



BEYOND ACADEMIC ACHIEVEMENT: OBE-BASED EDUCATION MANAGEMENT IN IMPROVING GRADUATES' EMPLOYABILITY SKILLS

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Abstract:

The purpose of this study is to examine Outcome-Based Education (OBE) based educational management and its impact on the employability skills of university graduates. In Outcome-Based Education, graduates' learning outcomes are placed at the center of the educational process. Therefore, labor market demands serve as the primary guide in the formulation of curriculum, teaching methods, and assessment. The analysis in this study covers the role of Outcome-Based Education in higher education and employability skills. The method used is a descriptive qualitative approach, which involves collecting and analyzing data drawn from books, papers, articles, and other relevant documentation. The role of OBE in higher education and employability skills is derived through data reduction, data presentation, and conclusion. This study found that OBE-based educational management strengthens graduates' employability skills, problem-solving abilities, critical thinking, and leadership. Additionally, OBE addresses employability skill gaps through project-based learning, collaboration, and industry placements. The study also identified that the barriers to employability in OBE include constant curriculum changes, technological shifts, and faculty readiness. Therefore, it is clear that universities need to implement Outcome-Based Education with the aim of strengthening their educational management systems to produce competitive graduates and educate graduates who.

Keywords: *Outcome-Based Education, Educational Management, Employability Skills, Higher Education, Job-Ready Graduates.*

INTRODUCTION

Demands labor market development Industry 4.0 and Society 5.0 work demands institutions education tall For produce graduates who, in addition to own knowledge theoretically, also has required skills and competencies For work, including skills and competencies communication, collaboration, thinking critical thinking, creativity, leadership, and adaptability. Institutions education tall has experience change paradigm from provide knowledge become develop skills and competencies. Visible that, because increasing globalization power work, Higher Education Institutions must produce competitive graduates globally and capable fulfil need power work. Size quality Higher Education Institutions today This No Again only based on success academic students, but also the level work graduates and skills as well as the competencies they have have.

In condition This is a learning model Outcome Based (OBE) is one of the approaches that have been and are being implemented in management service education high . This OBE system is system results - oriented education end , and in a way special , results Finally is absorption power Work graduates . In system all of these activity learning , curriculum , assessment , and evaluation arranged and designed For facilitate graduates to have the skills and competencies they have need For get work . (Berlin and Lukman, 2022). OBE strengthens connection between education high and industrial moment curriculum integrate related skills with profile prospective graduates .

Utilization management education OBE- based reveals mismatch between competence graduates and job market needs . Graduates Possible own knowledge theoretical level carry on but not enough required skills For functioning in a way success in the environment Work certain . Research show that element main from employability skills are communication and skills soft . This can developed during the educational process from base not quite enough responsibility and discipline . Management education at university should be aiming at harmony between hard skills and soft skills.

Although there is gaps in the labor market work , relationships need industry and users graduate of proven make OBE a success Because push flexible and relevant curriculum . Framework innovative , interactive , and student - focused learning provide flexibility curriculum and exploration relevant learning that enhances convenience transition and work for graduates . OBE develops partnership between education high and industry required For overcome gap learning and challenges related power Work through participation active on the spot work , university and industry interactions , and learning based problem in a way collaborative .

In matter global development , skills Work become an important parameter For measure quality graduate of education high . Recent studies show that skills verbal and non-verbal communication influences Power competition graduate of in paradigm Learning Outcome Based . This is demand system education tall managed in a way comprehensive For produce graduates who are academic and personal Ready face challenge power Work moment This .

Remember matter The study , Beyond Academic Achievement: OBE-based Education Management in Enhancing Graduate Employability Skills, became attention . This study expected can explain implementation management education OBE -based as a strategy in increase skills Power competition graduates so that college tall capable produce qualified and competitive graduates . (Ying Wu, Lin Xu, and Simon, 2023).

RESEARCH METHODS

Study This use method descriptive qualitative . With apply method descriptive qualitative research This aim For describe and examine idea regarding beyond academic achievement: management education based obese in improving the employability skills of graduates . Data sources used in study This sourced from various relevant literature , includes books , journals , articles , documents academic , and other sources that contain discussion about OBE management in education high , increasing employability skills of graduates as well as challenge implementation of OBE in improve employability skills.

