

WORK PERFORMANCE OF BACHELOR OF SCIENCE IN HOTEL AND RESTAURANT MANAGEMENT GRADUATES AS PERCEIVED BY THEIR EMPLOYERS

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ABSTRACT

This study was conducted to determine the work performance of BSHRM graduates as perceived by their employers. Descriptive research design was used. The respondents of the study were the employers of BSHRM graduates, A.Y. 2005-2011. Specifically, determine the profile of the employers in terms of age, sex, civil status, position in the organization, and educational attainment; determine the profile of the establishment in terms of size of capitalization, type of business, educational qualification, and type of business organization; determine the level of work performance of BSHRM graduates as perceived by their employers and determine the significant difference in the perception towards work performance of the BSHRM graduates as to respondents, when categorized according to employer's profile. Results revealed that most of the respondents have ages ranging from 28-49 years old, majority were female, married, college graduates and supervisors. As to the establishments' size of capitalization, majority belonged to more than 500,000.00, and the type of businesses was restaurants, owned singly by individual owners. The respondents rated the level of work performance of BSHRM graduates as very satisfactory in all categories (knowledge of work, quality of work, quantity of work, dependability, compatibility, initiative and safety). No significant differences in the perception towards work performance of BSHRM Graduates when categorized according to age, sex, civil status, position, educational qualification and type of business organization.

KEYWORDS: Social, students' skills, policy intervention, descriptive survey, Guimaras, Philippines

Background of the study

The Bachelor of Science in Hotel and Restaurant Management (BSHRM) program provides knowledge and skills to students for careers in the Filipino industry of Hospitality, Hotel Restaurant Management. This program addresses the needs of sectors such as fast food chains, restaurants and resort and makes sure that HRM graduates are efficient competent and globally competitive.

The Hotel and Restaurant Management Curriculum provide a synthesis of different skills, concepts and participles specializing training. It involves the study and application of practical and managerial knowledge and functions such as hotel and restaurant operations, culinary arts, food service, hospitality education and research that are essential in preparing students to become adept future restaurateurs and hoteliers. Graduates of the degree program can start prestigious careers in different fields such as Restaurant Operation Manager, Executive Housekeeper, Front Office Manager, Food and Beverage Director and etc. It only shows that career opportunities are not limited to BSHRM graduates. This can only be attained when the students were molded and equipped by the necessary knowledge and skills which can be learned through education and experiences they encountered during their college years.

In today's competitive world, there is a close competition in finding a job; many of the graduates don't have employment while others struggle so much to find one. This only shows that there is a low demand in job vacancies here in the Philippines. Graduates should be highly competitive in order to impress their employers or the company they are in to have a better career. This also means that people who have a wide experience in the said field will be qualified since the employers expect them to have a competent output and can contribute a well-furnished work.

Knowledge in updated facilities is highly recommended in seeking a job, considering that today's all of the facilities used in the business world are all in the center of technology so high knowledge in the said field is a better advantage. For utmost effectiveness, every employee should know what are expected of him/her and how he or she will be performing in the job. Employees are entitled to commendation for a work well done and the opportunity to earn greater responsibility.

Then, in order to assess the work performance of Guimaras State College BSHRM graduates as the eye of their employer or managers, the researchers have come up this research work.

Expectancy theory of Victor Vroom play an important role in the application of the study if the employees have achieved the expectation of their employers, there is a greater tendency that they would rate a good perception and receive rewards (<http://www.managementstudyguide.com/expectancy-theory-motivation.htm> Retrieved October 23, 2011).

Another theory of motivation, upon which the study was anchored on, was the Adam's equity theory by John Stacey Adams (2008). This is a motivation theory that points-out the fact that the manager should seek a fair balance between employees' input (effort, loyalty, hard work, salary etc.) in order to motivate employees. He also stated that if the employee is treated fairly, the managers are to achieve a positive outcome and motivate the employees effectively.

Statement of the problem

This study was conducted to determine the work performance of BSHRM graduates for Academic Year 2005-2011 as perceived by the employers. Specifically, this determined the profile of the employers in terms of age, sex, civil status, position in the organization, and educational attainment; determine the profile of the establishment in terms size of capitalization, type of business, educational qualification, and type of business organization; determine the level of work performance of BSHRM graduates as perceived by their employers and determine the perception towards work performance of the BSHRM graduates as to respondents, when categorized according to employer's profile.

