

**MANAGEMENT GRADUATES OF SCHOOL OF BUSINESS  
POKHARA UNIVERSITY, NEPAL**

**A TRACER STUDY REPORT**

**SUBMITTED TO**

**THE OFFICE OF VICE CHANCELLOR  
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**&**

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**SCHOOL OF BUSINESS  
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Deepak Raj Paudel

Coordinator

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## EXECUTIVE SUMMARY

There has been a tremendous expansion of higher education in Nepal during the last two decades with the concept of multi-university. Pokhara University is one such expansion in the field of Management, Science and Technology, and Liberal arts. With this expansion of higher education, Pokhara University, an autonomous institution of higher education, was established under Pokhara University Act in 1997. The University is currently running different programs in various parts of the country. Faculty of Management Studies (FMS) is one of the faculties established in 1999. Under the Faculty of Management Studies, School of Business, the constituent unit of Pokhara University has been offering Bachelor of Business Administration (BBA) program since 1999 and Master of Business Administration (MBA) program from 2000. The expansion of higher education has produced an increase in the number of graduates entering into the job markets in Nepal. In this context, the status of management graduates of Pokhara University needs to be explored.

This report describes the results of tracing study of management graduates of Pokhara University, Nepal. This is a census study of all students who have graduated from the School of Business, Pokhara University during 2002-2009. The main objective of this study is to trace out the students who have passed BBA and MBA from 2002 to 2009 from the School of Business (then Management Campus) of Pokhara University. However, the study also has the following specific objectives:

- To explore the current and previous employment status of the management graduates after their graduation from the School of Business, Pokhara University.
- To identify the career advancement and further academic progress of the management graduates of the School of Business, Pokhara University.

## METHODOLOGY

The survey instrument was adapted from a questionnaire developed by University Grants Commission of Nepal. The questions were administered by the faculty members of the School of Business, Pokhara University. Interviews were conducted either face to face or through telephonic conversation. In some cases, questionnaires were sent through e-mail. Where direct contact or e-mail identities of the graduates were not available, a reliable source was also used. In addition to the above mentioned approaches, social networking sites were also used. The data was entered, edited, and analyzed using mainly SPSS 11.5 version software. Proportions or percentages have been computed and reported for all variables/ indicators. Significance-tests

have been carried out to determine the difference or association of some variables using Chi-Square test.

## **RESULTS**

### **Socioeconomic Factors**

Of the total, majority (73.4%) were BBA graduates, slightly more than half were male, and Brhahamin/Chhetri comprised around half. About half of the graduates are currently living in Pokhara. Approximately one-third of graduates are currently living abroad.

### **Current Status**

Most of the graduates (94.3%) are being involved either in job or pursuing further studies whereas only 5.7% of the graduates are currently seeking for higher studies or job. Nearly two-fifths of the graduates are currently pursuing further studies.

### **Designation Level**

More than two-fifths of the graduates (42.5%) are officers in their current job. The concentration of graduates is higher in officer level in current job as compared to the first job.

### **Organization Type/Sector**

Relatively higher proportions of graduates are currently employed in public limited companies especially financial institutions in their current job. With regard to the organization sector, most of the graduates (88%) are employed in service sector irrespective of the employment either first or current.

### **Annual Salary**

Majority of the graduates (61.5%) have annual salary of 200 thousand rupees or more in their current job whereas it is only 40% in their first job having the annual salary of 200 thousands rupees or more.

### **Timely Employment (Market Absorption Period)**

73.4% of recently graduated students are employed within six months after their graduation. The mean time of employment is 3.5 months whereas median time of employment is 3.2 months.

### **Further Study**

Among those who are currently pursuing further studies, higher proportions (54.2%) of graduates are concentrated abroad. Higher percentages of graduates are currently pursuing general MBA (43.6%) followed by specific MBA (17.9%) and then by MBS (16.7%). Nearly half of the graduates get enrolled within 6 months after their graduation with median time of

enrollment of 6 months. More than half of the graduates are currently pursuing further studies in Pokhara University for their higher studies followed by Tribhuvan University.

### **Employment and Socioeconomic Factors**

Higher proportion of MBA graduates are ever employed as compared to the BBA graduates. The gender of graduates shows significant differences in terms of ever employment with higher proportion of male (74.8%) as compared to female (65.3%) received employment. The ethnicity is found to be independent of employment. Graduates who are currently residing in Kathmandu have the highest chances of being ever employed, i.e. 86.5% in comparison to the least who are currently residing in Australia. The current employment status shows a similar pattern as of ever employment.

### **Organization Type and Socioeconomic Factors**

Graduation type, gender and ethnicity do not have much impact in selecting the organization type (viz. private, public, NGO/INGO or self-employment) irrespective of first or current employment. Present residence of the graduates shows large differences with the choice of organization. Among those who currently reside abroad are more likely to be employed in private organization compared to those living in Nepal in case of both the first or current job.

### **Organization Sector and Socioeconomic Factors**

BBA graduates are more likely to be employed in service sectors as compared to the MBA graduates irrespective of the first or current employment. Females are more likely to be employed in service sectors as compared to male irrespective to the first or current employment. The caste/ethnicity and present residence of the graduates do not make any significant differences on being employed in service or non service sector.

### **Designation Level and Socioeconomic Factors**

More than half (53%) of the MBA graduates are officers whereas it is only 26.9% among the BBA graduates. Male are more likely to be employed in higher level position as compared to female though difference has slightly decreased from first employment to current employment. Brahmins/Chhetris are holding slightly lower level position as compared to the other ethnic groups though the difference is insignificant. Present residence of graduates does not make any difference on the designation level of the graduates.

### **Timely Employment and Socio-Economic Factors**

Duration of timely employment is independent of graduation type. Male are more likely to be employed faster as compared to female. Brahmins/Chhetris are more likely to be employed faster as compared to Non-Brahmins/Chhetris. The present residence of the graduates does not make any difference in terms of timely employment.

### **Annual Salary and Socioeconomic Factors**

Annual salaries of graduates vary according to the graduation type and gender for both first and current employment. MBA graduates have received higher salary as compared to BBA graduates. In other words, the proportion of having higher income has been increased with an increase of educational level. The difference is even larger from first employment to current employment. Male earn more as compared to female irrespective to their first or current employment.

### **Further Study and Socioeconomic Factors**

Higher proportions of BBA graduates are currently pursuing further studies compared to the MBA graduates. Being male or female does not significantly contribute to the graduates pursuing further study. Ethnicity does not make any difference in terms of pursuing further study. The large differentials are evident according to the present residence of graduates pursuing further study. The proportion of graduates pursuing further study is highest (72.4%) among those who currently reside abroad and it is the least among those who currently live in Nepal (18.4%).

## **CONCLUSIONS AND RECOMMENDATIONS**

The results of the study show that the status of management graduates is very good as most of the graduates (94.3%) are involved in job or pursuing further studies. The large gender differences in terms of employment, designation level, timely employment, and annual salary suggests that there is high gender discrimination which also reflects the national scenario. The differences in the educational level in terms of holding better position and getting higher salary suggest that graduates should increase their qualification in order to have handsome salary and prestigious position.

Future study can be carried out by incorporating many other factors such as students' performance which can be measured by their score, family status, and so on.

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**ABBREVIATIONS**

BBA :	Bachelors of Business Administration
FMS :	Faculty of Management Studies
KU :	Kathamandu University
MBA :	Masters of Business Administration
MBS :	Masters of Business Administration
MSU	Mahendra Sanskrit University
SOB :	School of Business
PRU :	Purvanchal University
PU :	Pokhara University
TU :	Tribhuvan University
UGC :	University Grants Commission

## CHAPTER I

### INTRODUCTION

#### 1.1 Background

Education is generally perceived as one of the most well developed services to make the people more conscious cognitively. Education is an important indicator of national development. Nepal is running under the concepts of multi-university system, to produce skilled human resources and academic scholars since 1990. The human resource with the broader national development goals of the country has been the focus of higher education in recent years (Bajracharya, 2004).

Nepal has about one hundred year's history of higher education. In 1918, Trichandra campus was established as a first higher education in the country affiliated to Patna University, India. The Tribhuvan University started in 1959 as the first university run by the government of Nepal. After its establishment, many colleges came into existence in various parts of the country and launched different programs. For promoting Sanskrit education, government of Nepal established Mahendra Sanskrit University in 1985. After restoration of democracy in 1990 under the concept of multi-university three more universities namely: Kathamandu University, Purbanchal University and Pokhara University were established and currently these universities have been offering various programs in different parts of the country. Recently government has established some other universities such as Lord Buddha University, Mid- Western Regional University, and Far- Western Regional University. However, these universities are not currently running any academic programs so far. This scenario suggests that though many tasks still remain, the tremendous expansion has been achieved in Nepal in higher education during the last two decades. In other words, the expansion of higher education has been growing in the recent years in Nepal. This also further raises a question that whether the present structure and pattern of higher educational development has served the community.

## **1.2 Pokhara University and Faculty of Management Studies**

Pokhara University is one such expansion of higher education in the field of Management, Science and Technology, and Liberal arts. According to the preamble of Pokhara University it encourages the private sector to develop the education as one of the investing sector. It is also widely believed that newly established universities of Nepal such as Kathmandu University, Purbanchal University, and Pokhara University are providing high quality education especially in technical field.

With this expansion of higher education, Pokhara University (PU), an autonomous institution of higher education, was established under Pokhara University Act in 1997. Pokhara University aims to be a leading educational institution in the country by excelling in teaching-learning and research, innovation and continuing activities and contributing to the national development process by producing market oriented, responsible, productive and committed human resources. It proposes to produce graduates, experts and research fellows with sound critical faculties and analytical abilities capable of solving problems with vision, imagination and professional acumen.

Having these aims, Pokhara University is running different programs in the various parts of the country. Faculty of Management Studies (FMS) is one of the faculties established in 1999. The FMS is committed to providing its students with broad knowledge of management by introducing them innovative courses of management and developing their creative, analytical and decision making abilities. Some of the objectives of Faculty of Management Studies are:

- To produce competent executives and managers for various areas requiring high levels of competence
- To provide management professionals with a global vision and success- oriented perspectives.
- To enhance knowledge, managerial skills and exposure of practicing managers and executives.
- To broaden the outlook of students by inculcating in them right attitudes and by assisting them to become productive and responsible citizens of the world.

Under the Faculty of Management Studies, School of Business, the constituent unit of Pokhara University has been offering Bachelor of Business Administration (BBA) program since 1999 and Master of Business Administration (MBA) program from 2000.

### **1.3 Rationale of the Study**

The expansion of higher education has produced an increase in the number of graduates entering into the job markets in Nepal. The linkage between demand and supply of graduates instill a great significance in any study of higher education. The increasing trend of graduates may ultimately make high competition in job markets. Due to high competition in job markets there are high options for employer searching for new recruitment. To the best of study team, limited research has been carried out in higher education and none of the empirical studies have been found with regard to the absorption of the graduates in the job markets. Much of the studies discussed only challenges and policy intervention part. With this context, the status management graduates of SOB, PU (a newly emerged institute) needs to be identified.

It is widely believed that the School of Business (SOB) of Pokhara University has helped in building a nucleus of professionals in the field of management and administration in Nepal and abroad. Though up-to-date information regarding the placement of PU graduates is not available, it can be assumed that the graduates from SOB have been working in the various positions in the field of service, manufacturing, academic, and NGO/INGOs sectors in reputed and well established national and international organizations in the country and abroad. Furthermore, some of the graduates may have started their own business and some could have helped in their family business. In this scenario, this study will explore the current status (employment, entrepreneurial, further education, social involvement, etc.) and the efficacy of the knowledge and skills acquired during the study, in the executive, managerial, professional, further educational, and social life. The study will produce a very vital document for the university authorities, policy maker, planners and concerned bodies of the university to appraise globally competent management graduates in this globalized world. Similarly it will also help the university to fabricate university level alumni thereby using the network the university can build the strong relationship with the different national and international organizations.

## **1.4 Objectives of the Study**

The main objective of this study is to trace out the students who have graduated BBA and MBA from 2002 to 2009 from the School of Business (then Management Campus) of Pokhara University. However, the study also has the following specific objectives:

- To explore the current and previous employment status of the management graduates after their graduation from the School of Business, Pokhara University.
- To identify the career advancement and further academic progress of the management graduates of the School of Business, Pokhara University.
- To contribute to the process of enhancing research capacity by involving concerned or all faculty members of School of Business, Pokhara University.

## **1.5 Dissemination of the Study Results**

After the preparation of draft report, a dissemination seminar was organized by SOB, PU for the dissemination of the findings. This helped the participants in understanding the situation of PU graduates. A final copy of report was prepared after incorporating all the comments obtained from the participants. A list of participants invited to the results dissemination seminar has been given in appendix G. The findings of the study will also be disseminated in published form namely in Pokhara University bulletin. The results will also be disseminated in the form of article.

## **CHAPTER II**

### **METHODOLOGY**

This is a census study of all students who had graduated from School of Business, Pokhara University during 2002-2009. The study comprises of 247 students among which majority (74%) were BBA graduates and remaining 26% were MBA graduates. The data were mainly collected from February 2009 to June 2010.

#### **2.1 Data Collection Instrument: The Questionnaire**

The survey instrument was adapted from a questionnaire developed by University Grants Commissions Nepal, and it was slightly modified in its layout for ease of handling. One additional information: e-mail identity of the graduates was also incorporated in the questionnaire such that the graduates PU can also be contacted easily in the days to come. The questionnaire included both close-ended and open-ended questions. The questionnaire comprised 40 items divided into five sections namely: student's personal information, first employment status, current employment status, further study status, and student's college records (see appendix D for tracer study questionnaire).

#### **2.2 Data Collection Techniques**

The questions were mainly asked by the faculty members of School of Business, Pokhara University (see appendix C ) and interviews were conducted either face to face or in some cases the interviews were conducted through telephonic conversation. In many cases, questionnaires were sent through e-mail and were returned to study team after being filled up. For this purpose, an official e-mail account was also created (pu.tracing.study@gmail.com). Furthermore, where direct contact or e-mail identities of the graduates were not available, a reliable source (mainly guardian's information or from the peer group) has also been incorporated to get the information

of PU graduates. In addition to the above mentioned approach we also used the social networking sites as face-book by which the study team was able to get the information from their peer group.

The data were collected by forming seven groups; each group consists of two to three faculty members (teachers) from SOB, PU. Normally it took 10-15 minutes to fill it up. Whenever possible, we also requested the graduates to submit the appointment letters. Around one fifth refused to provide such documents because of organizational secrecy. They mentioned that appointment letter is confidential and thus can not be provided. In such cases, we further requested to provide a photocopy of their identity card or visiting card whichever is comfortable to them.

