2020
Low	0	2	6	3
Medium	1	5	10	4
High	1	5	4	2

Graduates of the Zakat and Waqf Management program are expected to become zakat and waqf managers in the community. However, there are still few enthusiasts for this profession, even though the potential for zakat and waqf in Indonesia is enormous. This has led to a very low absorption rate of graduates from the Zakat and Waqf Management program at the Zakat Management Units (UPZ). Graduates of the Zakat and Waqf Management program prefer to work in places that have nothing to do with zakat and waqf. The most common reason encountered by these graduates is the lack of access to enter the UPZ. As in the following statement:

‘... saya masih kesulitan untuk bisa mendaftar di lembaga pengelola zakat karena rekrutmennya tidak pernah diumumkan dan yang paling sering diutamakan bagi mereka yang memiliki hubungan dengan orang dalam..’

Therefore, many graduates of the Zakat and Waqf Management program at IAIN Kudus prefer to work in the clothing, food, and footwear industries, and even choose to become entrepreneurs. In fact, when viewed from the Curriculum Learning Outcomes (CPL) of the Zakat and Waqf Management program, entrepreneurship and working in these industries are not professions for graduates of the Zakat and Waqf Management program.

A review of the Zakat and Waqf Management program curriculum needs to be carried out again, considering that the absorption of MZW graduates in the world of work has not yet shown maximum results. Then, for students who are still studying, they can be directed so that when they graduate, they will choose jobs that match their field or competence. In addition, the Faculty management can continue to establish good cooperation with UPZ so that they can recommend graduates from

the Zakat and Waqf Management Study Program to be able to work in the places of cooperation partners.

The follow-up that will be carried out by the Zakat and Waqf Management Study Program is to collaborate with PKSS Semarang and ACT Central Java. The activities carried out at PKSS Semarang aim to provide preparation for prospective graduates of the Zakat and Waqf Management program to be ready before facing the world of work. In addition, PKSS as an outsourcing vendor can assist study programs at the Faculty of Islamic Economics and Business IAIN Kudus in job fair activities that will be carried out to help FEBI IAIN Kudus graduates. In addition, with ACT Central Java, it is hoped that graduates of the Zakat and Waqf Management study program can become part of ACT not only in Central Java but also throughout Indonesia.

Perceptions of Graduate Users

The graduate users studied by the researcher were only graduates whose field of work had a high degree of suitability. These leaders are the leaders of the Zakat Management Units (UPZ). In addition, there are also alumni who work in the Office of Religious Affairs (KUA) as religious counselors. As long as graduates of the Zakat and Waqf Management program are accepted and employed, the leaders have been quite satisfied with the performance provided by the graduates of the Zakat and Waqf Management program. The level of satisfaction of graduate users can be seen in the following table:

Table 5. Level of User Satisfaction with Graduates

No	Type of Ability	User Satisfaction Level (%)			
		Very Good	Good	Sufficient	Poor
1	Ethics	80	10	10	0
2	Expertise in the field of science (main competence)	90	10	0	0
3	Foreign language skills	60	20	20	0
4	Use of information technology	80	20	0	0
5	Communication skills	70	10	20	0
6	Teamwork	80	10	10	0
7	Self-development	70	10	20	0

Based on the assessment given by users consisting of leaders of the National Zakat Agency (BAZ), Zakat Amil Institutions (LAZ) and the Office of Religious Affairs (KUA), they feel that the graduates of the Zakat and Waqf Management program at IAIN Kudus have met the expectations of the leaders. The competencies possessed and the performance produced by the graduates of the Zakat and Waqf Management program are very satisfactory. Although there are still abilities that are not yet considered good, namely foreign language skills, it will make managers, especially the Zakat and Waqf Management Study Program and the Faculty of Islamic Economics and Business, to prepare students before graduation by creating activities that can support their careers. These activities include public speaking

training, team collaboration training, and also increasing the self-competence of each student. This is done so that students who have special talents or skills can be directed so that when they start their careers, they will not experience confusion in choosing a job and also undergo the work process in a company.

CONCLUSION

This tracer study research was conducted to determine the whereabouts of graduates from the Zakat and Waqf Management program. This information is essential for evaluating the study program, both in terms of the curriculum and the learning process. In addition, knowing the graduate profile can assist the study program in the accreditation process.

Graduates of the Zakat and Waqf management program have found employment, with 35 people or 63% of graduates from 2017 - 2020. This is very good, considering that it is still difficult to get a job at this time. However, although the waiting period also shows good numbers, this is not the case with the suitability of the field of work, which still chooses to work that is not in accordance with their field. The field of zakat and waqf is still said to be quiet of enthusiasts. It is still rare for people to choose this profession. This has an impact on Zakat and Waqf management program graduates who are not absorbed according to their competencies. Nevertheless, graduate users whose field of work is appropriate feel quite satisfied with the performance provided by graduates of the zakat and waqf management program at IAIN Kudus.

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