Research Paradigm

Independent variables

Dependent variables

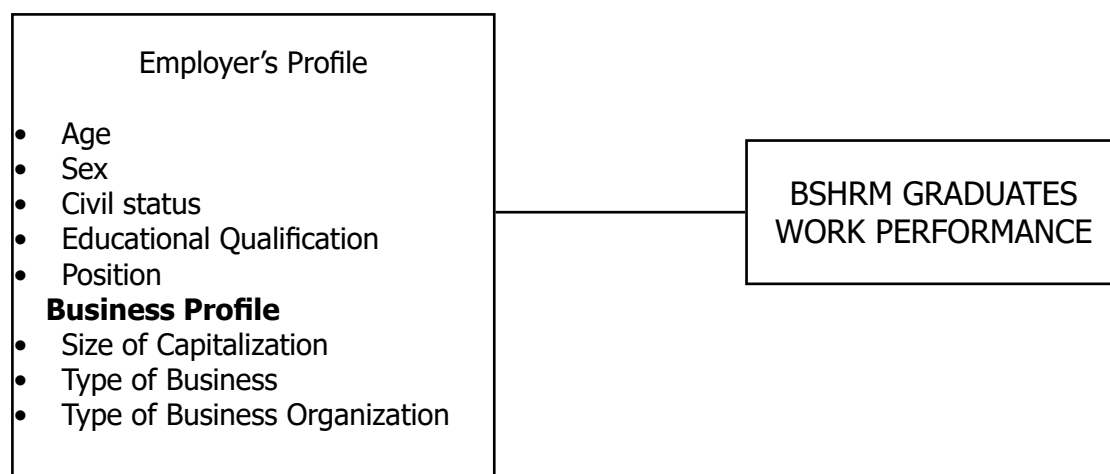


Figure 1. The schematic diagram showing the relationship among the independent and dependent variables of the study.

METHODOLOGY

The respondents of the study were the employers of different establishments where the BSHRM Graduates batch 2005-2011 are presently employed. The descriptive method of research was used in the study. The respondents of the study were the employers of BSHRM who graduated in AY 2005-2011.

Total enumeration was used in gathering data from the list of respondents who are the employers of the GSC graduates from AY 2005-2011. Out of the total 100 employers, only 80 were reached out. The data needed for the study were gathered using a researcher-made questionnaire. The instrument was composed of two parts. Part 1 was on the respondent's profile and establishment's profile and Part 2 dealt on the performance factors that tend to measure the level of performance of BSHRM graduates batch 2005-2011.

Jury validation was used to establish the validity of the questionnaire. Five juries who are experts in their field of specialization were selected to do the validation. Cronbach Alpha method was used to determine the reliability of the instrument. The data was processed using the latest

statistical Software available, the statistical package for social science (SPSS) Pc+ version 11.0.

For descriptive statistics, frequency count, percentage, mean and standard deviation were used to describe the personal characteristics of the respondents. T-test results and ANOVA had been utilized for inferential statistics set at 0.05 level of significant.

RESULTS AND DISCUSSIONS

Profile of the employers In terms of age, sex, civil status, position in the organization, and educational attainment

The profile of the respondents showed that when grouped according to their age, sex, civil status and position, results revealed that there were 13 or 16.3% having ages between 22-27, classified as young while 67 or 38.8% have ages between 28-49, categorized as old. When grouped according to their sex, 51 or 63.8% of the respondents were female, and 29 or 36.3% were male. When grouped according to their civil status 36 or 45% of the respondents were single, 43 or 53.8% were married, and 1 or 1.3 % was widow. The position of the respondents in the establishment varies from manager (34 or 42.5%), supervisor (30 or 37.5%) and dean (1 or 1.3%). As to the educational qualification of the respondents, the highest level was College graduate (51 or 73.3%), followed by the doctorate degree (10 or 12.5%) and the least was College Level (1 or 1.3%) as shown in Table 1.