Before actually forming seven groups in order to collect the data, a committee was formed by office of the Dean, Faculty of Management Studies of PU, consisting of five faculty members of School of Business of Pokhara University (see appendix C). This committee prepared the roaster of all graduated students and then it was divided into the seven groups such that the data collection procedure would go smoothly. The newly formed committee made the decision of incorporating supporting staffs of SOB, PU such that all official record of the graduates could be easily available. The decision was also made to involve all faculty members who were employed at SOB, PU at the time of committee formation (see appendix F for official letter).

## **2.3 Data Entry, Processing and Analysis**

All completed questionnaires collected by faculty members of SOB, PU were handed over to the project coordinator for data entry and processing. The data processing operations consisted of manual editing, coding, data entry, and machine editing. As far as possible, data entry was carried out with a presence of concerned faculty member who collected the data in order to minimize inconsistencies and manual editing was done on the spot. The tentative coding scheme of questionnaire is given in appendix table E. The data was entered, edited, and analyzed using mainly SPSS 11.5 version software and for date related variable SPSS 16.0 version was



also used. Data entry was done directly from the questionnaires and was verified in order to minimize the errors.

Proportions or percentages have been computed and reported for all variables/ indicators. Significance test has been done to determine the difference or association some variables using chi-square ( $\chi^2$ ) test. Because this study was designed to be descriptive assessment of PU graduates, tests of significance has been conducted for limited number of factors.

## **CHAPTER III**

### **RESULTS**

The results of the study have been divided into five sections. The first section describes the distribution of the graduates according to the selected socioeconomic factors such as graduation type, gender, caste/ethnicity, present address. The second section presents the distribution of the graduates according to their current status, first and current job employment rate and further study rate. The third section discusses the distribution of the graduates according to their first and current employment job status. This section also provides information on job-switching status of the graduates. The fourth section depicts the further study status of the graduates. The information on whether BBA graduates completed MBA from the same school (i.e., from SOB, PU) is also discussed. The final section provides the cross classification analysis between all possible factors.

#### **3.1 Socioeconomic Factors**

The socioeconomic distributions of the graduates have been depicted in table 3.1. Nearly quarters (26%) of the graduates were MBA and rest were BBA graduates. More than half of the graduates were male and 46.7% were female. The distribution of ethnicity shows that nearly one in three (32.2%) were Brahmins. Chhetris and Gurungs constitute approximately equal shares. More than one-fifth of the graduates were Newras, a few of them (3.7%) were Magars and 8.9% of the graduates were from other ethnic backgrounds. With regard to the present address of the graduates, majority are presently residing at Pokhara and surrounding, a place from where the students were graduated. 18% of the graduates reside in Kathamandu, a capital city of Nepal. Nearly one-third of the graduates' presently staying abroad majority in the United Kingdom followed by the United States of America.

**Table 3.1 : Number and Percentage Distribution of the Graduates of SOB, PU by their Slected Socioeconomic Factors**

<b>Factors</b>	<b>Number</b>	<b>Percent</b>
<b>Graduation type *</b>		
BBA	182	73.7
MBA	65	26.3
<b>Total</b>	<b>247</b>	<b>100.0</b>
<b>Gender #</b>		
Male	114	53.3
Female	100	46.7
<b>Total</b>	<b>214</b>	<b>100.0</b>
<b>Caste/Ethnicity #</b>		
Brahamin	69	32.2
Chhetri	35	16.4
Gurung	36	16.8
Newar	47	22.0
Magar	8	3.7
Others	19	8.9
<b>Total</b>	<b>214</b>	<b>100.0</b>
<b>Present address of the graduates ##</b>		
Kathmandu	37	17.7
Pokhara	102	48.8
Other part of Nepal	12	5.7
Australia	15	7.2
UK	19	9.1
USA	16	7.7
Other part of world	8	3.8
<b>Total</b>	<b>209</b>	<b>100.0</b>

\* Graduation type according to the year of graduation is given in appendix table A1.

# 33 students completed both BBA and MBA from SOB, PU, hence these cases were not included in this analysis (see appendix table A5). ## 5 graduates (2%) can not be trace out( see appendix table A4).

Note: The distributions of recently graduated students according to their socioeconomic factors have been shown in appendix B1

### 3.2 Current Status

The distribution of the graduates according to their current status either employment or pursuing further study has been given in table 3.2. The distribution of the graduates by current status reveals that 70.3% of graduates are ever employed whereas more than three-fifth are currently employed. Nearly two-fifth of the graduates are currently pursuing further study. In other words, most of the graduates (94.3%) are involved either in job, further study or residing as permanent resident holder abroad. Only 5.7% of the graduates are currently seeking for higher studies or job.

**Table 3.2 : Number and Percentage Distribution of the Graduates of SOB, PU by their Current Status**

<b>Factors</b>	<b>Number</b>	<b>Percent</b>
<b>Current status of the graduates #</b>		
Currently employed & pursuing further study	24	11.5
Currently employed only	109	52.2
Previously employed and currently pursuing higher studies	8	3.8
Previously employed & currently settled abroad	6	2.9
Only pursuing further study	50	23.9
Seeking for higher studies	9	4.3
Seeking for a job	3	1.4
<b>Total</b>	<b>209</b>	<b>100.0</b>
<b>At least one time employment rate #</b>		
Ever employed (Currently or previously)	147	70.3
Never employed	62	29.7
<b>Total</b>	<b>209</b>	<b>100.0</b>
<b>Current employment rate #</b>		
Employed	133	63.7
Currently not in a job	76	36.3
<b>Total</b>	<b>209</b>	<b>100.0</b>
<b>Pursuing further study #</b>		
Yes	83	39.7
No	126	60.3
<b>Total</b>	<b>209</b>	<b>100.0</b>

# 33 students completed both BBA and MBA from SOB, PU, hence these cases were not included in this analysis 5 graduates (2%) can not be trace out.

Note: The distributions of recently graduated students according to their current status have been shown in appendix B2

### 3.3 First and Current Employment Job Status

Relatively higher proportions of graduates are employed in private organization as compared to the other type of organization with respect to their first job (Table 3.3). However, the situation is different in case of current job. Nearly half of the graduates are currently employed in public organization where as it is only 36.1% for the first job. The involvement of graduates either in NGO/INGO sector or being self employed shows the similar pattern irrespective of first or current job. The presence of graduates in the government organization is negligible.

**Table 3.3 : Number and Percentage Distribution of the Graduates Of SOB, PU by their First and Current Employment Job Status**

<b>Organization type of graduate employee</b>	<b>First job</b>		<b>Current job</b>	
	<b>Number</b>	<b>Percent</b>	<b>Number</b>	<b>Percent</b>
Private	69	46.9	49	36.8
Public*	53	36.1	63	47.4
NGO/INGO	11	7.5	10	7.5
Self employed	11	7.5	8	6.0
Government	3	2.0	3	2.3
<b>Total</b>	<b>147</b>	<b>100.0</b>	<b>133</b>	<b>100.0</b>
<b>Organization sector of graduate employee</b>				
Service	126	85.7	117	88.0
Manufacturing	16	10.9	10	7.5
Agriculture	0	0	0	0
Others	5	3.4	6	4.5
<b>Total</b>	<b>147</b>	<b>100.0</b>	<b>133</b>	<b>100.0</b>
<b>Designation level of graduate employee</b>				
Executive	14	10.4	13	10.8
Officer	51	37.8	51	42.5
Assistant	53	39.3	39	32.5
Other	17	12.6	17	14.2
<b>Total</b>	<b>135</b>	<b>100.0</b>	<b>120</b>	<b>100.0</b>
<b>Annual salary in Rs.</b>				
Up to 100,000	11	8.5	4	3.3
100,000-150,000	41	31.5	24	19.7
150,000-200,000	26	20.0	19	15.6
200,000-300,000	24	18.5	31	25.4
Over 300,000	28	21.5	44	36.1
<b>Total</b>	<b>130</b>	<b>100.0</b>	<b>122</b>	<b>100.0</b>

\* Public organization mainly refers to the public limited companies especially financial institutions

**Table 3.3 Contd...**

<b>Timely employment ( Market absorption period) ( for all MBA &amp; recent BBA graduates who passed BBA 2007 or later)</b>			
Employed before graduation	17	18.9	
Within 3 months	26	28.9	
3 to 6 months	23	25.6	
6 to 9 months	12	13.3	
9 to 12 months	5	5.6	
One year or more	7	7.8	
Mean= 3.5 months, Median= 3.2 months			
<b>Total</b>	<b>90</b>	<b>100.0</b>	
<b>Duration of employment after graduation ( for all graduates )</b>			
Employed before graduation	19	14.7	
Within 3 months	32	24.8	
3 to 6 months	31	24.0	
6 to 9 months	15	11.6	
9 to 12 months	5	3.9	
One year or more	27	20.9	
Mean= 6.5 months , Median= 4.1 months			
<b>Total</b>	<b>129</b>	<b>100.0</b>	
<b>Whether the graduates switch the first job</b>			
Switch over	52	39.1	
Not switch over	81	60.9	
<b>Total</b>	<b>133</b>	<b>100.0</b>	

*Note: The distribution of first and current employment job status of recently graduated students have been shown in appendix B3*

With regard to the organization sector, most of them (about 88%) are employed in service sector whether the job is first or current job. Nearly one in ten graduates are employed in manufacturing sector during their first job while it is only 7.5% with respect to the current job. Nearly two-fifth (39.3%) of the graduates are employed at assistant level during their first job; however majority (42.5%) are officer in their current job. The concentration of graduates is higher in officer level with their current employment as compared to the first employment. The involvement of the graduates in the executive level shows the similar structure in the first as well

as current job. The distribution of the graduates according to their annual salary reveals that approximately one-third of the graduates have annual salary within the range of 100 thousand rupees to 150 thousand rupees in their first job whereas it decreased to only one-fifth (19.7%) in their current job. Majority of the graduates (61.5%) have annual salary of 200 thousand rupees or more in their current job whereas it is only 40% in their first job. The approximate mean annual salary is higher in current job as compared to the first job (210659 Rs Vs. 261270 Rs.). With regard to the duration of employment, majority (73.4%) of recently graduated students are employed within six months after their graduation and around one-fifth of the graduates get employed before their graduation. The mean time of employment is 3.5 months whereas median time of employment is 3.2 months. Considering all graduates, median time of employment is 4.1 months and more than three-fifth (63.5%) of the graduates get employed within six months after their graduation. Nearly two-fifth (39.1%) of the graduates switched over their first job.

### **3.4 Further Study Status**

Table 3.4 shows the distribution of the graduates according to their further study status. Among those who are currently pursuing further study, higher proportion of graduates are concentrated in abroad compared to the own country, Nepal. For instance, more than half (54.2%) of the graduates are currently pursuing further study in abroad whereas it is slightly more than one-third, (i.e. 33.7%) within Pokhara valley. Only 13.3% are pursuing their further study outside Pokhara valley majority being concentrated in Kathamandu, the capital city of Nepal. Higher percentage of graduates are currently pursuing general MBA (43.6%) followed by specific MBA (17.9%) and then by MBS (16.7%). In another words, most of the graduates (95%) are currently pursuing management related courses. Nearly half of the graduates get enrolled within 6 months after their graduation with median time of enrollment of 6 months. More than half of the graduates are currently pursuing further study in Pokhara University for their higher study followed by Tribhuwan University. Nearly one-third of BBA graduates continued and completed MBA from the same school (i.e. from SOB, PU).

**Table 3.4: Number and Percentage Distribution of the Graduates of SOB, PU according to their Further Study Status**

<b>Factors</b>	<b>Number</b>	<b>Percent</b>
<b>Place of pursuing further study</b>		
Within Pokhara Valley	27	32.5
Within Nepal but outside Pokhara Valley	11	13.3
Abroad	45	54.2
<b>Total</b>	<b>83</b>	<b>100.0</b>
<b>Type of further study #</b>		
General MBA	34	43.6
Specific MBA (Fin/Account/Leadership/Marketing/HR)	14	17.9
MBS	13	16.7
M.Sc. in Banking/Finance/IB/FashionDesign/ProfessionalAccounting	10	12.8
MA/ MPGD/MPA	4	5.1
M. Phil in HR	1	1.3
Other (PG Diploma in Account/ACCA)	2	2.6
<b>Total</b>	<b>78</b>	<b>100.0</b>
<b>Further study enrollment duration after graduation ##</b>		
Within 6 months	52	49.5
6 to 12 months	7	6.7
12 to 18 months	22	21.0
18 months or more	24	22.9
<b>Total</b>	<b>105</b>	<b>100.0</b>
<b>Type of University chosen within Nepal</b>		
Pokhara University	21	55.3
Tribhuvan University	15	39.5
Kathmandu University	2	5.3
<b>Total</b>	<b>38</b>	<b>100.0</b>
<b>Whether BBA graduate also completed MBA from SOB *</b>		
Continued and completed	33	30.3
Not continued MBA from SOB	76	69.7
<b>Total</b>	<b>109</b>	<b>100</b>

# 5 students' further study exact program name is not available## Includes all possible cases who mentioned their date of enrollment for their further study \* Those who were graduated in 2007 or later years are not included in this particular analysis because they would not complete MBA till 2009

Note: The distribution of recently graduated students according to their further study status have been shown in appendix B4

### 3.5 Employment and Socioeconomic Factors



Table 3.5 shows that large differences are apparent across the subgroups of graduates with regard to ever employment status of graduates. The variable on graduation type reveals that higher proportion of MBA graduates are ever employed as compared to the BBA graduates. For example, among the MBA graduates 92.3% are ever employed while it is only 60.4% among the BBA graduates. The gender of graduates shows significant differences in terms of ever employment with higher proportion of male (74.8%) as compared to female (65.3%). The ethnicity is found to be independent of ever employment though Brahmins have higher chances of being ever employed in comparison to the other ethnic groups. Graduates who are currently residing in Kathmandu have the highest chances of being ever employed, i.e. 86.5% in comparison to the least who are currently residing in Australia.

**Table 3.5 : Percentage Distribution of the Graduates by their Ever Employment Status and Selected Characteristics ( n= 209)**

Characteristics	Whether the graduate is employed	
	Received Employment	Pursuing higher studies or unemployed
<b>Graduation type ***</b>		
BBA	60.4%	39.6%
MBA	92.3%	7.7%
<b>Gender*</b>		
Male	74.8%	25.2%
Female	65.3%	34.7%
<b>Ethnicity/Caste</b>		
Brahamin	73.5%	26.5%
Chhetri	68.6%	31.4%
Gurung	71.4%	28.6%
Newar	69.6%	30.4%
Magar	62.5%	37.5%
Others	64.7%	35.3%
<b>Present residence of the graduates ***</b>		
Kathmandu	86.5%	13.5%
Pokhara	77.5%	22.5%
Other part of Nepal	75.0%	25.0%
Australia	20.0%	80.0%
UK	63.2%	36.8%
USA	43.8%	56.3%
Other part of World	62.5%	37.5%

\* $p < 0.10$ , \*\* $p < 0.05$ , \*\*\* $p < 0.01$ .  $p$  value is based on Chi-square statistic

Note: The distributions of recently graduated students according to their ever employment status and socioeconomic status have been shown in appendix B5.

