



# Qualitative Research: Teachers' Impact on Graduates' Employability Quality

## Penelitian Kualitatif: Dampak Guru terhadap Kualitas Kesiapan Kerja Lulusan

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**General Background:** Early childhood is a critical phase for developing social competencies such as empathy, cooperation, and communication. **Specific Background:** In the digital era, millennial parents adopt teach free parenting, a flexible and communicative approach that allows children to learn through experience within guided boundaries. **Knowledge Gap:** Empirical evidence on how this parenting model is implemented and its role in early childhood social development in Indonesia remains limited. **Aims:** This study aims to describe the implementation of teach free parenting by millennial parents and examine its role in children's social development in Lamongan kindergartens. **Results:** Using a qualitative case study with interviews involving parents and teachers, findings show that this approach balances autonomy and parental guidance, fostering confidence, empathy, cooperation, and communication skills through open interaction and consistent support. Challenges include environmental factors, gadget use, and differences in family parenting, while collaboration between parents and schools supports its application. **Novelty:** The study presents teach free parenting as an adaptive form of democratic parenting in the digital context. **Implications:** The findings provide practical guidance for parents and educators in applying adaptive parenting to support children's social development.

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### Highlights

- Flexible caregiving approach balances autonomy with structured guidance
- Social competencies emerge through dialogue and experiential learning
- Parent-school synergy supports consistent developmental processes

**Keywords:** Teach Free Parenting; Millennial Parents; Early Childhood; Social Development; Democratic Parenting

## INTRODUCTION

Nowadays, a nation's dominance is based on the caliber of its human resources—that is, educated people who can handle new problems—rather than its natural wealth. According to the Human Development Index (HDI) assessment, Indonesia's human resources are still of poor quality, indicating that it is still lagging behind those of developed countries. Indonesia needs human resources with high levels of social awareness, intelligence, health, integrity, and noble character. The foundation and main route for developing human resources and character, both of which are essential in determining a country's future, is education. In order to compete with other countries, Indonesia must continuously improve the quality of its educational system.

In order to guarantee that Indonesia's nation-building is supported by top-notch human resources, education is now a top priority. With education no longer playing a suitable role in developing human resources, the end product mostly consists of a workforce-oriented society rather than one that creates jobs or encourages entrepreneurship. The ASEAN Free Trade Area (AFTA) and the General Agreement on Trade in Services (GATS), which the World Trade Organization (WTO) has been implementing since 2010, present major challenges for Indonesia. It is crucial to have the ability to adjust and compete in the global economy. To handle the liberalization brought about by these accords, sectors including commerce, services, and investment must be strengthened. Furthermore, Indonesia must improve the caliber and competitiveness of its own products in order to seize opportunities and handle the challenges posed by escalating competition. Only dependable human resources skilled in the harmonious application of science and technology can achieve these results (Engkoswara & Komariah, 2011).

Academic excellence includes learning, character development, and improving students' social abilities in addition to the achievement of cognitive values. The main indicator of how well academic quality management is working in educational institutions is the quality of graduates. Therefore, it is necessary to have a management system that can efficiently integrate all academic components. This system is essential for meeting the necessary quality requirements, guaranteeing that graduates have the knowledge, skills, and character necessary to face challenges in the workforce and society. (Akib & Dewi, 2025). The role of education is crucial. A knowledge-based society (or knowledge-based economy) requires the generation of intellectual and technological capital, which comes from high-quality education. The quality of education in Indonesia has recently declined at nearly all levels and types, according to Sujanto (2009), who also noted that the gap between graduates' credentials and market demands has grown.

Based on this, we will identify potential gaps, including low graduate skill levels, differences between the curriculum and real-world conditions, and impacts on the quality of graduates produced. Therefore, alignment is needed between the business world and educational institutions in determining the curriculum to be used.