Table 1. Profile of the respondents

Categories	F	%
Age:		
Young (22-27 yrs. old)	13	16.3
Old (28-49 yrs. old)	67	83.8
Total	80	100
Sex:		
Male	29	36.3
Female	51	63.8
Total	80	100
Civil status:		
Single	36	45
Married	43	53.8
Widow	1	1.3
Total	80	100
Position		
Manager	34	42.5
Supervisor	30	37.5
Vice president	13	16.3
Owner	2	2.5
Dean	1	1.3
Total	80	100
Educational qualification		
HS Graduate	2	2.5
College Graduate	61	76.2
College Graduate	1	1.3
Doctorate Degree	10	12.5
Doctoral with unit	6	7.5
Total	80	100

Profile of the establishment in terms of size of capitalization, type of business, and type of business organization.

The profile of the establishments where the BSHRM students are employed when grouped according to their size of capitalization showed that 24 or 30% belonged to more than Php 500,000. This was closely followed by those having a capitalization which ranges from Php 300,001.00-500,000.00 (22 or 27.5%). The lowest capitalization was between P50, 000.00-100,000.00 (7 or 8.8%). When grouped according to type of business many of the respondents were engaged in restaurant business (38 or 47.5%), followed by hotel business (13 or 16.3%) and the least were resorts (5 or 6.3%). When grouped according to the type of business organization, sole proprietorship ranked first with 27 or 33.8; corporation (21 or 26.3%) and Government Institution (4 or 5%) as shown in table 2.

Table 2. Profile of the establishment

Categories	f	%
Size of capitalization		
50,000-100,000	7	8.8
100,001-200,000	9	11.3
200,001-300,000	18	22.5
300,001-500,000	22	27.5
More than 500,000	24	30
Total	80	100
Type of business		
Hotel	13	16.3
Resort	5	6.3
Restaurant	38	47.5
Fast Food	12	15
Government	12	15
Total	80	100
Types of business organization		
Sole Proprietorship.	27	33.8
Partnership	8	10
Cooperative	20	25
Corporation	21	26.3
Government Institution	4	5
Total	80	100

Level of work performance

The level of work performance of the BSHRM graduates were categorized as to:

a. Knowledge of work

The overall mean for the items in this category was 4.38 described as, "Very satisfactory". On the individual items in the questionnaire, on the item "Know the methods or techniques to be used in his /her job" (M=4.31); "Know the reasons or procedures to be followed while working" (M= 4.35); "Know the purpose of the job and what is required to be accomplished and how it contributes to the objectives of the department" (M=4.38); "Maintains knowledge and skills for successfully completing the job" (M=4.40) and "Take the initiative to broaden current job knowledge" (M= 4.45), all were described as "Very Satisfactory". This implies that the BSHRM Graduates know how to deal with their job. They also practice self-reliance and know the things pertaining to their job descriptions.

Table 3. Level of work performance of BSHRM graduates categorized as to knowledge of work

Item	Mean	SD	Interpretation
1. Know the methods or techniques to be used in his/her job.	4.31	0.667	Very Satisfactory
2. Know the reason or procedures to be followed while working.	4.35	0.731	Very Satisfactory
3. Know the purpose of the job and what is required to be accomplished and how it contributes to the objectives of the department.	4.38	0.682	Very Satisfactory
4. Maintains knowledge and skills for successfully completing the job.	4.40	0.722	Very Satisfactory
5. Takes initiative to broaden current job knowledge.	4.45	0.654	Very Satisfactory
Over-all Mean	4.38	0.691	Very Satisfactory

Scale: 1.0-1.49 Poor; 1.50-2.49 Fair; 2.50-3.49; Satisfactory; 3.50-4.49 Very Satisfactory; 4.50-5.0 Outstanding.

b. Quality of work

The overall mean for the items in this category was 4.31 described as, "Very Satisfactory". On the individual items in the questionnaire, on the item "Approaches the work methodically". (M=4.25); "Is economical with work time and material used". (M=4.26); "Organizes work to increase quality results" (M=4.30); "Consistency accomplishes a fair workload" (M= 4.39) and "Has the ability and effectiveness in prioritizing his/ her job" (M= 4.33), all were described as "Very Satisfactory" as shown in Table 4. This implies that the BSHRM Graduates truly rendered good quality of work by all means. They know how to handle their jobs and render better output and consistently knowledgeable enough to prioritize what is to be done first and so on.