### 3.6 Current Employment and Socioeconomic Characteristics

The current employment status shows a similar pattern as of ever employment. Large differences are noticeable across the subgroups of graduates respective to the current employment status of graduates (Table 3.6). The variable on graduation type reveals that higher proportion of MBA graduates are currently employed as compared to the BBA graduates. For example, among the MBA graduates 87.7% are currently employed while it is only 52.8 % among the BBA graduates. The gender shows significant differences subject to current employment, with higher proportion of male (68.5%) being currently employed as compared to 58.2% of female. The ethnicity is independent of current employment. Graduates who currently reside in Kathmandu have the highest chances of being currently employed (83.8%) compared to the least, i.e. 13.3%, among them who are currently residing in Australia.

**Table 3.6 : Percentage Distribution of the Graduates by their Current Employment Status and Selected Characteristics ( n= 209)**

Characteristics	Current employment status	
	Currently employed	Pursuing higher studies or unemployed
<b>Graduation type ***</b>		
BBA	52.8%	47.2%
MBA	87.7%	12.3%
<b>Gender*</b>		
Male	68.5%	31.5%
Female	58.2%	41.8%
<b>Caste/ Ethnicity</b>		
Brahamin	69.1%	30.9%
Chhetri	62.9%	37.1%
Gurung	60.0%	40.0%
Newar	65.2%	34.8%
Magar	62.5%	37.5%
Others	47.1%	52.9%
<b>Present residence of the graduates ***</b>		
Kathmandu	83.8%	16.2%
Pokhara	75.5%	24.5%
Other part of Nepal	75.0%	25.0%
Australia	13.3%	86.7%
UK	42.1%	57.9%
USA	18.8%	81.3%
Other part of World	37.5%	62.5%

\* $p < 0.10$ , \*\* $p < 0.05$ , \*\*\* $p < 0.01$ .  $p$  value is based on Chi-square statistic

Note: The distributions of recently graduated students according to their current employment status and socioeconomic factors have been shown in appendix B6.

### 3.7 Organization Type and Socioeconomic Factors (First Employment)

Though not significant, MBA graduates are more likely to be employed in public sector as compared to the BBA graduates during their first job (Table 3.7). The difference is even smaller in private organization. The gender of the graduates does not show significant differences with regard to the type of organization. However, male are more likely to be involved in private organization as compared to female. In contrast, females are employed more in public sector (42.2%) compared to 34.9% of male during their first job. The ethnicity also does not reveal any differences with the type of organization although Brahmins/Chhetris are employed more in public organization as compared to the other ethnic groups. Ethnic groups such as Gurungs /Newars/Magar have higher chances of being employed in NGO/INGO's organization in comparison to Brahmins/Chhetris. Present residence of the graduates shows large differences with the choice of type of organization. Among those who currently reside abroad are more likely to be employed in private organization as compared to those living in Nepal. In contrast, higher percentages of graduates living in Pokhara valley are employed in public organization as compared to those who currently reside abroad.

**Table 3.7: Percentage Distribution of the Graduates by their First Employment Organization Type and Selected Characteristics (n= 147)**

Characteristics	Organization type of first employment			
	Private	Public	NGO/INGO	Self Employed
<b>Graduation type</b>				
BBA	44.8%	34.5%	10.3%	10.3%
MBA	50.0%	43.3%	3.3%	3.3%
<b>Gender</b>				
Male	49.4%	34.9%	4.8%	10.8%
Female	43.8%	42.2%	10.9%	3.1%
<b>Caste/ Ethnicity</b>				
Brahmin/ Chhetri	45.9%	41.9%	5.4%	6.8%
Gurung/Newar/Magar	46.8%	35.5%	9.7%	8.1%
Others	54.5%	27.3%	9.1%	9.1%
<b>Present address of the graduates ***</b>				
Pokhara valley	31.6%	44.3%	12.7%	11.4%
Other than Pokhara valley	53.7%	41.5%	2.4%	2.4%
Abroad	81.5%	14.8%	0%	3.7%

\* $p < 0.10$ , \*\* $p < 0.05$ , \*\*\* $p < 0.01$ .  $p$  value is based on Chi-square statistic

Note: The distributions of recently graduated students according to their first employment organization type and socioeconomic factors have been shown in appendix B7.

### 3.8 Organization Type and Socioeconomic Factors (Current Employment)

MBA graduates are more employed in public sector in comparison to the BBA graduates during their current job (Table 3.8), however the relationship is insignificant.. The difference is even smaller in private organization. The gender of the graduates also does not make any differences in relation to the type of organization. However, males are more involved in private organization than female. In contrast, more female are employed in public sector (42.2%) as compared to male (34.9%) during their current job. The ethnicity also does not reveal any differences with the type of organization though Brahmins/Chhetris are more likely to be employed in public organization compared to the other ethnic groups. Ethnic groups such as Gurungs/Newars/Magars have higher chances of being employed in NGO/INGO's as compared to Brahmins/Chhetris. Residence of the graduates depicts large differences with the choice of type of organization. Among those who currently reside abroad are more likely to be employed in private organization in comparison to those who currently live in Nepal. In contrast, higher percentages of graduates are employed in public organization among those who are currently living in Pokhara valley as compared to those who currently reside abroad.

**Table 3.8: Percentage Distribution of the Graduates by their Current Employment Organization Type and Selected Characteristics ( n=133 )**

Characteristics	Organization type of current employment			
	Private	Public	NGO/INGO	Self employed
<b>Graduation type</b>				
BBA	38.2%	44.7%	9.2%	7.9%
MBA	35.1%	56.1%	5.3%	3.5%
<b>Gender</b>				
Male	32.9%	53.9%	5.3%	7.9%
Female	42.1%	43.9%	10.5%	3.5%
<b>Caste/ Ethnicity</b>				
Brahmin/ Chhetri	31.9%	55.1%	7.2%	5.8%
Gurung/Newar/Magar	42.9%	44.6%	7.1%	5.4%
Others	37.5%	37.5%	12.5%	12.5%
<b>Present residence of the graduates ***</b>				
Pokhara & surroundings	26.0%	54.5%	9.1%	10.4%
Other than Pokhara (.KTM)	37.5%	55.0%	7.5%	0%
Abroad	87.5%	12.5%	0%	0%

\* $p < 0.10$ , \*\* $p < 0.05$ , \*\*\* $p < 0.01$ .  $p$  value is based on Chi-square statistic

### 3.9 Organization Sector and Socioeconomic Factors

Large disparities are observed across the subgroups of graduates (namely graduation type and gender), although the involvement in service or non service sector is similar in both types of employment either first or current employment (Table 3.9). BBA graduates are more likely to be employed in service sector as compared to the MBA graduates irrespective of the first or current employment. For example, 93.1% of BBA graduates are employed in service sector whereas 75% of MBA graduates are employed in service sector on their first employment. Similarly, with respect to their current employment, 92.1% of the BBA graduates are employed in service sector whereas in contrast to it, 82.5% of MBA graduates are in the service sector. Females are more likely to be employed in service sector as compared to male irrespective to the first or current employment. The caste/ethnicity and present residence of the graduates does not make any significant differences on being employed in service or non service sector.

**Table 3.9 : Percentage Distribution of the Graduates by their First and Current Employment Organization Sector and Selected Characteristics**

Characteristics	First employment ( n= 147)		Current employment (n=133)	
	Service	Non- service	Service	Non- service
<b>Graduation type ***</b>				
BBA	93.1%	6.9%	92.1%	7.9%
MBA	75.0%	25.0%	82.5%	17.5%
<b>Gender***</b>				
Male	79.5%	20.5%	81.6%	18.4%
Female	93.8%	6.3%	96.5%	3.5%
<b>Caste/ Ethnicity</b>				
Brahamin/Chhetri	86.5%	13.5%	89.9%	10.1%
Non Brahamin/Chhetri	84.9%	15.1%	85.9%	14.1%
<b>Present residence of the graduates</b>				
Pokhara	82.3%	17.7%	87.0%	13.0%
Other than Pokhara	89.7%	10.3%	89.3%	10.7%

\* $p < 0.10$ , \*\* $p < 0.05$ , \*\*\* $p < 0.01$ .  $p$  value is based on Chi-square statistic

### 3.10 Designation Level and Socioeconomic Factors

Graduation type shows large differentials in the designation level of graduates for both first as well as current employment (Table 3.10). Concerning to the first employment, more than half, (i.e. 52.6%) of the MBA graduates are officer whereas it is only 26.9% among the BBA graduates. In contrast, more than three in five (62.8%) BBA graduates are assistant whereas it is less than two in five (36.8%) among the MBA graduates. The difference is even higher in case of current employment. Considering the gender, male are more likely to be employed in higher level position as compared to female though difference has slightly decreased from first employment to current employment. With regard to first employment, more than two-fifth (42.1%) of males are officer whereas it is nearly one-third (32.2%) among the female. The difference is also significant with respect to executive and assistant level either in first or current employment. Ethnicity does not show any relationship with designation level for both, first as well as current employment, though Brahmins/Chhetris are holding slightly lower level position as compared to the other ethnic groups. Similarly, present residence of graduates does not make any differences in the designation level of graduates.

**Table 3. 10 : Percentage Distribution of the Graduates by their Designation Level and Selected Characteristics**

Characteristics	First employment (n= 135)			Current employment (n= 120)		
	Executive	Officer	Assistant	Executive	Officer	Assistant
<b>Graduation type ***</b>						
BBA	10.3%	26.9%	62.8%	10.6%	27.3%	62.1%
MBA	10.5%	52.6%	36.8%	11.1%	61.1%	27.8%
<b>Gender**</b>						
Male	15.8%	42.1%	42.1%	15.9%	46.4%	37.7%
Female	3.4%	32.2%	64.4%	3.9%	37.3%	58.8%
<b>Caste/ Ethnicity</b>						
Brahamin/ Chhetri	8.7%	39.1%	52.2%	7.8%	43.8%	48.4%
Gurung/Newar/Magar	12.5%	35.7%	51.8%	12.2%	44.9%	42.9%
Other	10.0%	40.0%	50.0%	28.6%	14.3%	57.1%
<b>Present residence of the graduates</b>						
Pokhara valley	10.3%	34.6%	55.1%	10.5%	35.5%	53.9%
Other than Pokhara	12.5%	45.0%	42.5%	12.8%	56.4%	30.8%
Abroad	5.9%	35.3%	58.8%	0%	40.0%	60.0%

\* $p < 0.10$ , \*\* $p < 0.05$ , \*\*\* $p < 0.01$ .  $p$  value is based on Chi-square statistic

### 3.11 Timely Employment (Market Absorption Period) and Socioeconomic Factors

Employment duration is found to be independent of graduation type (Table 3.11). The gender of the graduates shows a significant difference on the duration of employment. Male are more likely to be employed faster as compared to female. For example, 69.7% of male are employed within six months after their graduation, however it is only 54.7% in the female. The ethnicity also shows a significant difference with the duration of the employment. Brahmins/Chhetris are more likely to be employed faster as compared to Non-Brahmins/Chhetris. More than seven in ten Brahmins (72.5%) are employed within six months after their graduation date whereas it is slightly more than half (53%) among Non-Brahmin/Chhetri with majority comprising of Gurung/Newar/Magar. The present residence of the graduates does not make any difference in terms of timely employment, though people who currently reside outside Pokhara valley have higher chances of being employed within six months period after their graduation.

**Table 3.11 : Percentage Distribution of the Graduates by their Duration of First Employment after Graduation and Selected Characteristics ( n= 129)**

Characteristics	Duration of first employment after graduation	
	Employed within 6 months or before	Employed after 6 months
<b>Graduation type</b>		
BBA	63.5%	36.5%
MBA	63.6%	36.4%
<b>Gender*</b>		
Male	69.7%	30.3%
Female	54.7%	45.3%
<b>Caste/ Ethnicity**</b>		
Brahmin/Chhetri	72.5%	27.5%
Non Brahmin/Chhetri	53.3%	46.7%
<b>Present residence of the graduates</b>		
Pokhara valley	62.0%	38.0%
Other than Pokhara valley	66.7%	33.3%
Abroad	63.6%	36.4%

\* $p < 0.10$ , \*\* $p < 0.05$ , \*\*\* $p < 0.01$ .  $p$  value is based on Chi-square statistic

### 3.12 Annual Salary and Socioeconomic Factors

Annual salary of graduates varies according to the graduation type and gender for both first as well as current employment (Table 3.12). MBA graduates have received higher salary as compared to BBA graduates. The difference is even larger from first employment to current employment. The proportions of graduates having annual salary more than two-hundred thousand rupees is nearly half (49.1%) among MBA graduates and it is only one-third (33.3%) in BBA graduates in the case of first employment. Similarly, more than four-fifth (83.3%) of MBA graduates are currently getting salary of more than two-hundred thousand rupees annually while it is only 44.1% among the BBA graduates. In conclusion, the proportion of having higher income has increased with an increase in education level. Large differentials are found according to the gender of the graduates. Male earn more as compared to female irrespective to their first or current employment. For example, 73.2% of male have annual salary of more than two-hundred thousand rupees with respect to their current employment while it is just 45.1% for female graduates. Brahmin or Chhetri graduates are not getting higher salary as compared to other ethnic groups. The present residence of graduates does not show any relationship with their salary.