## METHODS

The case study approach is a useful research strategy for gaining a thorough understanding of certain events. With the support of relevant concepts, this approach allows researchers to thoroughly investigate a wide range of case aspects. Poltak, & Widjaja, (2024). To determine the role of instructors in the Surya Nusantara Nursing Study Program in preparing qualified graduates for future employment, this study uses a qualitative methodology with an exploratory study design, gathering data from informants, specifically alumni working in various hospitals and staff members from businesses in the health services sector.

In order to gather information from informants, the researcher uses the Snowball Sampling approach in this qualitative study. The researcher will continue to find informants until data saturation is reached regarding the research topic if the data obtained does not reach saturation and no new insights emerge. Data analysis uses methods for content analysis. In addition to employing observation sheets, the study will use guided questions developed by previous researchers. and using research support tools in the form of: Interview Guide, which consists of a list of open-ended questions to explore in-depth opinions. Observation Guide, and Field Notes.

## FINDINGS AND DISCUSSION

### Educator's Role

There are changes occurring in the educational process. An input is an element that influences the process's continuation, whereas an output is an element that results from the process. In order to create a fun learning environment, encourage motivation and interest in learning, and effectively empower students, the process is considered high quality when all of the school's inputs—lecturers, students, curriculum, finances, and equipment—are coordinated, harmonized, and integrated. Educational staff play a critical role in molding students' personalities (Amelia et al., 2022).

As professional educators and scientists, lecturers are the main resource component. Their main duties include learning, transforming, developing, sharing, and using science, technology, and art through research, teaching, and community service or development. As a result, lecturers and PT leaders have a big impact on how well academic programs run. The design and implementation of programs aimed at improving lecturer quality must be in line with the need to achieve the stated goals, carry out the purpose, and realize the vision (Wijatno, 2009).

According to Maulansyah et al. (2023), the most important element in raising educational standards is the caliber of teachers; a top-notch education is impossible without qualified teachers who are well-managed to guarantee professional performance. Furthermore, according to Akbar (2021), the combination of academic services and lecturer performance significantly affects graduate quality.

The distribution of resources needs to be considered in order to create a high-quality educational institution. According to Gomes (quoted by Siagian 2006), an institution's staff is its resources, which allow employees to

work together to achieve common goals. As a result, worker engagement is necessary. Human resources and non-human resources are the two categories into which Sinungan (2005) divides institutional resources.

The importance of educators was a topic that emerged from in-depth interviews with informants; nearly all of them stated that educators are essential to the dissemination of knowledge. According to Informant 1, *in addition to teaching theoretical knowledge, they also act as mentors in the knowledge and attitudes that they help professional nurses develop. According to P2, a lecturer's experience is especially valuable when applied in a setting that is pertinent to their field of expertise. P3, since the information that educators transmit will later be converted into working capital and professional insights. P11 lecturers must also adapt their teaching style to fit the characteristics and needs of their students. Furthermore, nearly all instructional staff demonstrated admirable traits, according to the informants' assessments of the educators' ability to carry out their teaching responsibilities. Some teachers are capable of teaching theory or knowledge, and some are really good at doing it. Yet, there are others who are very knowledgeable yet limited in their capacity to convey or share that knowledge. Since their experience is primarily limited to medical settings, some teachers lack the necessary competency, which leads to students' work motivation being primarily focused on hospitals. The students receiving instruction will have a wider viewpoint as a result of their external teaching experiences. P3 is proficient and has the best skills. P7's broad experience and solid educational background make it perfect. You have a great deal of experience teaching me. P10 However, a number of issues make the process of teaching and learning uncomfortable, which may affect the skills of teachers in Surya Nusantara's Diploma Nursing Program. As a result, this school needs greater focus to improve.*

## Quality of Education

Research from a number of countries shows that the quality of the teaching profession is the most important factor in improving the quality of education. (Maulansyah and others, 2023). Because high-quality education produces knowledgeable and competitive human resources, improving educational quality is a key tenet of Indonesia's educational progress. (Siswopranoto, 2022)

According to Prawirosentono (2004), a product's quality is "the physical condition, functionality, and qualities of a product that effectively meet customer preferences and requirements relative to the monetary value outlay." According to Pohan (2007), quality is about meeting consumer needs by offering better goods or services. All characteristics of a product or service that satisfy explicit or implicit requirements are considered to be of high quality.