Table 4. Level of work performance of BSHRM graduates categorized as to quality of work

Item	Mean	SD	Interpretation
1. Approaches the work methodically.	4.25	0.738	Very Satisfactory
2. Is economical with work time and materials used.	4.26	0.725	Very Satisfactory
3. Organizes work to increase quality results.	4.3	0.753	Very Satisfactory
4. Consistently accomplishes a fair workload.	4.39	0.72	Very Satisfactory
5. Has the ability and effectiveness in prioritizing his/her job.	4.33	0.742	Very Satisfactory
Over-all Mean	4.31	0.736	Very Satisfactory

Scale: 1.0-1.49 Poor; 1.50-2.49 Fair; 2.50-3.49; Satisfactory; 3.50-4.49 Very Satisfactory; 4.50-5.0 Outstanding.

c. Work performance

The overall mean for the items in this category was 4.34 described as "Very Satisfactory". On the individual items, on the item "Normally completes the work schedule or assignments on time" (M=4.41); "Work fast enough to accomplish the assigned share of work" (M=4.33); "Do more than the assigned share of work or task" (M=4.29); "Produces quality results and services delivered" (M=4.30); and "Meets established goals and objectives" (M=4.35), all were described as "Very Satisfactory" as shown in Table 5. This implies that the BSHRM Graduates really performed their job well, and they know how to do multi-tasking so they can give better outcome in every assignment given to them.

d. Dependability

The overall mean for the items in this category was 4.38, described as "Very Satisfactory". On the individual items on the Questionnaire, on the item "Shows punctuality at all times" (M=4.38); "Reports to the job as scheduled" (M=3.31); "Requires less supervision" (M= 4.31); "Informs the appropriate person when late, absent, or unable to complete the assigned work/task" (M=4.43); and "Is honest and reliable in carrying out instruction" (M=4.45), all were described as "Very Satisfactory" as shown in Table 6. This implies that the BSHRM Graduates really focused on their work above all things. They also show proper behavior towards work and developed keen responsibility to their job.

Table 5. Level of work performance of BSHRM graduates categorized as to quantity of work

Item	Mean	SD	Interpretation
1. Normally completes the work schedule or assignments on time.	4.41	0.65	Very Satisfactory
2. Work fast enough to accomplish the assigned share of work.	4.33	0.671	Very Satisfactory
3. Do more than the assigned share of work or task.	4.29	0.715	Very Satisfactory
4. Produces quality results & services delivered.	4.3	0.719	Very Satisfactory
5. Meets established goals & objectives.	4.35	0.677	Very Satisfactory
Over-all Mean	4.34	.686	Very Satisfactory

Scale: 1.0-1.49 Poor; 1.50-2.49 Fair; 2.50-3.49; Satisfactory; 3.50-4.49 Very Satisfactory; 4.50-5.0 Outstanding

Table 6. Level of work performance of BSHRM graduates categorized as to dependability

Item	Mean	SD	Interpretation
1. Shows punctuality at all times	4.38	0.700	Very Satisfactory
2. Reports to the job as scheduled	4.31	0.704	Very Satisfactory
3. Requires less supervision	4.31	0.722	Very Satisfactory
4. Informs the appropriate person when late, absent, or unable to complete the assigned work/task.	4.43	0.759	Very Satisfactory
5. Is honest and reliable in carrying out instructions	4.45	0.673	Very Satisfactory
Over-all Mean	4.38	0.712	Very Satisfactory

Scale: 1.0-1.49 Poor; 1.50-2.49 Fair; 2.50-3.49; Satisfactory; 3.50-4.49 Very Satisfactory; 4.50-5.0 Outstanding

e. Compatibility

The overall mean for the items in this category was 4.34 described as "Very Satisfactory". On the individual items on the Questionnaire, on the item "Is cooperative and easy to work with" (M=4.29); "Attitudes towards the client and fellow employees is friendly and cooperative" (M=4.31); "Presents hospitality, confidence and discretion" (M= 4.33); "Is enthusiastic while doing the job" (M=4.36); and "Exhibits sense of loyalty" (M=4.40), all were described as Very Satisfactory. The work performance of BSHRM Graduates is Outstanding when categorized as to Compatibility as shown in Table 7. This implies that the BSHRM Graduates work harmoniously toward their employers, fellow workers and clients in order to carry out positive response to their fellowmen and to be more motivated towards work.