**Table 3.12: Percentage Distribution of the Graduates by their Annual Salary in Rs. and Selected Characteristics**

Characteristics	First employment (n=130)		Current employment (n= 122)	
	Less than 200 thousands	200 thousands or more	Less than 200 thousands	200 thousands or more
<b>Graduation type***</b>				
BBA	66.7%	33.3%	55.9%	44.1%
MBA	50.9%	49.1%	16.7%	83.3%
<b>Gender***</b>				
Male	54.5%	45.5%	26.8%	73.2%
Female	67.9%	32.1%	54.9%	45.1%
<b>Caste/ Ethnicity</b>				
Brahamin/Chhetri	63.8%	36.2%	35.4%	64.6%
Non Brahamin/Chhetri	55.7%	44.3%	42.1%	57.9%
<b>Present residence of the graduates</b>				
Pokhara valley	60.8%	39.2%	46.8%	53.2%
Other than Pokhara valley	61.5%	38.5%	28.9%	71.1%
Abroad	50.0%	50.0%	0%	100.0%

\* $p < 0.10$ , \*\* $p < 0.05$ , \*\*\* $p < 0.01$ .  $p$  value is based on Chi-square statistic



### 3.13 Further Study and Socioeconomic Factors

As expected, higher proportions of BBA graduates are currently pursuing further study comparative to the MBA graduates (Table 3.13). Particularly, nearly half (50.7%) of the BBA graduates are currently pursuing further study whereas it is only 15.4% among the MBA graduates. Being male or female does not significantly contribute to the graduates pursuing further study. Similarly, ethnicity does not make any difference in terms of pursuing further study currently. The large differentials are evident according to the present residence of graduates pursuing further study. The proportion of graduates pursuing further study is highest (72.4%) among those who currently reside abroad and it is the least among those who currently live in Nepal but outside Pokhara valley (18.4%).

**Table 3.13 : Percentage Distribution of the Graduates by their Further Study Status and Selected Characteristics ( n= 209)**

Characteristics	Whether the graduate currently pursuing further study	
	Pursuing	Not pursuing
<b>Graduation type* **</b>		
BBA	50.7%	49.3%
MBA	15.4%	84.6%
<b>Gender</b>		
Male	38.7%	61.3%
Female	40.8%	59.2%
<b>Caste/ Ethnicity</b>		
Brahamin/Chhetri	35.0%	65.0%
Gurung/Newar/Magar	43.8%	56.2%
Other	47.1%	52.9%
<b>Present residence of the graduates*** *</b>		
Pokhara valley	31.4%	68.6%
Other than Pokhara valley	18.4%	81.6%
Abroad	72.4%	27.6%

\* $p < 0.10$ , \*\* $p < 0.05$ , \*\*\* $p < 0.01$ .  $p$  value is based on Chi-square statistic

## **CHAPTER IV**

### **CONCLUSIONS AND RECOMMENDATIONS**

#### **4.1 Conclusions**

This study has explored the situation of management graduates of the School of Business of Pokhara University. The interesting conclusions can be drawn based on the findings of the study.

The results of the study show that status of management graduates is very good as most of the graduates (94.3%) are involved in job, either pursuing further study or self employed. Those who are currently seeking job or higher studies are the recently graduated students (graduated in 2009), hence they still have the chance of getting employment or continuing further study.

The large gender differences in terms of employment, designation level, timely employment and annual salary suggests that there is high gender discrimination among the PU graduates, which also reflects the national scenario. Further attention needs to be given in this regard from both the university side and concerned policymakers. Priority should be given to the female graduates.

The differences in the educational level in terms of holding better position and getting higher salary suggest that students should increase their qualification in order to have handsome salary and prestigious position. Bachelor level education does not seem to be sufficient at the present context in order to gain high salary and executive positions.

The insignificant ethnic differences in the designation level and salary suggest that there is no need to have ethnic concern among the PU graduates. This result challenges the national scenario.

The significant increment in the proportion of graduates working in public limited companies from first job to current job suggest that graduates interest have been increasing

in the public companies. This suggest that graduates career growth has been increased over the years.

## **4.2 Recommendations**

On the basis of the results of this study following recommendation have been suggested

1. Since majority of the graduates are currently pursuing further study in Pokhara University and most of them preferred the management related course, there is a scope of expansion of MBA degree in Pokhara University while considering the demand side. Moreover, as nearly one- third of the BBA graduates also continued and completed MBA degree from SOB, PU, the above argument is further justified. However, Pokhara University should not compromise the academic quality in the name of expansion in order to sustain the image of University.
2. Future study can be carried out by incorporating many other factors such as students' performance which can be measured by their score, family status, and so on. The University Grant Commission (UGC), of Nepal should initiate for preparing a detailed questionnaire such that holistic research can be carried out in the days to come. For this, UGC can make a coordination committee incorporating research oriented faculties from the different universities of Nepal, free lancing academicians, as well as the researchers from different organizations.

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# APPENDICES

## APPENDIX A: MISCELLANEOUS TABLES

<b>Table A1 : Number and Percentage Distribution of the Graduates of SOB, PU by their Graduation Type and Year of Graduation</b>		
<b>Factors</b>	<b>Number</b>	<b>Percent</b>
<b>Graduation type and year of graduation</b>		
2002 BBA	25	10.1
2003 BBA	19	7.7
2004 BBA	39	15.8
2006 BBA	26	10.5
2007 BBA	29	11.7
2008 BBA	10	4.0
2009 BBA	34	13.8
MBA 2002	10	4.0
MBA 2003	3	1.2
MBA 2004	20	8.1
MBA 2005	12	4.9
MBA 2007	13	5.3
MBA 2008	5	2.0
MBA 2009	2	.8
<b>Total</b>	<b>247</b>	<b>100.0</b>

<b>Table A2: Distribution of Gender of the Graduates Who Were Trace Out #</b>		
<b>Gender</b>	<b>Number</b>	<b>Percent</b>
Male	111	53.1
Female	98	46.9
<b>Total</b>	<b>209</b>	<b>100.0</b>

*# 33 students completed both BBA and MBA from SOB, PU, and 5 students can not be traced out.*

<b>Table A3: Distribution of Caste/Ethnicity of the Trace Out Students #</b>		
<b>Ethnicity</b>	<b>Number</b>	<b>Percent</b>
Brahamin	68	32.5
Chhetri	35	16.7
Gurung	35	16.7
Newar	46	22.0
Magar	8	3.8
Others	17	8.1
<b>Total</b>	<b>209</b>	<b>100.0</b>

*# 33 students completed both BBA and MBA from SOB, PU and 5 students can not be traced out.*

<b>Table A4: Name of the Non Trace Out Students (Till June 15, 2010)</b>		
<b>SN</b>	<b>Name</b>	<b>BBA graduation year</b>
1	Abhishek Gurung	2004
2	Lhakpa Sherpa	2004
3	Naresh Tajya	2004
4	Rita Aryal	2004
5	Tsering Yanzom	2004

<b>Table A5: Name of the Graduates Who Completed Both BBA and MBA from SOB, PU</b>		
<b>SN</b>	<b>Name of the graduates</b>	<b>BBA graduation year</b>
1	Amrit Banstola	2002
2	Astha Poudel	2002
3	Bhawana Singh	2002
4	Binod Prasad Koirala	2002
5	Bishal Babu Neupane	2002
6	Chetan Anada Singh	2002
7	Deepmala Shrestha	2002
8	Dhurba Bahadur Paudel	2002
9	Nisha Pant	2002
10	Purusottam Subedi	2002
11	Rabi Chandra Khanal	2002
12	Raju Bhandari	2002
13	Sangita Karki	2002
14	Sanjeet K. Rajbhandari	2002
15	Sony Maya Gurung	2002
16	Sushma Srivastav	2002
17	Nilesh Karmachrya	2003
18	Pinku Palikhe	2003
19	Sachita Shrestha	2003
20	Shalik Ram Adhikari	2003
21	Uma Devi Pun	2003
22	Chandra Bahadur Bhujel	2004
23	Kamal Kumar Pradhan	2004
24	Laxmi Pradhan	2004
25	Manisha Sunuwar	2004
26	Manohar Gopal Thagurathi	2004
27	Rabi Shrestha	2004
28	Samir KC	2004
29	Samundra Paudel	2004
30	Shikha Gurung	2004
31	Sunita Gurung	2004
32	Yogita Sharma	2004
33	Brihaspati Tiwari	2006

**Table A6: Trace Out List of All Graduates of SOB, PU (Graduated Year 2002-2009)**

<b>SN</b>	<b>Name</b>	<b>Currents Status</b>
1	<i>Ajmat Ali</i>	Pursing MBA in Leadership, Tiffin University, 155 Miami Street Tiffin, USA
2	<i>Amina Rana</i>	Assistant, Spice Nepal Private Limited and pursuing Master of Business Studies , Prithivi Narayan Campus Pokhara
3	<i>Amit Shrestha</i>	Pursing Master of Professional Accounting, University of Central Queensland , Gold Coast, Australia
4	<i>Amrit Banstola</i>	Lecturer, School of Business Pokhara University, Lekhnath
5	<i>Amrit Prasad Gurung</i>	Chief Executive Officer, Dynamide Holdings, Kathmandu
6	<i>Anil Dhewaju</i>	Senior Assistant , Nepal Share Markets and Finance Limited Pokhara
7	<i>Anil Gautam</i>	Senior Assistant, Standard Chartered Bank Pokhara
8	<i>Anita Thapa</i>	Pursing M.Sc. in International Business, Griffith College, Ireland Dublin, Ireland
9	<i>Anjan Banstola</i>	Pursing M.Sc. in International Business Griffith College, Ireland, Dublin, Ireland
10	<i>Anjan Karki</i>	Founder , Own Business, Pokhara
11	<i>Anju Gurung(A)</i>	Working and pursuing further study , United Kingdom
12	<i>Anju Gurung(B)</i>	Working and pursuing further study , Sydney , Australia,
13	<i>Anosh Shrestha</i>	Accountant, Bechesde Leadership Development, Dip, Pokhara
14	<i>Apekshya Pradhan</i>	Seeking for higher studies, Damauli (Recently graduated)
15	<i>Asish Himali</i>	Program Director, Alternatives Consolidating Youth for Prosperous Development , Pokhara
16	<i>Ashmita Pradhanaga</i>	Customer Service Officer, Business Development Bank, Pokhara and pursuing MBA , School of Business, Pokhara University, Lekhnath
17	<i>Astha Poudel</i>	Settled as Permanent Resident Holder, United States of America
18	<i>Bal Bahadur Baniya</i>	Assistant , Bank of Asia Nepal Limited Newroad and pursuing MBA , School of Business, Pokhara University, Lekhnath
19	<i>Bal Bahadur Tamang</i>	Assistant, National Human Right Commission , Pokhara
20	<i>Basanta Khadka</i>	Pursuing MBA , School of Business, Pokhara University, Lekhnath
21	<i>Bashna Palikhe</i>	Assistant, Siddhartha Bank Limited Sabhagriha-Chowk, and pursuing MBA , School of Business, Pokhara University, Lekhnath
22	<i>Bhagawati Poudel</i>	Trainee Assistant, Ace Development Bank, Kathmandu
23	<i>Bhawana Singh</i>	Settled as Permanent Resident Holder, United States of America
24	<i>Bibas Raj Lamichhane</i>	Pursing MBA in Accountancy, University of Sydney, Sydney, Australia
25	<i>Bidhya Gurung</i>	Pursing MPA, Australia



26	<b><i>Bidit Shah</i></b>	Seeking for higher studies, Pokhara (Recently graduated)
27	<b><i>Bijay Gurung</i></b>	Proporiter, Srijana Traders, Pokhara
28	<b><i>Bijaya Laxmi Bhattarai</i></b>	Purchase Executive, Manipal Teaching Hospital Pokhara
29	<b><i>Bikash Gurung</i></b>	Pursuing MBA , School of Business, Pokhara University, Lekhnath
30	<b><i>Bikash Raj Shakya</i></b>	Credit Manager, Manjushree Finanacial Institute Limited, Kathamandu
31	<b><i>Bikram Kunwar</i></b>	Officer , Kist Bank, Kathamandu
32	<b><i>Binaca Gurung</i></b>	ID holder , United Kingdom
33	<b><i>Binay Thapa</i></b>	Pursuing MBA , School of Business, Pokhara University, Lekhnath
34	<b><i>Binda Basnet</i></b>	Seeking for higher studies, Lekhnath (Recently graduated)
35	<b><i>Binesh Dangol</i></b>	Junior Officer, Machhapuchhre Bank. Ltd., Birjung
36	<b><i>Binod Prasad Koirala</i></b>	Branch Manager, Fewa Finance Limited , Kathamandu
37	<b><i>Bir Bahadur Dura</i></b>	Director, Fewa Trade and Investment , Srijanachowk, Pokhara
38	<b><i>Birendra K C</i></b>	Senior Assistant, Machhapuchhre Bank Limited Pokhara
39	<b><i>Bishal Babu Neupane</i></b>	Marketing Officer , Surya Nepal , Kathamandu
40	<b><i>Bishnu Dawadi</i></b>	Pursing Masters in International Business, Ireland
41	<b><i>Brihaspati Tiwari</i></b>	Management Trainee, Machhapurchhe Bank Limited Putalisadak, Rashapath, Kathamandu
42	<b><i>Buddhi Karki</i></b>	Pursuing MBA , School of Business, Pokhara University, Lekhnath
43	<b><i>Chaitanya Raj Adhikari</i></b>	Foreign Post Doctoral Researcher, National Institute of Adva Umezono-6, Tsukuba, Ibarki, Japan
44	<b><i>Chandan Tangbetani</i></b>	Working , United States of America
45	<b><i>Chandra Bahadur Bhujel</i></b>	Supervisor, Citizens Bank International , Newroad-9, Pokhara
46	<b><i>Chetan Anand Singh</i></b>	Managing Director , Sungrow Urja Pvt Ltd , Kathamandu
47	<b><i>Chhaya Koirala</i></b>	Pursuing MBA, Australia
48	<b><i>Deepa Gurung</i></b>	Pursuing further study, Australia
49	<b><i>Deepmala Shrestha</i></b>	Lecturer, Gandaki College of Sciences Lamachaur, Pokhara , and completed M. Phil in HR, TU, Kirtipur, Kathamandu
50	<b><i>Devi Sherpa</i></b>	Pursing MBA , United Kingdom
51	<b><i>Dhruba Bahadur Paudel</i></b>	Credit Officer , NMB Bank Limited, Pokhara
52	<b><i>Dinesh Dawadi</i></b>	Management Trainee, Machhapurchhe Bank Limited Nayabazzar, Pokhara
53	<b><i>Dipa Bhandari</i></b>	Seeking for higher studies, Butwal
54	<b><i>Dipak Basnet</i></b>	Assistant, Kumari Bank Pokhara Branch, Pokhara
55	<b><i>Dipak Bhandari</i></b>	Accountant , Fishtail Hospital& Rese Gairapatan-4, Pokhara and pursuing Master of Business Studies , Prithivi Narayan Campus Pokhara
56	<b><i>Dipan Tangebetani</i></b>	Manager & Entrepreneur, Own Plastic Factory, Lakeside, Pokhara
57	<b><i>Dipendra Man Palikhe</i></b>	Branch Manager, Business Development Bank, Pokhara and pursuing Master of Business Studies , Prithivi Narayan Campus Pokhara
58	<b><i>Dipendra Sharma</i></b>	Relationship Manager, NIC Bank, Pokhara