RESULTS AND DISCUSSION

Implementation OBE -Based Educational Management in Higher Education

Findings empirical about implementation management education based

on Outcome-Based Education (OBE) shows that OBE is one of the system management the most advanced education that has impact positive to quality education height and ability graduate of For compete in the job market . The OBE system places results as center from the educational process . Therefore that is all component education , such as curriculum , methods teaching , system assessment and management academic , customized and organized For reach results (Raihan & Azad, 2021).

Focus main OBE in management education tall is modify system learning in education high to eliminate learning previous passive dominant , and replace it with system active , creative , and more learning student - oriented . System teaching passive , which relies on spread teaching theoretically , in slowly has replaced by the system teaching that emphasizes ability student For practice . (Analita, et al. , 2021).

Various universities have succeed apply management education OBE based with integrate various method Study like Study based project , study based solution problem , method cases , simulations , practices laboratory , and learning based on Work the same . The purpose of practice Study This is For increase ability student in understand and practice based learning life real . Practice Study This designed For increase ability student in think critical and helpful they train learning based on solution problem life real , ability Work in team , and capabilities communicate in a way effective . (Kushari & Septiadi , 2022).

The application of OBE demands organizing programs through arrangement curriculum in a way systematic in accordance need industry . College tall need detailing profile expected graduates and develop Achievements Learning Related graduates (CPL) with the world of work . CPL development requires Work The same users graduates , associations professional and business , as well as various industry For ensure that competence graduate of correlated with field work . (Hendepi & Maksum , 2025).

Management education with the OBE approach also requires emphasis on evaluation and improvement quality . Management This involving evaluation results graduates and evaluation curriculum , learning , competency lecturers , and system assessment and evaluation . Through management quality , institutions education tall will manage system education such appearance so that quality graduate of increased to meet demands globalization and development technology .

Implementation management education OBE based not only related with compilation curriculum , but also includes management all over system academic in a way integrated . In In practice , OBE demands existence harmony between vision institution , profile graduates , achievements learning graduates (CPL), learning process , assessment , up to system evaluation sustainable . Harmony the become runway main thing so that every activity academic own clear direction in reach competencies that have been established . Research latest show that success OBE implementation is greatly influenced by systematic connectedness between CPL, achievements learning eye lecture (CPMK), Plan Semester Learning (RPS), and systems assessment used . Non-conformity in one of the component can reduce effectiveness achievement results learning .

In perspective management education , OBE also encourages strengthening system guarantee internal quality of the university high . Evaluation No only done to results Study students , but also towards effectiveness curriculum , quality learning , competence lecturers , and level achievement achievements learning graduates . The data obtained from evaluation the become base in the process of repair continuous quality improvement. Through mechanism this , college tall can ensure that the educational program is organized

still relevant with development knowledge , technology , and the needs of the world of work .

One of characteristics main OBE implementation is shift paradigm from teacher- centered learning to student- centered learning. In approach this , student placed as subject active and responsible answer towards the learning process . The lecturer does not Again play a role as source main knowledge , but rather as guiding facilitator student in reach competencies that have been determined . Therefore that , various learning strategies such as project-based learning, problem-based learning, study cases and learning collaborative become part important in OBE implementation .

Implementation student - centered learning give more opportunities wide for student For develop ability think critical thinking , creativity , communication , and collaboration . Competence the become part important from skills 21st century needs in various sector jobs . In addition to increasing understanding conceptual approach this also helps student connect theory with practice so that learning become more meaningful and contextual .

Development digital technology also support implementation management education OBE -based in college high . Various digital learning platforms and systems information academic enable monitoring process achievements learning done in a way more effective and measurable . Digital systems can used For documenting results assessment , mapping CPL achievement , as well as provide the necessary data in the evaluation and decision-making process decision academic . Use technology also makes things easier lecturer in do assessment authentic and provide bait come back in a way sustainable to student .

More further integration technology in OBE support flexibility learning through implementation of blended learning and online learning . Learning models This allows student get experience learn more diverse as well as increase access to various source learn . With Thus , the implementation of OBE is not only focused on achievement competence graduates , but also encourage digital transformation in management education higher height effective and adaptive to current development .