Depending on the viewpoint of each party, quality can mean different things. Producers, who supply products and services, and consumers, who consume them, will have different ideas about what constitutes high-quality goods and services. This distinction relates to each party's viewpoint toward the goods or services in question. Customer and producer perceptions of quality frequently use the phrase "contentment." Goods and services that satisfy customers and clients are considered to be of high quality (Suhardan et al,

2009).

The administration of higher education institutions must follow the principles of autonomy, accountability, quality assurance, and transparent evaluation in order to improve educational quality in accordance with Law number 20 of 2003 regarding the national education system (UU Sisdiknas, 2003). It is expected that PTS would attain sustained development through the application of quality assurance. Teaching students how to solve problems and participate in continuous quality improvement (CQI) should be a key component of professional health education. Information gathering and appropriate application should be the cornerstones of enhancement. Knowledge is necessary for continuous development. By incorporating Continuous Quality Improvement into educational programs, students will get the knowledge, abilities, and approaches needed to deal with issues in the workplace. One of the best ways for students to implement Continuous Quality Improvement (CQI) is through the Personal Improvement Project (PIP) strategy. Furthermore, integrating CQI learning into the curriculum requires the commitment of the educator (Jane & Hanestad, 2002).

Mechanisms for quality assurance are necessary to guarantee the standard of higher education. Not only does this benefit the relevant institution, but it also benefits stakeholders and the entire Indonesian nation. The public will seek out universities that guarantee the caliber of their graduates and the quality of their education. According to Hanushek (2005), putting the quantity of schools ahead of the quality of education is like expanding the number of schools without improving human capital. Institutional resources must match requirements in order to improve the quality of education. Any tools that help students acquire knowledge and abilities while cultivating positive attitudes are considered educational resources (Scottish, 1997).

According to Sallis (2008), there are two ways to look at educational quality indices: schools as providers of services and students as users of those services. Every educational component, including graduate and teacher quality, school leadership, administrative, technical, and library staff, learning processes, facilities and infrastructure, school governance, curriculum execution, assessment systems, and other components, also exhibits indicators for improving educational quality in schools.

When implementing educational initiatives meant to improve the quality of education, cost is a major consideration. Appropriate financial management is necessary for effective and efficient budget allocation. The five main principles of financing management are: (1) *accountability to guarantee accountability;* (2) *transparency to help all stakeholders understand the allocation of funds;* (3) *integrity to maintain honesty in financial practices;* (4) *consistency to guarantee stability in financial policies;* and (5) *effectiveness and efficiency to maximize results with negligible resources. Establishing an excellent educational system requires these concepts. Simamora et al (2022)* Themes regarding educational quality emerged from in-depth interviews with informants; in particular, almost all of them claimed that discipline and excellent personal behavior are necessary for a quality education, as support by a number of interview transcripts. Teachers have an essential role in the

*spread of knowledge. P1. Offers a wide range of accessibility for communication with teachers. To increase student motivation and involvement, the teachers employ interactive and encouraging instructional strategies. Although the Surya Nusantara Nursing Study Program's educational quality is praiseworthy, improvements are needed, especially in the case study analysis section, as some teachers only write book summaries on the board. P3 places a strong emphasis on devotion to service and spirituality. P5 boasts a stunning campus, a thriving social life, and is based on religious beliefs; P4 is organized, uses English, and has many memories. The atmosphere at college is really enjoyable. Learn in a calm environment and cultivate a helpful sense of community. P6 We are required to uphold rigorous discipline. P7 On campus, spiritual activities are commonplace. The energetic and even humorous delivery of the lecturers makes the classroom more comfortable for the students. In order to improve the quality of the SN Nursing Study Program, P10, especially in the administration of this institution, is still chaotic, especially when it comes to organizational procedures and the interactions between institutions and alumni. P11, it is crucial to develop moral qualities including integrity, self-control, accountability, tolerance, and environmental stewardship. To reduce student ennui, P12 uses friendly lecturers who pay close attention to each student and carry out the learning process outside.*