59	<b><i>Dristi Vaidya</i></b>	Finance cum Administration Manager, Pacific Commercial Company, Kathamandu
60	<b><i>Geeta Pun</i></b>	Pursuing MBA, Australia
61	<b><i>Goma Gaudel</i></b>	Assistant , Bikash Nepal, Pokhara
62	<b><i>Hari Prasad Timilsina</i></b>	Permanent Resident Holder , Australia
63	<b><i>Jagadish Kumar Shrestha</i></b>	Assistant, NIC Bank Kathamandu
64	<b><i>Jamuna Gurung</i></b>	Pursuing MBA, United Kingdom
65	<b><i>Kailash Sapkota</i></b>	Assistant , Standard Charted Bank, Pokhara and pursuing Master of Business Studies , Prithivi Narayan Campus Pokhara
66	<b><i>Kalpna Subedi(Bhandari)</i></b>	Supervisor, Kamana Bikash Bank Limite Chipledhunga
67	<b><i>Kamal Kumar Pradhan</i></b>	Branch Manager, City Development Bank , Amarsingchowk, Pokhara
68	<b><i>Karuna Koirala</i></b>	Assistant, Machhapuchhre Bank Limited, Pokhara
69	<b><i>Kiran Gurung</i></b>	Working as Assistant , United Kingdom
70	<b><i>Kiran Raj Lamichhane</i></b>	Assistant , Himalayan Bank, Pokhara and pursuing MBA , School of Business, Pokhara University, Lekhnath
71	<b><i>Kiran Sigdel</i></b>	Pursuing further study, Australia
72	<b><i>Kishor Kumar K.C</i></b>	Finance Manager , Batash Group , Kathamandu
73	<b><i>Kopila Baral</i></b>	Pursuing MBA , School of Business, Pokhara University, Lekhnath
74	<b><i>Kumar Chhantyal</i></b>	Seeking for higher studies, Pokhara (Recently graduated)
75	<b><i>Laxmi Pradhan</i></b>	Assistant, Hilton London Metropolitan Hotel, London, and pursuing M.SC. in Banking and Finance, London
76	<b><i>Lilawati Kansakar</i></b>	Officer, Rural Urban Partenship Programme( RUPP), Kathamandu
77	<b><i>Lobsang Dawa</i></b>	Pursuing MBA , United States of America
78	<b><i>Mahendra Koirala</i></b>	Pursing MBA, Appex College, PU, Baneshwor, Kathmandu
79	<b><i>Manisha Sunuwar</i></b>	Assistant , Nepal SBI Bank Limited Newroad Branch, Kathamandu
80	<b><i>Manohar Gopal Thagurathi</i></b>	Senior Officer, Kanchan Development Bank Bhimdutta-4, Kanchanpur
81	<b><i>Mukta Khati</i></b>	Pursuing MBA , School of Business, Pokhara University, Lekhnath
82	<b><i>Munish Lamichhne</i></b>	Own Grosary, Gaidakot
83	<b><i>Naba Raj Gartaula</i></b>	Executive Officer, Fishtail Overseas Pvt. Ltd, Kathamandu
84	<b><i>Nabin Dhoju</i></b>	Pursuing MBA in Accountancy, Sydney College of Management , Sydney, Australia
85	<b><i>Namuna Dura</i></b>	Pursing MBA , Australia
86	<b><i>Narayan Prasad Banstola</i></b>	Administrative cum Finance Manager ,Sujal Diary, Pokhara
87	<b><i>Navaraj Baral</i></b>	Junior Assistant , Siddhartha Bank, Thamel, Kathmandu, Nepal
88	<b><i>Navin Paudel</i></b>	Pursing MBA., EThames Graduate School, University , Ilford, London
89	<b><i>Nawa Raj Gurung</i></b>	Assistant, Devendra Sports Center Chipledhunga, Pokhara, and pursuing Master of Business Studies , Prithivi Narayan Campus Pokhara
90	<b><i>Nilesh Karmacharya</i></b>	Pursing Master in Public Administration, Sydney, Australia

91	<b><i>Nilima Thapa</i></b>	Working and pursuing further study, United Kingdom
92	<b><i>Niraj Shrestha</i></b>	Pursuing MBA, Apex Collge, Kathmandu
93	<b><i>Nisha Pant</i></b>	Divestiture Coordinator , Unilever North America United States of America , Connecticut
94	<b><i>Niyanta Koirala</i></b>	Senior Officer, Bank of Asia, Kathamandu
95	<b><i>Om Raj Shrestha</i></b>	Branch Manager, Business Development Bank, Damauli
96	<b><i>Pabitra Shrestha</i></b>	Beatch P. Officer, Leknath Chamber of Commerce Lekhnath
97	<b><i>Pinku Palikhe</i></b>	Officer, Manakamana Bikash Bank, Kathamandu
98	<b><i>Pom Kumari Gurung</i></b>	Seeking for higher studies, Pokhara (Recently graduated)
99	<b><i>Prabha Gurung</i></b>	Pursuing Master in Polupation, Gender and Development , School of Development and Social Engineering , Pokhara University, Lekhnath
100	<b><i>Prabin Dewan</i></b>	Pursuing MBA in Finance, Singapore
101	<b><i>Prajwal Adhikari</i></b>	Personal Financial Consultant , Standard Charted Bank Nepal Pokhara Branch, Pokhara
102	<b><i>Prakash Prasad Karmacharya</i></b>	Pursuing MBA, Hawaii, United States of America
103	<b><i>Pramila Bhattarai</i></b>	Customer Service Assistant, Kamana Bikash Bank ,Lekhnath
104	<b><i>Puja Gurung</i></b>	Manager , Sahaj Saving and Credit Cooperative, Pokhara
105	<b><i>Punam Gurung</i></b>	Seeking for job, Pokhara (Recently graduated)
106	<b><i>Purnimaya Gurung</i></b>	Officer, Nepal Cyber Link Pvt. Ltd Srijanachowk, Pokhara and pursuing MBS, PN Campus, Bagar, Pokhara
107	<b><i>Purusottam Subedi</i></b>	Lecturer , Crimson College of Technology, Butwal
108	<b><i>Puspa Bhandari</i></b>	Pursing ACCA , Kaplan Financial, Borough High Street, London, UK
109	<b><i>Puspa Gurung</i></b>	Working , United Kingdom
110	<b><i>Rabi Chandra Khanal</i></b>	Branch Manager, Standard Finance Limited , Pokhara
111	<b><i>Rabi Shrestha</i></b>	Admin/Founder, Pokharacity.com, Pokhara
112	<b><i>Rabindra Subedi</i></b>	Pursuing MBA , Central Quinsland University , Australia
113	<b><i>Rajendra Karki</i></b>	Assistant Relationship Manager, NIC Bank Limited, Pokhara Mahendrapool, Pokhara
114	<b><i>Rajesh Basnet</i></b>	Procurement Officer , Himalyan Bank, Kathamandu
115	<b><i>Rajmaya Gurung</i></b>	Settled as Permanent Resident Holder, United Kingdom
116	<b><i>Raju Bhandari</i></b>	Incharge, Laxmi Bank , Industrial Estate, Pokhara
117	<b><i>Rajya Laxmi Bijukchhe</i></b>	Settled under Diversity Visa, United States of America
118	<b><i>Ramesh Pd. Paudel</i></b>	Operations Incharge, NIC Bank Limited, Kirtipur, Kathamandu
119	<b><i>Ramesh Rijal</i></b>	Head of Department, Oxford College of Engineering and Management, Nawalparasi
120	<b><i>Ranjita Ranabhat</i></b>	Assistant , Api- Finance Ltd, Talchowk, Lekhnath
121	<b><i>Rasmi Baral</i></b>	Pursing MBA, Kathamandu University School of Management (KUSOM), Kathamandu University, Balkumari, Lalitpur
122	<b><i>Reetu Palikhe</i></b>	Seeking for higher studies, Kathamandu (Recently graduated)
123	<b><i>Rit Man Gurung</i></b>	Regional Head ,Western Union, Pokhara
124	<b><i>Rojina Nakarmi</i></b>	Seeking for higher studies, Pokhara (Recently graduated)
125	<b><i>Roshani Thapa</i></b>	Assistant , Fewa Finance ,Pokhara

126	<b><i>Sabi Pradhan</i></b>	Pursuing Master of Business Studies , Balkumari, Campus, Balkumarichowk, Bharatpur, Chitwan
127	<b><i>Sabin Rajbhandari</i></b>	Officer, Global Bank , Baglung and MBA Apex KTM
128	<b><i>Sabina Timilsina</i></b>	Pursing MBA, Kathamandu University School of Management, Kathamandu
129	<b><i>Sachita Shrestha</i></b>	Assistant, Laxmi Bank, Pokhara
130	<b><i>Sagar Pratap Khadka</i></b>	Working and pursuing further study, Sydney, Australia
131	<b><i>Sagun Gurung</i></b>	Pursing MBA, Apex College , Kathmandu
132	<b><i>Sajeeta Thapa Magar</i></b>	Volunteer , INF Kaski ,Nayagaun, Hariyokharka, Pokhara
133	<b><i>Samim Khan</i></b>	Pursing Post Gradute Diploma, Icon College of Technology & Management, London
134	<b><i>Samin Gurung</i></b>	Assistant , Gurkha Development Bank (New Road, Pokhara and pursuing Master of Business Studies , Prithivi Narayan Campus Pokhara
135	<b><i>Samir KC</i></b>	Assistant, Nepal SBI Bank Limited Pokhara, Branch , Newroad, Pokhara
136	<b><i>Samir Shrestha</i></b>	Senior Officer , Agni Airlines , Kathmandu
137	<b><i>Samjhana Aryal</i></b>	Pursuing MBA , School of Business, Pokhara University, Lekhnath
138	<b><i>Samjhana Wagle</i></b>	Seeking for job, Lekhnath (Recently graduated)
139	<b><i>Samundra Paudel</i></b>	Strategic Location Coordinator, Youth Initiative, Nepal Gairidhara, Kathmandu
140	<b><i>Sangeeta Shrestha</i></b>	Officer, Janta Bank Nepal Ltd, Pokhara
141	<b><i>Sangita Karki</i></b>	Credit Officer , Machhepuchhre Bank Limited, Pokhara
142	<b><i>Sanjay Lavaju</i></b>	Owner/Managing Director, Reem Clothing, Mahendrapool, Pokhara
143	<b><i>Sanjaya Raj Regmi</i></b>	Information Technology (IT ) Consultant , Vancouver Canada
144	<b><i>Sanjeet Kumar Rajbhandari</i></b>	Assistant Manager , Laxmi House, Suijal Foods , Kathamandu
145	<b><i>Sanjit Gurung</i></b>	Pursing MBA, Michingan University, United States of America
146	<b><i>Santosh Bikram Thapa</i></b>	Officer, Nepal Toursm Board , Kathmandu
147	<b><i>Sarita Thapa</i></b>	Pursuing MBA in Finance , Califormia, United States of America
148	<b><i>Saroj Shaha</i></b>	Credit Officer, Citizens Bank, Nepalgunj
149	<b><i>Saroj Simkhad</i></b>	Seeking for higher studies, Pokhara (Recently graduated)
150	<b><i>Satish Karki</i></b>	Pursing MBA in Account , Sydney Campus, Sydney
151	<b><i>Shalik Ram Adhikari</i></b>	Credit Incharge, Kaski Finance Limited Pokhara 10, Amarsing-Chowk
152	<b><i>Shalvi Bastola</i></b>	Manager, Early Childhood , Pokhara
153	<b><i>Shankar KC</i></b>	Junior Officer, Machhepuchhre Bank Limited, Nayabazzar-9, Pokhara,
154	<b><i>Shanti Aryal</i></b>	Pursuing MBA , School of Business, Pokhara University, Lekhnath
155	<b><i>Sharmila Shilpakar</i></b>	Pursuing MBA, United Kingdom
156	<b><i>Shikha Gurung</i></b>	Operations Incharge, Siddhartha Bank , Pokhara

157	<b>Shiva Pd. Sharma</b>	Managing Director, Apex Computer and Electronics, Newroad-8, Pokhara
158	<b>Shiva Poudel</b>	Volunteer, Youth Alternative, Pokhara
159	<b>Shova Gurung</b>	Pursuing MBA, Apex College, Kathmandu
160	<b>Shova Neupane</b>	Manager, Own Business, Hotel Khukuri, Pokhara
161	<b>Shree Krishna Banstola</b>	Pursuing MBA in Finance, Webster University, California, United States of America
162	<b>Shreekant Pant</b>	Senior Assistant, Machhepuchhre Bank, ,Lekhnath
163	<b>Sila Timilsina</b>	Seeking for job, Pokhara (Recently graduated)
164	<b>Sipa Regmi ( Mehta)</b>	Head- Marketing, Kumari Bank Limited Durbar Marg, Kathmandu
165	<b>Smriti Gautam</b>	Assistant, United Finance Company Limited, Pokhara
166	<b>Sonali Gurung</b>	Lecturer, Cosmos College, Kathmandu
167	<b>Sonika Gurung</b>	Pursuing MBA, Virginia International University, United States of America
168	<b>Sony Maya Gurung</b>	Accountant, Pokhara Cable, Pokhara
169	<b>Srijana Gurung</b>	Human Resource Manager, Population Services International, Kathmandu
170	<b>Srijana Shrestha</b>	Assistant, Standard Chartered Bank Newroad, Pokhara
171	<b>Subarna Malla</b>	Manager, Malla Store, Prithivichowk, Pokhara
172	<b>Subas Poudel</b>	Assistant Incharge, Nabil Bank, Pokhara and pursuing MBA, School of Business, Pokhara University, Lekhnath
173	<b>Subash Acharya</b>	Assistant Director, Nepal Rastra Bank, Baluwatar, Kathmandu
174	<b>Subashna Rajbhandari</b>	Assistant, Machhepuchhre Bank Limited, Chipledhunga, and pursuing MBA, School of Business, Pokhara University, Lekhnath
175	<b>Subeena Shrestha</b>	Officer, Machhepuchhre Bank, Kathmandu
176	<b>Subha Shrestha</b>	Teller, Himalayan Bank, Pokhara
177	<b>Sudha Parajul</b>	Assistant, Agni Air, Kathmandu
178	<b>Sudha Shrestha</b>	Assistant, NIC Bank Ltd, Pokhara
179	<b>Sudhir Thapa</b>	Branch Manager, Prime Commercial Bank Limited, Manakamana Branch, Manakamana-3, Gorkha
180	<b>Sudina Shrestha</b>	Pursuing Master in Fashion Design, Australia
181	<b>Sudip Bikram Rana</b>	Manager, Own Business, Lakeside Pokhara and Pursuing Master of Business Studies, Prithivi Narayan Campus Pokhara
182	<b>Suman Keshav Parajuli</b>	Manager, Oxygen Lounge Bar Restaurant, Lakeside, Pokhara and pursuing, MBS, PN Campus, Pokhara
183	<b>Suman Soti</b>	Pursuing MBA in Accountancy, United States of America
184	<b>Sumitra Gurung</b>	Working and pursuing further study, United Kingdom
185	<b>Sunanda Sagar Tajhya</b>	Marketing Officer, Children Nepal, Pokhara
186	<b>Sunita Gurung</b>	Customer Relationship Officer, Development Credit Bank Pokhara
187	<b>Sunmaya Gaillard</b>	Pursuing further study, London, United Kingdom
188	<b>Suraj Kumar Tajhya</b>	Pursuing further study, Australia
189	<b>Surendra Basnet</b>	Pursing Master of Business Studies, Prithivi Narayan Campus Pokhara