The effect of OBE on Improving Graduate Employability Skills

Findings studies show strong correlation between OBE use and upgrades graduate employability skills . Employability skills consist of from various skills that enable individual For acquire and maintain work with success , and proceed in career . Skills This covers ability communicate , work and lead in team , and related skills with creativity and thinking critical , ability solve problem , manage time in a way effective , and ability adapt as well as thrive in the environment changed work . OBE awarded student more experience useful and contextual . Students No limited to knowledge available theoretical ; they in a way active participate in Lots possible experience they build skills professional they . Learning through project give student chance For develop skills related place Work with solve problem related work , so that optimize skills professional and analytical they . (Ying Wu et al , 2023)

In addition , OBE allows student Study skills communication effective and work team on site Work Because Lots the experiences they have have that requires they participate active in Lots discussion groups and work fields that require communication and work effective team For successful . Studies show that students who study with OBE has level of trust a better self tall compared to those who study use method traditional . Acquisition trust self This caused by experience OBE students in overcome obstacles , presenting results them , and

show level high participation . Participation active This prepare and equip they For success in a competitive business world . (Raihan & Azad, 2021)

In OBE system , internship program industry help student become Ready Work with give real world experience . Students Study about culture , ethics , and systems Work industry . Students participate in real world programs and experience need work real before they passed. (Idkhan et al. , 2025).

The Role of Curriculum OBE based in Prepare Graduate of Ready Work

Results - oriented education beneficial for student and giver work . Education based results allows We For know what's the best For giver work and students end we , and designing curriculum For give appropriate education with change in industry and technology . (Sobri , 2020).

In system results - oriented education , subjects lesson developed with objective reach results graduates . This is done with set results learning eye lessons in line with program results . This results in a systematic and directed learning process . System education results -oriented based on the use of technique new and active education . Education does not Again is a one-step process direction , but rather very interactive and possible formation all skills level the height that is really needed by the workforce modern work . (Kushari & Septiadi , 2022).

System results - oriented education also allows development all over character students . The modern world workforce requires highly developed skills . System education results oriented very focused on everything interpersonal skills . Implementation curriculum OBE- based is also in line with Independent Learning Independent Campus (MBKM) policy which provides chance to student For study outside the study program through internship , project independent , research , exchange students and activities entrepreneurship . The MBKM program provides experience learn more wide so that student can develop competence academic and professional in a way simultaneously . (Sobri , 2020).

The world of work is changing very rapidly consequence development digital technology demands college tall For No only produce graduates who have competence academics , but also abilities adapt to changes . In context In this case , the Outcome-Based Education (OBE) approach becomes relevant Because put achievements learning as indicator main success education . Through approach said , students directed For control competencies that can measured and required by the world of work so that the learning process No stop at mastery theory solely .

Findings study This show that OBE contributes to strengthening employability skills through experience - oriented learning real . This result in line with research by Wu, Xu, and Philbin which states that OBE implementation is capable increase ability communication , work The same team , and problem solving the problem that becomes aspect important in increase Power competition graduates in the global job market . In addition to competencies technical , industrial world moment This the more emphasize the importance of soft skills because ability the determine success individual in interact and adapt with environment dynamic work .

More Furthermore , the application of OBE also encourages occurrence alignment between curriculum college tall with need industry . Involvement users graduate of in compilation achievements learning allows institutions education get more information accurate about competencies needed by the world of work . With Thus , the gap between competence graduates and needs industry can minimized . Conditions This become important because one of them reason

height number unemployment educated is mismatch between skills possessed graduate of with demands available jobs .

From the perspective management education , success OBE implementation is not only depends on the design curriculum , but also on the system continuous evaluation . College tall need carry out monitoring of achievements learning graduate of through tracer study, bait come back users graduates , as well as evaluation curriculum in a way periodically . The information obtained from the process can used as base improvement of education programs so that quality graduate of Keep going increase in accordance development job market needs .

In addition , OBE has role strategic in prepare graduate of face challenge Industrial Revolution 4.0 and Society 5.0. In this era , the ability think critical thinking , creativity , collaboration , communication , digital literacy , and learning throughout life become competencies that are much needed . UNESCO also emphasized that education must capable develop skills For work and life (skills for work and life) so that graduates can adapt with change social , economic and technological developments that continue develop .

With Thus , the implementation of OBE is not only functioning as approach learning , but also as a management strategy capable education connect need education tall with demands of the world of work . Through planned management , evaluation sustainable , as well as strong partnership with industry , OBE can become instrument important in produce graduates who have competence balanced academic , professional , and social .

The implementation of Outcome-Based Education (OBE) does not only impact on increasing competence students , but also contribute to improvement quality of governance college high . In OBE paradigm , success an educational program measured based on achievements that can be achieved demonstrated by graduates after complete the learning process . Therefore that , every component in system education must own clear connection between objective learning , learning process , and expected results .