## **The Role of Educators in Preparing Alumni Who Are Ready to Work**

According to Santika et al. (2023), educational institutions are essential in helping students find work. However, as results ultimately depend on the student's ability, the university cannot guarantee anything. Furthermore, Akbar (2021) clarified that improving the caliber of graduates at postsecondary institutions requires cooperative efforts that make use of all resources, including human capital and other assets, in order to achieve common goals. According to Nuraeni (2022), educators play a major role in encouraging an entrepreneurial mindset.

Themes on the role of educators in preparing graduates for the workforce emerged from in-depth interviews with informants. Almost majority of the informants stated that they started working right away and did not encounter a protracted wait.

Numerous interview transcripts have clear consequences. Others were called to the hospital for work even though they were waiting for the competence exam, which took about a month, but I was able to find employment within three months of graduating from college. I quickly found work after completing the SN Nursing Study Program. Thank God, it did not take me long to find work. I no longer need a long time to look for work. No, my instructors and lecturers actively participated by providing employment information, which sped up my entire job search process.

Nearly all alumni recognized the value of the knowledge they had learned in school in navigating the workplace, according to the next topic. Surya Nusantara Nursing Study Program participants gained knowledge that was highly useful and relevant to their line of work. It is necessary to develop provisions for addressing social issues

that arise between superiors and subordinates in the workplace so that students are prepared to make key decisions in such circumstances. *P4 Very helpful; I work for a multinational company and am familiar with English terminology. P5 Teachers have expanded their students' ideas on the workplace. Encouragement and assistance, P6 Sufficient. The teaching resources used in lectures are very similar to those used in the actual workplace. P7 All of the knowledge we learn in lectures is applicable to our line of work. Thankfully, we received instructions on how to enroll for and take part in training programs prior to graduation. I am aware of the benefits of the knowledge I have gained from my current job. I am able to treat my patients with all of the knowledge I have gained. Although P10 is really helpful, there are several ideas that I struggled with in college that I later encountered in the workplace. Nevertheless, the knowledge I gained during my undergraduate studies was extremely helpful in my professional endeavors. When entering the workforce, the knowledge learned in lectures is quite applicable. Since my undergraduate education acquainted me with the basics of the workplace, I am personally well-aware of the difficulties I will face in my professional life. P15 To successfully meet the demands of a competitive employment market, it is imperative to update the current issues and trends surrounding nursing practices, training exposure, and comprehensive practical courses offered in institutions. The knowledge gained from the Surya Nusantara Nursing Study Program is highly useful and relevant to the workplace. The practical skills and intellectual knowledge taught are particularly helpful in carrying out day-to-day nursing duties. Lecture material is in good alignment with the needs of the workforce. The Surya Nusantara Nursing Study Program's curriculum is designed to meet the demands of the labor market and industry norms.*

## **CONCLUSIONS**

This research provides evidence that quality education is one that prioritizes a spiritual approach in the spirit of service, the application of good discipline in the educational process, and instills moral values, including honesty, discipline, responsibility, tolerance and caring for the environment. Furthermore, educators should be able to motivate and provide support and open their students' minds to what the world of work will be like when they graduate from college. This research provides an evident basis that educators have an important role in increasing the caliber of alumni, especially in preparing them to enter the world of work.

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**Conflict of Interest Statement:** The authors declare that the research was conducted in the absence of any commercial or financial relationships that could be construed as a potential conflict of interest.

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