190	<b><i>Suresh Dhungel</i></b>	Pursing MBA in Finance, University of Quinsland, Australia
191	<b><i>Suresh Kumar Gurung</i></b>	Pursing MBA in Finance , University of Nebraska, United States of America
192	<b><i>Sushil Raj Regmi</i></b>	Accountant , Bindeswori Plaza, Newroad, Pokhara
193	<b><i>Sushma Shilpakar</i></b>	Pursing MBA in Finance, Business School of Melbourne, Melbourne, Australia
194	<b><i>Sushma Srivastav</i></b>	Pursing MBA in Finance, Regis University, Denver Colorado, United States of America
195	<b><i>Sushmita Tamkar</i></b>	Assistant, DCBL Bank Limited, Pokhara
196	<b><i>Sushmita Thapa</i></b>	Working , United Kingdom
197	<b><i>Tasi Tsering</i></b>	Pursuing further study, Switzerland
198	<b><i>Tenzin Geldan</i></b>	Junior Assistant, Sangrila Development Bank Pokhara
199	<b><i>Tenzin Lhamo</i></b>	Purchase Manager, Laxmi House, Pokhara
200	<b><i>Til Baghadur Gurung</i></b>	Assistant, Eustudiar Education Servi Olympia, Washinton, USA and pursuing MBA, International Technological University , Sunnyvale, California, USA
201	<b><i>Uma Devi Pun</i></b>	Radio Jockey( RJ) Programme Presenter, Pokhara FM 95.8, Pokhara and pursuing Master in Population Gender and Development, School of Development and Social Engineering, Pokhara University, Lekhnath
202	<b><i>Umesh Adhikari</i></b>	Pursing MBA, United Kingdom
203	<b><i>Umesh Kumar Acharya</i></b>	Chief Executive Officer, Kamana Bikash Bank, Lekhnath 7, Kaski
204	<b><i>Urika Gurung</i></b>	Pursuing Master of Business Studies , and LLB, Prithivi Narayan Campus Pokhara
205	<b><i>Uttam Raj Regm</i></b>	Marketing and Communication Manager, Nepal Contraceptive Retail Sales, Mahedevtar, Tokha Road, Kathamandu,
206	<b><i>Uttara Kyastha</i></b>	Pursing MBA, Ace Institute of Management, Kathmandu
207	<b><i>Yeshe Choedon</i></b>	Accountant, Tashiling Settlement Office, Pokhara
208	<b><i>Yogesh Gurung</i></b>	Working and pursuing further study, United Kingdom
209	<b><i>Yogita Sharama</i></b>	Working in a Finance Company, , Vancouver, Canada

**Table A7: Date of Result and Campus RN. of All Graduated Students Verified by the Concerned Bodies**

**BBA Graduates**

**BBA 1st Batch ( Graduation year: 2002) (1999-2002)**

SN	Name	Result date verified by Controller of Examinations, PU	Campus Roll No.	Campus Roll No. as verified by School of Business, PU
1	Soni Maya Gurung	10.08.2002	2/1999	Official Stamp & Signature
2	Amrit Banstola		3/1999	
3	Anil Gautam		4/1999	
4	Puspa Gurung		6/1999	
5	Kiran Gurung		7/1999	
6	Binod Prasad Koirala		8/1999	
7	Subas Paudel		9/1999	
8	Dipendra Man Palikhe		10/1999	
9	Sanjit K Rajbhandari		12/1999	
10	Om Raj Shrestha		13/1999	
11	Sangita Karki		14/1999	
12	Dhurba Bdr Paudel		16/1999	
13	Naba Raj Gartula		18/1999	
14	Prusshottam Subedi		19/1999	
15	Bhuwana Singh		20/1999	
16	Dip Mala Shrestha	Official Stamp & Signature	21/1999	
17	Raju Bhandari		22/1999	
18	Suresh Kumar Tajhya		23/1999	
19	Nisha Pant		24/1999	
20	Astha Poudel		25/1999	
21	Susma Srivastav		26/1999	
22	Chetan Ananda Singh		28/1999	
23	Bishal Babu Neupane		29/1999	
24	Prakash Pd Karmacharya		30/1999	
25	Rabi Chandra Khanal		31/1999	

**BBA 2nd Batch ( Graduation year: 2003) (2000-2003)**

SN	Name	Result date verified by Controller of Examinations, PU	Campus Roll No.	Campus Roll No. as verified by School of Business, PU
1	Anju Gurung	29.08.2003          Official Stamp & Signature	1/2000	Official Stamp & Signature
2	Anju Gurung		4/2000	
3	Shalikaram Adikari		5/2000	
4	Amrit Prasad Gurung		7/2000	
5	Bijya Gurung		8/2000	
6	Sudhir Thapa		12/2000	
7	Dristi Vaidya		15/2000	
8	Srijana Gurung		16/2000	
9	Prabha Gurung		17/2000	
10	Pinku Palikhe		18/2000	
11	Nilesh Karmacharya		20/2000	
12	Sumitra Gurung		22/2000	
13	Bikram Kunwar		23/2000	
14	Salvi Bastola		24/2000	
15	Binesh Dangol		25/2000	
16	Sachita Shrestha		26/2000	
17	Anil Dhewaju		27/2000	
18	Niyanta Koirala		28/2000	
19	Uma Devi Pun		29/2000	



**BBA 3rd Batch (Graduation year: 2004) (2001-2004)**

SN	Name	Result date verified by Controller of Examinations, PU	Campus Roll No.	Campus Roll No. as verified by School of Business, PU
1	Goma Gaudel ( Retake)	08.10.2004	11/2000	Official Stamp & Signature
2	Lhakpa Sherpa ( Retake)		10/2000	
3	Chandan Tangbetani		1/2001	
4	Ravi Shrestha		2/2001	
5	Birendra K C		3/2001	
6	Kailash Sapkota		4/2001	
7	Rajmaya Gurung		5/2001	
8	Abhishek Gurung		6/2001	
9	Sabin Rajbhandari		7/2001	
10	Nawa Raj Gurung		8/2001	
11	Niraj Shrestha		9/2001	
12	Yogita Sharma		10/2001	
13	Shikha Gurung		12/2001	
14	Yogesh Gurung		13/2001	
15	Sangeeta Shrestha		14/2001	
16	Dipendra Sharma		15/2001	
17	Sunita Gurung		16/2001	
18	Sabi Pradhan		17/2001	
19	Naresh Tajhya		18/2001	
20	Til Bahadur Gurung		19/2001	
21	Samundra Paudel		20/2001	
22	Chandra Bahadur Bhujel		21/2001	
23	Samir K C		23/2001	
24	Prabin Dewan		24/2001	
25	Tsering Yangzom		25/2001	
26	Bir Bahadur Dura		26/2001	
27	Urika Gurung		27/2001	
28	Dipak Basnet		28/2001	
29	Laxmi Devi Pradhan		29/2001	
30	Kamal Kumar Pradhan		30/2001	
31	Karuna Koirala		31/2001	
32	Manisha Sunuwar		33/2001	
33	Sudip Bikram Rana	Official Stamp & Signature	35/2001	
34	Subarna Malla		36/2001	
35	Kiran Raj Lamichhane		37/2001	
36	Manoher Gopal Thugarithi		38/2001	
37	Suman Keshav Parajuli		39/2001	
38	Rita aryal		40/2001	
39	Pabitra Shrestha		41/2001	

### BBA 4th Batch ( Graduation year: 2006) (2002-2006)

SN	Name	Result date verified by Controller of Examinations, PU	Campus Roll No.	Campus Roll No. as verified by School of Business, PU
1	Puja Gurung	03.12.2006	1/2002	Official Stamp & Signature
2	Surush Dhungel		2/2002	
3	Yeshi Choeden		4/2002	
4	Jamuna Gurung		5/2002	
5	Deepa Gurung		8/2002	
6	Sushmita Thapa		10/2002	
7	Sudha Shrestha		11/2002	
8	Suresh Kumar Gurung		12/2002	
9	Uttra Kayasta		13/2002	
10	Kiran Sigdel		14/2002	
11	Suman Soti		15/2002	
12	Brihaspati Tiwari		17/2002	
13	Sushmita Tamrakar		20/2002	
14	Shree Krishna Bastola		24/2002	
15	Sushma Shilpakar		26/2002	
16	Shova Gurung		27/2002	
17	Sharmila Shilpakar		28/2002	
18	Ranjita Ranabhat		31/2002	
19	Nilima Thapa		32/2002	
20	Rabindra Subedi		33/2002	
21	Shova Neupane	Official Stamp & Signature	34/2002	
22	Geeta Pun		35/2002	
23	Sarita Thapa		36/2002	
24	Nabin Dhoju		37/2002	
25	Sun Maya Gaillard		39/2002	
26	Sudina Shrestha		49/2002	

**BBA 5th Batch (Graduation year: 2007) (2003-2007)**

SN	Name	Result date verified by Controller of Examinations, PU	Campus Roll No.	Campus Roll No. as verified by School of Business, PU
1	Lobsang Dawa	16.12.2007	1/2003	Official Stamp & Signature
2	Samin Gurung		2/2003	
3	Ajmat Ali		3/2003	
4	Devi Sherpa		6/2003	
5	Anjan Karki		7/2003	
6	Mahendran Koirala		9/2003	
7	Surendra Basnet		10/2003	
8	Bal Bahadur Baniya		11/2003	
9	Bidhya Gurung		12/2003	
10	Amina Rana		16/2003	
11	Sonika Gurung		20/2003	
12	Umesh Adhikari B K		21/2003	
13	Rashmi Baral		22/2003	
14	Namuna Dura		23/2003	
15	Dipan Tangbetani		24/2003	
16	Sanjeet Gurung	Official Stamp & Signature	25/2003	
17	Chhaya Koirala		29/2003	
18	Kapila Baral		30/2003	
19	Deepak Bhandari		36/2003	
20	Subashana Rajbhandari		40/2003	
21	Nabin Poudel		41/2003	
22	Asmita Pradhanaga		43/2003	
23	Puspa Bhandari		44/2003	
24	Rajendra Karki		45/2003	
25	Bashana Palkhe		46/2003	
26	Shiva Prasad Sharma		47/2003	
27	Bibas Raj Lamichhane		48/2003	
28	Amit Shrestha		53/2003	
29	Samim Khan		55/2003	

**BBA 6th Batch (Graduation year: 2008)(2004-2008)**

<b>SN</b>	<b>Name</b>	<b>Result date verified by Controller of Examinations, PU</b>	<b>Campus Roll No.</b>	<b>Campus Roll No. as verified by School of Business, PU</b>
1	Purni Maya Gurung	09.12.2008        Official Stamp & Signature	1/2004	Official Stamp & Signature
2	Binaca Gurung		6/2004	
3	Bishnu Dawadi		7/2004	
4	Anita Thapa		9/2004	
5	Asish Himali		10/2004	
6	Tashi Tsering		19/2004	
7	Bikas Gurung		20/2004	
8	Anjan Bastola		21/2004	
9	Nava Raj Baral		22/2004	
10	Mukta Khati		27/2004	

**BBA 7th Batch (Graduation year: 2009) (2005-2009)**

SN.	Name	Result date verified by Controller of Examinations, PU	Campus Roll No.	Campus Roll No. as verified by School of Business, PU
1	Pom Kumari Gurung	15.11.2009	1/2005	Official Stamp & Signature
2	Saroj Simkhada		2/2005	
3	Ritman Gurung		3/2006	
4	Rojina Nakarmi		4/2006	
5	Srijana Shrestha		6/2007	
6	Sunanda Sagar Tajhya		7/2008	
7	Sushil Raj Regmi		8/2009	
8	Sagun Gurung		12/2010	
9	Binda Basnet		13/2005	
10	Apeksha Pradhan		14/2005	
11	Bidit Shah		17/2005	
12	Pramila Bhattarai		20/2005	
13	Samjhana Wagle		22/2005	
14	Sajeeta Thapa Magar		23/2005	
15	Roshani Thapa		24/2005	
16	Basanta Khadka		25/2005	
17	Anosh Shrestha		26/2005	
18	Punam Gurung		27/2005	
19	Shila Timilsina		30/2005	
20	Bal Bahadur Tamang		31/2005	
21	Buddhi Karki		32/2005	
22	Reetu Palikhe		34/2005	
23	Samjhana Aryal		38/2005	
24	Shanti Aryal		39/2005	
25	Subha Shrestha		40/2005	
26	Smirti Gautam		42/2005	
27	Kumar Chhantyal		44/2005	
28	Shiva Paudel		48/2005	
29	Tenzin Gelden		51/2005	
30	Sudha Parajuli		53/2005	
31	Sabina Timilsina		57/2005	
32	Binay Thapa		58/2005	
33	Jagdish Kumar Shrestha		59/2005	
34	Bhagwati Poudel		64/2005	

## MBA Graduates

### MBA I Batch ( Graduation year: 2002) (2000-2002)

SN.	Name	Result date verified by Controller of Examinations, PU	Campus Roll No.	Campus Roll No. as verified by School of Business, PU
1	Umesh Achrya	25.10.2002	12/2000	Official Stamp & Signature
2	Uttam Regmi		9/2000	
3	Sanjya Regmi		8/2000	
4	Chiatanya Adhikari		5/2000	
5	Prajawal Adhikari		4/2000	
6	Hari Timilsina		2/2000	
7	Kishor KC		10/2000	
8	Shipa Mehata		3/2000	
9	Rajya Bijukchhche		1/2000	
10	Subash Achrya		7/2000	
		Official Stamp & Signature		