Approach This push college tall For apply culture quality in a way sustainable . All activity academic , starting from planning curriculum , implementation learning , until evaluation results learning , doing based on measurable indicators . Through mechanism said , the institution education can identify weakness in the learning process and doing repair in a way systematic . In other words, OBE functions as tool control helpful qualities college tall guard relevance education to development need society and the world of work .

In addition , OBE also increases accountability college tall to stakeholders interests . Students , parents , government , and users graduate of can know in a way clear targeted competencies and the extent to which competencies the has achieved . Transparency This become important Because public moment This the more demand proof real that education tall capable produce graduates who are ready compete in the world of work . Because that , the application of OBE can strengthen trust public to quality organization education tall .

In context accreditation and assurance quality , the OBE approach also has close relationship with various standard national and international . Many institutions accreditation put achievements learning graduate of as indicator main in evaluate quality of study programs . Universities capable height show achievement of learning outcomes in consistent generally own more opportunities big For get confession better quality good . Condition This show that OBE implementation is not only give benefit for students , but also improve reputation and power competition institutions education .

More Far again , OBE supports creation system responsive education to

change need power work . Through evaluation sustainable to achievements graduates and bait come back from industry , college tall can do adjustment curriculum in a way more fast . Cycle continuous improvement the allows institutions education produce permanent graduates relevant although happen change technology , business models , and need competence in the world of work . With Thus , OBE can viewed as approach management education that is not only results - oriented Study students , but also on sustainability quality institutions in a way overall.

Challenge Implementation of OBE in Improving Employability Skills

Although OBE implementation provides various benefits , implementation Still face a number of challenge . One of the challenge main is readiness lecturer in apply system learning OBE- based . Some lecturers Still used to use method learning conventional which focuses on delivery material so that Not yet fully capable apply learning based competence . In addition , limitations facilities and infrastructure supporters also become obstacle in OBE implementation . Learning based practice need laboratory , digital technology , devices simulations , and facilities learning other adequate ones . College height that has limitations source Power often experience difficulty in apply learning based practice optimally . (Kushari & Septiadi , 2022).

Challenge other is the need synchronization between curriculum college tall with need industry that continues developing . Change technology and digitalization cause the competencies required by the world of work are also changing with fast . Therefore that , college tall need do evaluation and development curriculum in a way periodically so that graduates still relevant with job market needs . The success of OBE is closely related with commitment institutional to quality and progress evaluation sustainable . From the perspective of management , the application of OBE especially functioning For objective administrative , and the OBE value has not been fully realized in improvement quality graduate of . (Dhanalakshmi & Prabha, 2026).

Apart from the obstacles facilities and readiness lecturers , another challenge in the application of OBE is change culture academic environment college high . During for years , some great learning process Still delivery - oriented material and achievements mark academic . Meanwhile that , OBE demands change paradigm going to student - centered and achievement - oriented learning competence . Change This No always easy done Because need adjustment method think lecturers , students , and study program manager .

In level students , still there is trend For look at success Study only based on mark exam . As a result , students sometimes not enough give attention to development skills non-technical like communication , leadership , and skills Work the same thing that is precisely become demands the main world of work . In fact , success OBE implementation is highly dependent on the involvement of active student in every learning process .

On the other hand , lecturers also face challenge in designing instrument capable assessment measure achievements learning in a way comprehensive assessment OBE based not only evaluate aspect cognitive , but also skills and attitudes . Therefore that , is necessary ability in compile rubric assessment , conducting assessment authentic , and give bait constructive feedback to students . Without adequate understanding about system OBE assessment , OBE implementation has potential only become change administrative without give impact significant to quality graduate of .

Challenge next is difficulty in measure employability skills objective . Different with competence academics that can measured through test written ,

employability skills such as leadership , creativity , ability adapt , and work The same team need instrument more assessment complex . Many colleges still face limitations in develop system capable evaluation describe level mastery skills the in a way accurate .

In addition , the success of employability skills is often new. can seen after graduate of enter the world of work . Because that , college still need develop mechanism evaluation term long through tracer study and bait come back from users graduates . The data can become base For evaluate effectiveness OBE implementation at once repair curriculum and learning strategies applied . (Succi et al. , 2020).