### MBA II Batch ( Graduation year: 2003)(2001-2003)

INTERMEDIATE EXAMINATION (Graduation) Year 2000 (2001-2000)				
SN.	Name	Result date verified by Controller of Examinations, PU	Campus Roll No.	Campus Roll No. as verified by School of Business, PU
1	Narayan Prasad Banstola	02.11.2003  Official Stamp & Signature	5/2001	Official Stamp & Signature
2	Lilawati Kansakar		6/2001	
3	Subina Gurung		1/2001	

**MBA III Batch ( Graduation year: 2004) (2002-2004)**

SN.	Name	Result date verified by Controller of Examinations, PU	Campus Roll No.	Campus Roll No. as verified by School of Business, PU
1	Purushottam Subedi	10.10.2004	2/2002	Official Stamp & Signature
2	Rajesh Basnet		3/2002	
3	Nisha Pant		4/2002	
4	Bishal Babu Neupane		5/2002	
5	Chetan Ananda Singh		6/2002	
6	Bhawana Singh		7/2002	
7	Deepmala Sherestha		9/2002	
8	Sangita karki		11/2002	
9	Amrit Banstola		12/2002	
10	Dhurba Bahadur Poudel		13/2002	
11	Binod Prasad Koirala		14/2002	
12	Rabi Chandra Khanel		15/2002	
13	Samir Shrestha		16/2002	
14	Santosh Bikram Thapa		17/2002	
15	Sonila Gurung	Official Stamp & Signature	18/2002	
16	Sony Maya Gurung		19/2002	
17	Astha Poudel		20/2002	
18	Bijaya laxmi Bhattari		22/2002	
19	Sushma Srivastav		24/2002	
20	Satish Karki		25/2002	

**MBA IV Batch ( Graduation year: 2005) (2003-2005)**

SN.	Name	Result date verified by Controller of Examinations, PU	Campus Roll No.	Campus Roll No. as verified by School of Business, PU
1	Sagar Pratap Khadka	27.10.2005	1/2003	Official Stamp & Signature
2	Munesh Lamichhane		3/2003	
3	Deepa Bhandari		4/2003	
4	Salik Ram Adhikari		5/2003	
5	Raju Bhandari		6/2003	
6	Sachita Shrestha		7/2003	
7	Nilesh Karmacharya		8/2003	
8	Tenzin Lhamo		9/2003	
9	Shri Kanta Pantha		10/2003	
10	Uma Devi Pun		11/2003	
11	Pinku palikhe		12/2003	
12	Sanjeet Kuma Raj Bhandari		8/2002	

**MBA V Batch ( Graduation year: 2006) (2004-2006)**

SN.	Name	Result date verified by Controller of Examinations, PU	Campus Roll No.	Campus Roll No. as verified by School of Business, PU
1	Sanjay Lavaju	05.11.2006	1/2004	Official Stamp & Signature
2	Kamal Kumar Pradhan		2/2004	
3	Laxmi Devi Pradhan		3/2004	
4	Manohor Gopal Thagurathi		6/2004	
5	Bikash Raj Shakya		7/2004	
6	Manisha Sunuwar		9/2004	
7	Shikha Gurung		10/2004	
8	Ravi Shrestha		11/2004	
9	Samir Kc		12/2004	
10	Chandra Bahadur Bhujel		14/2004	
11	Samundra Paudel		15/2004	
12	Ramesh Rijal		16/2004	
13	Sunita Gurung		17/2004	



**MBA VI Batch (Graduation year: 2007)(2005-2007)**

SN.	Name	Result date verified by Controller of Examinations, PU	Campus Roll No.	Campus Roll No. as verified by School of Business, PU
1	Yogita Sharama	27.09.2007  Official Stamp & Signature	8/2004	Official Stamp & Signature
2	Shankar KC		2/2005	
3	Kalpana Subedi		4/2004	
4	Ramesh Pd. Paudel		3/2005	
5	Saroj Shaha		5/2005	

**MBA VII Batch ( Graduation year: 2009) (2007-2009)**

SN.	Name	Result date verified by Controller of Examinations, PU	Campus Roll No.	Campus Roll No. as verified by School of Business, PU
1	Dinesh Dawadi	09.09.2009	10/2006	
2	Brihaspati Tiwari	Official Stamp & Signature	13/2006	Official Stamp & Signature

**APPENDIX B: DISTRIBUTION OF RECENTLY GRADUATED STUDENTS  
(GRADUTED IN 2008 & 2009) ACCORDING TO THEIR VARIOUS  
CHARACTERISTICS**

**Table B1 : Number and Percentage Distribution of the Graduates of SOB, PU by their  
Slected Socioeconomic Factors**

<b>Factors</b>	<b>Number</b>	<b>Percent</b>
<b>Gender</b>		
Male	19	41.3
Female	27	58.7
<b>Caste/Ethnicity</b>		
Brahamin	17	37.0
Chhetri	9	19.6
Gurung	8	17.4
Newar	8	17.4
Magar	1	2.2
Others	3	6.5
<b>Present address of the graduates</b>		
Kathmandu	7	15.2
Pokhara	34	73.9
Other part of Nepal	2	4.3
UK	1	2.2
Other part of world	2	4.3
<b>Total of each factors</b>	<b>46</b>	<b>100.0</b>

**Table B2 : Number and Percentage Distribution of the Graduates of SOB, PU by their Current Status**

<b>Factors</b>	<b>Number</b>	<b>Percent</b>
<b>Current status of the graduates</b>		
Currently employed & pursuing further study	1	2.2
Currently employed only	20	43.5
Previously employed and currently pursuing higher studies	1	2.2
Previously employed & currently settled abroad	1	2.2
Only pursuing further study	12	26.1
Seeking for higher studies	8	17.4
Seeking for a job	3	6.5
<b>At least one time employment rate</b>		
Ever employed (Currently or previously)	23	50
Never employed	23	50
<b>Current employment rate</b>		
Employed	21	45.7
Currently not in a job	25	54.3
<b>Pursuing further study</b>		
Yes	13	28.3
No	33	71.7
<b>Total</b>	<b>46</b>	<b>100.0</b>

**Table B3 : Number and Percentage Distribution of the Graduates Of SOB, PU by their First and Current Employment Job Status**

	First job		Current job	
<b>Organization type of graduate employee</b>	<b>Number</b>	<b>Percent</b>	<b>Number</b>	<b>Percent</b>
Private	7	30.4	5	23.8
Public	11	47.8	11	52.4
NGO/INGO	5	21.7	5	23.8
<b>Total</b>	<b>23</b>	<b>100.0</b>	21	100.0
<b>Organization sector of graduate employee</b>				
Service	22	95.7	20	85.2
Manufacturing	1	4.3	1	4.8
<b>Total</b>	<b>23</b>	<b>100</b>	<b>21</b>	<b>100.0</b>
<b>Designation level of graduate employee</b>				
Officer	8	34.5	7	33.6
Assistant	15	65.2	14	66.7
	<b>23</b>	<b>100</b>	<b>21</b>	<b>100.0</b>
<b>Annual salary in Rs.</b>				
Up to 100,000	3	13.6	2	9.5
100,000-150,000	15	68.2	15	71.4
150,000-200,000	3	13.6	3	14.3
200,000-300,000	1	4.5	1	4.8
<b>Total</b>	<b>22</b>	<b>100.0</b>	<b>21</b>	<b>100.0</b>
<b>Timely employment (Market absorption period)</b>				
Employed before graduation	2	9.1		
Within 3 months	10	45.5		
3 to 6 months	8	36.4		
6 to 9 months	2	9.1		
Mean=2.37 months, Median =2.59 months				
<b>Total</b>	<b>22</b>	<b>100.0</b>		

**Table B4: Number and Percentage Distribution of the Graduates of SOB, PU according to their Further Study Status**

<b>Factors</b>	<b>Number</b>	<b>Percent</b>
<b>Place of pursuing further study</b>		
Within Pokhara Valley	8	61.5
Within Nepal but outside Pokhara Valley	2	15.4
Abroad	3	23.1
<b>Total</b>	<b>13</b>	<b>100.0</b>
<b>Type of further study</b>		
MBA	9	69.2
M.Sc. in International Business	3	23.1
MBS	1	7.7
<b>Total</b>	<b>13</b>	<b>100</b>
<b>Further study enrollment duration after graduation</b>		
Within 6 months	8	61.5
6 to 12 months	3	23.1
12 to 18 months	2	15.4
Mean= 5.85 months, Median= 4.30 months		
<b>Total</b>	<b>13</b>	<b>100.0</b>
<b>Type of University chosen within Nepal</b>		
Pokhara University	8	80
Tribhuwan University	1	10
Kathmandu University	1	10
<b>Total</b>	<b>10</b>	<b>100.0</b>

**Table B5 : Percentage Distribution of the Graduates by their Ever Employment Status and Selected Characteristics ( n= 46)**

Characteristics	Whether the graduate is employed	
	Received Employment	Pursuing higher studies or unemployed
<b>Gender</b>		
Male	52.6%	47.4%
Female	48.1%	51.9%
<b>Ethnicity/Caste</b>		
Brahamin/Chhetri	46.2%	53.8%
Non Brahamin/Chhetri	55.0%	45.0%
<b>Present residence of the graduates</b>		
Pokhara	47.1%	52.9%
None Pokhara	58.3%	41.7%

**Table B6 : Percentage Distribution of the Graduates by their Current Employment Status and Selected Characteristics ( n= 46)**

Characteristics	Current employment status	
	Currently employed	Pursuing higher studies or unemployed
<b>Gender</b>		
Male	47.4%	52.6%
Female	44.4%	55.6%
<b>Caste/ Ethnicity</b>		
Brahamin/Chhetri	42.3%	57.7%
Non Brahamin/Chhetri	50.0%	50.0%
<b>Present residence of the graduates</b>		
Pokhara	44.1%	55.9%
None Pokhara	50.0%	50.0%

**Table B7: Percentage Distribution of the Graduates by their First Employment Organization Type and Selected Characteristics ( n= 23)**

Characteristics	Organization type of first employment		
	Private	Public	NGO/INGO
<b>Gender</b>			
Male	30.0%	50.0%	20.0%
Female	30.8%	46.2%	23.1%
<b>Caste/ Ethnicity</b>			
Brahamin/ Chhetri	25.0%	58.3%	16.7%
Non-Brahamin/Chhetri	36.4%	36.4%	27.3%
<b>Present address of the graduates</b>			
Pokhara valley	25.0%	43.8%	31.3%
Other than Pokhara valley	42.9%	57.1%	0%

#### **B8 : Organization Type and Socioeconomic Factors (Current Employment)**

This shows the similar pattern as of first employment. Furthermore, all the factors did not reveal any significant relationship to any variables and hence they are not presented here. This is due to the insufficient cases to be analyzed.

**APPENDIX C: STUDY TEAM:** Team as formed by office of the Dean, FMS, PU

Deepak Raj Paudel (Lecturer)- **Coordinator**

Saroj Rijal (Lecturer)- **Member**

Rajesh Kumar Thagurathi (Lecturer)- **Member**

Balram Bhattarai (Lecturer)- **Member**

Ajay Thapa (Instructor)- **Member**

**Survey team:** List of survey team (faculty members) involved in tracing study project 2009/2010.

<b>Name of the survey team</b>	<b>Designation</b>	<b>Organization</b>
Ajay Thapa	Instructor	SOB, PU
Amrit Banstola	Lecturer	SOB, PU
Balram Bhattarai	Lecturer	SOB, PU
Bishow Nath Lamichhane	Lecturer	SOB, PU
Daya Raj Dhakal	Lecturer	SOB, PU
Deepak Raj Paudel	Lecturer	SOB, PU
Gyaneshwor Sharma	Lecturer	SOB, PU
Hari Bahadur Khadka	Lecturer	SOB, PU
Indira Shrestha	Teaching Assistant	SOB, PU
Rajesh Kumar Thagurathi	Lecturer	SOB, PU
Ranjana Rijal	Lecturer	SOB, PU
Saroj Rijal	Lecturer	SOB, PU
Surya GC	Lecturer	SOB, PU
Umesh Singh Yadav	Lecturer	SOB, PU

**Supporting staff:** List of supporting staffs involved in the project in various processes

<b>Name of the staffs</b>	<b>Designation</b>	<b>Organization</b>
Sita Devi Dhakal	Account Officer	SOB, PU
Tara Sapkota	Administrative Officer	SOB, PU
Shankar Poudel	Head Assistant	SOB, PU
Chola Kant Choi	Assistant	SOB, PU
Surya Tiwari	Assistant	SOB, PU
Tulki Dahal	Assistant	SOB, PU
Ananda Poudel	Peon	SOB, PU
Jogi Ram Nepali	Peon	SOB, PU
Santoshi Giri	Peon	SOB, PU
Ash Bahadur Gurung	Security Guard	SOB, PU
Harka Bahadur Gurung	Security Guard	SOB, PU
Narjang Gurung	Security Guard	SOB, PU
Prem Bahadur Kuwar	Driver	SOB, PU



## APPENDIX D: TRACER STUDY QUESTIONNAIRE

### A. STUDENT'S PERSONAL INFORMATION:

Name : .....  
Present Address : .....  
Phone No: ..... ( Res).....( Mobile).....( Office)  
E-mail:.....

### B. EMPLOYMENT STATUS:

**B.1 Are you employed?** ☐ Yes ☐ No (If 'No', then refer section C)

If 'Yes', then:

#### B.2 First Employment (If it is not the current employment):

##### i. Employer's Details :

Name of the Organization: .....  
Type of Organization : ☐ Private ☐ Public ☐ NGO/INGO ☐ Self employed  
Self Employment Type (For Self Employed): ☐ Business ☐ Agriculture ☐ Others  
Organization Sector: ☐ Service ☐ Manufacturing ☐ Agriculture ☐ Others  
Address: .....

##### ii. Job Status:

Designation: ..... Level: ☐ Executive ☐ Officer ☐ Assistant  
Department/ Division ( If any): .....  
Date of Appointment : ..... ( Date Format: DD/Month/Year)  
Starting Date: ..... (in case of Self Employment) (Date Format: DD/Month/Year)  
Annual Salary Range (Rs): ☐ Up to 100,000 ☐ 100,000-150,000  
☐ 150,000-200,000 ☐ 200,000- 300,000  
☐ Over 300,000

##### iii. Employer Verification:

Name of verifying authority: .....  
Designation: .....  
Phone: .....( Off.) ..... (Mob.)  
E-mail:.....  
Organization's Official Stamp:

**B.3. Current Employment:****i. Employer's Details:**

Name of the Organization: .....

Type of Organization : ☐ Private ☐ Public ☐ NGO/INGO ☐ Self

Employed

Self Employment Type (For Self Employed): ☐ Business ☐ Agriculture ☐ OthersOrganization Sector: ☐ Service ☐ Manufacturing ☐ Agriculture ☐ Others

Address: .....

**ii. Job Status:**Designation: ..... Level: ☐ Executive ☐ Officer ☐ Assistant

Department/ Division ( If any): .....

Date of Appointment : .....( Date Format: DD/Month/Year)

Starting Date:..... (in case of Self Employment) (Date Format: DD/Month/Year)

Annual Salary Range (Rs): ☐ Up to 100,000 ☐ 100,000-150,000☐ 150,000-200,000 ☐ 200,000- 300,000☐ Over 300,000**iii. Employer Verification:**

Name of Verifying authority: .....

Designation: .....

Phone: ..... (Off.) ..... (Mob.)

E-mail: .....

Organization's Official Stamp :

**C. IF PURSUING FURTHER STUDY:**

Enrollment Date: ..... (Date Format: DD/Month/Year)

Program: ..... Level: .....

Campus: .....

Campus Address: .....

**D. TO BE FILLED BY THE CAMPUS/SCHOOL:**

Program Completed: ..... Level: .....

Campus Roll No: .....

Date of Result (Final Result –All Passed): ..... (Date Format: DD/Month/Year)

*Note: Follow the following guidelines should there be any confusions or problems while filling up the form:*

*Point No B.2 asks you for your first employment information after you have completed your graduation. If you were employed during the time you had finished your graduation, the information can also be included in the question B.2 ( iii) No in point B.2 asks your employer's information. If you find difficulties in providing the information, you may attach a copy of your experience letter from the organization. This is only applicable if you are not working in the organization you were first employed after or during your graduation.*

## APPENDIX E: TENTATIVE DATA ENTRY CODING SCHEME OF TRACER STUDY QUESTIONNAIRE

### A. STUDENT'S PERSONAL INFORMATION:

Name : .....

#### Student's pass out batch

BBA	MBA
1= 2002 BBA	51= 2002 MBA
2= 2003 BBA	52= 2003 MBA
3= 2004 BBA	53= 2004 MBA
4= 2006 BBA	54= 2006 MBA
5= 2007 BBA	55= 2007 MBA
6= 2008 BBA	56= 2008 MBA
7= 2009 BBA	57= 2009 MBA

#### Caste/ Ethnicity of the graduates

- 1= Brahmin
- 2= Chhetri
- 3= Gurung
- 4=Newar
- 5= Magar
- 6= Others

#### Gender of the graduates

- 1= Male
- 2= Female

Present Address .....

Phone No: ..... ( Res).....( Mobile).....( Office)

E-mail:.....

### B. EMPLOYMENT STATUS:

#### B.1 Are you employed?

(If 'No', then refer section C)

#### Employment status of the graduates

- 1= Employed
- 2= Currently not employed

If 'Yes', then:

#### B.2 First Employment (If it is not the current employment):

##### i. Employer's Details:

Name of the Organization: .....

##### Type of Organization:

- 1= Private
- 2=Public
- 3=NGO/INGO
- 4=Self Employed

##### Self Employment Type (For Self Employed):

- 1=Business
- 2= Agriculture
- 3=Others

**Organization Sector:**

- 1= Service
- 2= Manufacturing
- 3= Agriculture
- 3= Others

Address: .....

**ii. Job status:**

Designation: .....

**Designation Level:**

- 1= Executive
- 2= Officer
- 3= Assistant
- 4= Other- mainly supervisor

Department/ Division ( If any): .....

Date of Appointment: .....( Date Format: DD/Month/Year)

Starting Date: ..... (in case of Self Employment) (Date Format: DD/Month/Year)

**Annual Salary Range (Rs):**

- 1= Up to 100,000
- 2= 100,000-150,000
- 3= 150,000-200,000
- 4= 200,000- 300,000
- 5= Over 300,000

**iii. Employer Verification:**

Name of verifying authority: .....

**Current employment- verifying authority's' name mentioned or not mentioned**

- 1= Mentioned
- 2= Not mentioned

Designation: .....

Phone: .....( Off.) ..... (Mob.)

E-mail:.....

**Organization's Official Stamp:****Current employment- presence or absence of official stamp**

- 1= Yes
- 2= No

**B.3. Current Employment:****i. Employer's Details:**

Name of the Organization: .....

**Type of Organization:**

- 1= Private
- 2= Public
- 3= NGO/INGO
- 4= Self Employed

**Self Employment Type (For Self Employed):**

- 1= Business
- 2= Agriculture
- 3= Others

**Organization Sector:**

- 1= Service
- 2= Manufacturing
- 3= Agriculture
- 3= Others

**Address:** .....

**ii. Job status:**

**Designation:** .....

**Designation Level:**

- 1= Executive
- 2= Officer
- 3= Assistant
- 4= Other- mainly manager or supervisor

**Department/ Division ( If any):** .....

**Date of Appointment:** ..... ( **Date Format: DD/Month/Year**)

**Starting Date:** ..... (in case of Self Employment) (**Date Format: DD/Month/Year**)

**Annual Salary Range (Rs):**

- 1= Up to 100,000
- 2= 100,000-150,000
- 3= 150,000-200,000
- 4= 200,000- 300,000
- 5= Over 300,000

**iii. Employer Verification:**

Name of verifying authority: .....

Current employment- verifying authority's' name mentioned or not mentioned

1= Mentioned

2= Not mentioned

Designation: .....

Phone: .....( Off.) ..... (Mob.)

E-mail:.....

Organization's Official Stamp:

Current employment- presence or absence of official stamp

1= Yes

2= No

**C. IF PURSUING FURTHER STUDY:**

Whether the graduate pursuing further studies?

1= Yes

2= No

Where the graduate pursuing further study?

1= Within Pokhara Valley

2= Within Nepal but outside Pokhara valley

3= Abroad

Enrollment Date: ..... (Date Format: DD/Month/Year)

Program: ..... Level: .....

Campus: .....

Campus Address: .....


**D. TO BE FILLED BY THE CAMPUS/SCHOOL:**

Program Completed: ..... Level: .....

Campus Roll No: .....

Date of Result (Final Result –All Passed): .....(Date Format: DD/Month/Year)

## APPENDIX F: OFFICIAL LETTER OF STUDY TEAM



**POKHARA UNIVERSITY**  
**FACULTY OF MANAGEMENT**  
**OFFICE OF THE DEAN**  
 Lekhnath, Kaski

Ref. No. ५६१०३३/०५६

मिति: २०६१/११/१९

✓ श्री दिपक राज चौडेल  
 उप-प्राध्यापक  
 स्कूल अफ बिजनेस, पो.वि. । - संयोजक

श्री बलराम भट्टराई  
 कार्यक्रम संयोजक-दिना  
 स्कूल अफ बिजनेस, पो.वि. । - सदस्य

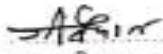
श्री राजेश कुमार ठगुराडी  
 उप-प्राध्यापक  
 स्कूल अफ बिजनेस, पो.वि. । - सदस्य

श्री सरोज रिजाल  
 उप-प्राध्यापक  
 स्कूल अफ बिजनेस, पो.वि. । - सदस्य

श्री अजय थापा  
 प्रशिक्षक  
 स्कूल अफ बिजनेस, पो.वि. । - सदस्य

विषय: मनोनयन गरिएको बारे ।

उपरोक्त सम्बन्धमा पोखरा विश्वविद्यालयको पत्र ३९१०६६/०६७ मिति २०६१/०७/१९ को प्राप्त पत्रानुसार व्यवस्थापन संकाय अन्तर्गत अध्ययनगत विद्यार्थीहरूको Tracing Study सम्बन्धी कार्य दोश्रो उच्च शिक्षा परिपोजनाले तोकेको ढाँचा बमोजिम गर्ने गरउने भनि जानकारी भएको साथै सो विषय सम्बन्धीको प्रस्ताव समेत स्वीकृत भैसकेको हुँदा उक्त कार्यलाई अगाडी बढाउनका लागि उल्लेखित समिति गठन गरिएको छ । अतः उक्त समितिमा चर्चालाई संयोजक / सदस्यमा मनोनयन गरिएको हुँदा आवश्यक कार्य गर्नुहुन मनेन सहर्ष जानकारी गराउँदछु ।

  
 प्रा.डा. हेमा प्रधान  
 डीन

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# APPENDIX G: LIST OF PARTICIPANTS IN DISSEMINATION SEMINAR

## Results Dissemination Seminar on Status of Management Graduates of School of Business, Pokhara University (A Tracing Study)

Date: 8<sup>th</sup> July, 2010  
Lekhnath, Kaski

### LIST OF PARTICIPANTS IN THE DISSEMINATION SEMINAR

SN	Name	Designation	Organization	Signature
1.	<del>Prof. Dr.</del> Keshar Jung Rimal	Vice-chancellor	P. U.	
2.	Dr. Om Prakash Shana	Registrar	"	
3.	Dr. Karna Bir Poudel	Controller (Exam)	"	
4.	Prof. Dr. Geeta Pradhan	Dean, Faculty of Mgt. Studies	"	
5.	<del>Dr. Purna</del> Purna Prasad	Project Coordinator (Tracing study)	SOB, PU	
6.	Lokendra Shukla	Coordinator	P. U.	
7.	Harman Bhattarai	Science and	P. U.	
8.	Bal Ram Bhattarai	Lecturer	PU	
9.	Lajash Thakur	"	"	
10.	Saroj Rijal	"	PU, SOB	
11.	Gyaneshwar Sharma	"	PU SOB	
12.	Dr. Dipa Bhandari	Associate Prof.	PU SOB	
13.	Ram Kishor Bhattarai	Principal	NTMNC	
14.	Ashok Paliya	Chairman	NTMNC	
15.	Tulsi Ram Bhandari	Lecturer, PH	SHAS, PU	
16.	Damara Prasad Paneru	Lecturer, PH	SHAS, PU	
17.	Purna Bahadur Kharel	Lecturer, Economics	SOB, PU	
18.	Bharat Ram Dhungana	Lecturer, Mgt.	SOB, PU	
19.	Manu Raj Poudel	Lecturer	PU	
20.	Sita Devi Shukla	Officer	SOB, PU	



## APPENDIX G: LIST OF PARTICIPANTS IN DISSEMINATION SEMINAR (Contd...)

SN	Name	Designation	Organization	Signature
21.	Indira Shrestha	T.A	SOB	[Signature]
22.	Nirajan Shrestha	Lecturer	SHAS, PU	[Signature]
23.	Umesh S. Yadav	"	SOB, PU	[Signature]
24.	Ansit Lantola	Lecturer	SOB, PU	[Signature]
25.	Deepmala Shrestha	"	"	[Signature]
26.	Rabi chandra Khanal	BM	Standard Finance	[Signature]
27.	Chola Rana Gur	Staff	SOB	[Signature]
28.	Daya Raj Dhakal	Lecturer	"	[Signature]
29.	Sarsha Basel	Student	SOB	[Signature]
30.	Durga Pun	Student	"	[Signature]
31.	Gopal Parajuli	"	"	[Signature]
32.	Dipesh Sigdel	"	"	[Signature]
33.	Santosh Ghimire	Teaching Asst	SOB	[Signature]
34.	Stravaka Prasad	Staff	SOB	[Signature]
35.	Rabintra Ghimire	Lecturer	SOB	[Signature]
36.	G. M. Khan	Associate Prof.	School of health and allied <sup>science</sup>	[Signature]
37.	Umesh Pd-Gupta	Lecturer	SHAS, PU	[Signature]
38.	Bibek Karmacharya	student	PUSOB	[Signature]
39.	Arun Bataia	Student	PUSOB	[Signature]
40.	Shashi Kant Chaudhari	Student	PUSOB	[Signature]
41.	Daya Sharma	Student	PUSOB	[Signature]
42.	Bishwa Nath Limbikawa	Teacher	PUSOB	[Signature]
43.	Ramindra Suwal	student	PUSOB	[Signature]
44.	Santosh Baral	"	"	[Signature]
45.	Bishnu Pr. Neupane	Student	SOB, PU	[Signature]
46.	Anil Kumar	"	"	[Signature]

## APPENDIX G: LIST OF PARTICIPANTS IN DISSEMINATION SEMINAR (Contd...)

SN	Name	Designation	Organization	Signature
47.	Samjhana K. Paudel	Co-ordinator	SHAS PU	Samjhana
48.	Ram Pr. Aryal	Coordinator	MPUD. PU	Ram
49.	Bikash Gurung	Student, MBA	PUSOB	Bikash
50.	Gopal Singh	Student, MBA	"	Gopal
51.	Nitesh Shrestha	MBA.	"	Nitesh
52.	Kaji Raj Chandel	MBA	"	Kaji
53.	Suresh Thapa	MBA	PUSOB	Suresh
54.	Kamal Kumar Pradhan	COBL, BM	Amangh Branch, COBL	Kamal
55.	Kabita Gurung	Student MBA	PUSOB	Kabita
56.	Krishna Gurung	student, M.B.A	P.U.S.O.B	Krishna
57.	Nikesh Karmacharya	" "	" "	Nikesh
58.	Purna Giri	"	"	Purna
59.	Dipendra K Yadav	RAM Coordinator	SONAS, PU	Dipendra
60.	Rishikesh Pandey	Lecturer	PO, FHSS	Rishikesh
61.	Arjun K. Thapa	"	" "	Arjun
62.	Kiran Paudel	Student MBA	PUSOB	Kiran
63.	Biswas Bantala	student MBA	"	Biswas
64.	Santosh Koirala	" "	"	Santosh
65.	Kash Kumar	- 11 MBA	- 11 -	Kash
66.	Gurjodhar Acharya	Lecturer	P.U. SOE	Gurjodhar
67.	Buddhi Karti	Student	PUSOB	Buddhi
68.	Ashmita Pradhananga	Student/MBA	PUSOB	Ashmita
69.	Bipin K.C.	Student MBA	PUSOB	Bipin
70.	Yasina Timilsena	Student/MBA	PUSOB	Yasina

## APPENDIX G: LIST OF PARTICIPANTS IN DISSEMINATION SEMINAR (Contd...)

SN	Name	Designation	Organization	Signature
73.	Susmito Koivala	Student/MBA	PUSOB	Susmito
74.	Bhdu Gog	Student/MBA	PUSOB	Bhdu
75.	Anam R. Sharma	Student/MBA	PUSOB	Anam
76.	Sarjeev Regmi	Student/MBA	PUSOB	Sarjeev
77.	Dibendra Karki	TA	PUSOB	Dibendra
78.	Hari Bdr. Khadka	Lecturer	PUSOB	Hari
79.	Bhim Bani Bani	Reporter	Adarsha Samaj Daily	Bhim
80.	Ajay Thapa	Teacher	SDB	Ajay
81.	Ishwar C. Baniya	Dean	FST	Ishwar
82.				
83.				