Strategy for Strengthening Employability Skills through OBE

For strengthen skills entrepreneurship graduates , OBE must implemented in a way more effective in framework a number of strategies in education high . The first strategy is strengthen connection with community business and industry through formation more partnerships effective through supported internship industry in the community and on campus , lectures supported practitioners industry , research supported collaborative industry , and recruitment industry based campus . Partnership This it is important that education still can get required information For determine required skills and competencies industry from graduates . (Sobri , 2020).

Second strategy is improvement competence instructor through workshop about OBE and its use technology digital learning , as well as participation in training about practice teaching innovative . OBE depends on the instructor as facilitator main learning process .

The third strategy is formation system further evaluation objective and measuring achievement students . Evaluation student No must limited to the cognitive domain , but must also covers evaluation to skills their professionalism , attitude , and interpersonal skills .

The fourth strategy is formation culture academics that facilitate development skills soft students and includes clubs and organizations students , seminars, training leadership , competition , and activities entrepreneurship others . Skills that increase the employability of graduates No only results classroom learning ; they are also results from experience social and organizational experiences . (Kushari & Septiadi , 2022).

Study results show that success graduate of in get work No only determined by ability academic or hard skills, but also by mastery of soft skills. Various study show that company more tend recruiting capable graduates Work The same in team , communicate in a way effective , and own ability solve problem compared to graduates who only superior in aspect technical . In matter This , OBE provides more space wide for soft skills development due to the learning process designed through demanding activities participation active student .

Through learning based project , student Study manage assignments , work in group , facing conflict , as well as convey ideas in a systematic . Experience the become supplies important when they enter the demanding world of work ability collaborate with various parties . In addition , activities presentation , discussion , and resolution studies many cases used in OBE approach also help increase ability communication and trust self student .

Soft skills development through OBE becomes the more important Because Lots future jobs estimated will experience automation . Difficult competency replaced by technology is ability think critical thinking , creativity , leadership , empathy , and ability interact with man others . Therefore that , success OBE implementation is not only measured from improvement

competence technical graduates , but also from his abilities form required character and interpersonal skills in life professional .

CONCLUSION

From the results study , understood that management education based results (OBE) play role important in increase Power competition graduates of college tall . OBE approach , in matter this , directing results graduate of as attention main in the entire educational process . Therefore that , the settings curriculum , methods learning , system evaluation and management education done in a way systematic For fulfil needs of the world of work . With OBE, learning No Again focus on mastery theory , but in development competence through supported formal instruction with real world experience . Use technique learning active in the form of learning based projects and issues , as well as on -site learning work and cooperative , allowing participant educate For develop skills communication , collaboration , and leadership , as well as creativity , thinking critical , and problem solving problem in a way simultaneously with skills other .

In addition , OBE -based strategies have show ability For connect education tall with need industry . This is Because curriculum designed For formulate results education in a way explicit with profile graduates and competencies needed in the job market . More far , the implementation of OBE strengthens character and professionalism students . Because of this this , student become more Ready facing the world of work besides achievement academic .

However , adoption Approach Outcome-Based Education (OBE) faces a number of obstacles , such as reception lecturer to OBE implementation , infrastructure , and adjustments curriculum that focuses on the changes brought about by technology and industry . Therefore that , is necessary adjustment system For implementation of OBE in universities high . Educational institutions tall need strengthen implementation management Approach Outcome Based (OBE), and includes in a way comprehensive planning curriculum and learning process , as well as evaluate achievements learning graduates to be competent student fulfil requirements in the labor market work . Educational institutions tall need strengthen implementation management Approach Outcome Based (OBE), and includes in a way comprehensive planning curriculum and learning process , as well as evaluate achievements learning graduates to be competent student fulfil requirements in the labor market work . In addition , the infrastructure and implementation of OBE on the workforce competent teachers can improved through development professional (PD), workshops , and creation activity teach and learn more student - centered as well as support improvement skills readiness Work students . It is recommended that institutions education tall strengthen partnership with sector business and industry through involvement power teacher , survey industry and learning experience , as well as study collaborative and learning based project , for immerse student in environment Work before they entering the world of work . Development skills and competencies readiness Work student recommended done outside activity formal classes . Initiatives This covering co - curricular activities offered through training leadership students and entrepreneurship , which focuses on improving students' interpersonal skills . It is also expected that more Lots studies study will focused on the field This For overcome lack of empirical data and research efficiency management education OBE based in increase skills readiness Work graduates in various college tall .

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