Table 7. Level of work performance of BSHRM graduates categorized as to compatibility

Item	Mean	SD	Interpretation
1. Is cooperative and easy to work with	4.29	0.750	Very Satisfactory
2. Attitude towards the clients and fellow employees is friendly and cooperative.	4.31	0.756	Very Satisfactory
3. Presents hospitality, confidence and discretion	4.33	0.725	Very Satisfactory
4. Is enthusiastic while doing the job	4.36	0.716	Very Satisfactory
5. Exhibits sense of loyalty	4.4	0.736	Very Satisfactory
Over-all Mean	4.34	0.737	Very Satisfactory

Scale: 1.0-1.49 Poor; 1.50-2.49 Fair; 2.50-3.49; Satisfactory; 3.50-4.49 Very Satisfactory; 4.50-5.0 Outstanding

f. Initiative

The overall mean for the items in this category was 4.32 described as "Very Satisfactory". On the individual items on the Questionnaire, on the item "Makes frequent practical suggestion on how to make the job easy" (M=4.25); "Proceeds on assigned work voluntary and readily accepts suggestions" (M=4.31); "Rely on others in getting started with assigned work" (M= 4.26); "Shares acquired skill with others" (M=4.34); and "Demonstrates a willingness to perform unassigned task when needed" (M=4.44), all were described as outstanding in table 8. This implies that the BSHRM Graduates exhibit positive attitudes, they always learn to look for some alternatives in order to carry out and accomplish the assigned tasks without being told by their boss.

Table 8. Level of work performance of BSHRM graduates categorized as to Initiative.

Item	Mean	SD	Interpretation
1. Makes frequent practical suggestion on how to make the job easy.	4.25	0.666	Very Satisfactory
2. Proceeds on assigned work voluntarily and readily accept suggestions.	4.31	0.628	Very Satisfactory
3. Rely on others in getting started with assigned work.	4.26	0.759	Very Satisfactory
4. Shares acquire skills with others.	4.34	0.711	Very Satisfactory
5. Demonstrates willingness to perform unassigned task when needed.	4.44	0.726	Very Satisfactory
Over-all Mean	4.32	0.698	Very Satisfactory

Scale: 1.0-1.49 Poor; 1.50-2.49 Fair; 2.50-3.49; Satisfactory; 3.50-4.49 Very Satisfactory; 4.50-5.0 Outstanding

g. Safety

The overall mean for the items in this category was 4.42 described as "Very Satisfactory". On the individual items on the Questionnaire, on the item "Is quick to sense possible hazards and then take the appropriate steps to get them corrected" (M=4.40); "Is careful insofar as safe work practices is concerned with regard to regular work assignment" (M=4.39); "Follows the established work procedure for the assigned task" (M= 4.44); "Observes the personnel policies" (M=4.46); and "Exercises sound judgment in decision making" (M=4.43), all were described as "Very Satisfactory" as shown in Table 9. This implies that the BSHRM Graduates practiced safety precautions and followed the policies and procedures of the company.

Table 9. Level of work performance of BSHRM graduates categorized as to safety.

Item	Mean	SD	Interpretation
1. is quick to sense possible hazards and then take the appropriate steps to get them corrected	4.25	0.666	Very Satisfactory
2. is careful insofar as safe work practices are concerned with regard to regular work assignment.	4.31	0.628	Very Satisfactory
3. Follows the established work procedure for the assigned task.	4.26	0.759	Very Satisfactory
4. Observe personnel policies	4.34	0.711	Very Satisfactory
5. Exercise sound judgment on decision-making.	4.44	0.726	Very Satisfactory
Over-all Mean	4.32	0.698	Very Satisfactory

Scale: 1.0-1.49 Poor; 1.50-2.49 Fair; 2.50-3.49; Satisfactory; 3.50-4.49 Very Satisfactory; 4.50-5.0 Outstanding

Level of work performance of BSHRM graduates when taken as a whole

The overall mean on all categories was (M=4.36) described as "Very Satisfactory". When categorized as to knowledge of work, (M=4.38), Quality of work, (M=4.31), Quantity of work, (M=4.34), Dependability, (M=4.38), Compatibility, (M=4.34), Initiative, (M=4.32), and as to Safety, (M=4.42), all were described as "Very Satisfactory" as shown in Table 10.

The Work Performance of BSHRM Graduates was "Very Satisfactory" in all categories. This implies that the BSHRM Graduates have a nice impact to their employer and have established a good performance towards their job.

Table 10. Level of work performance of BSHRM graduates when categorized as a whole

Categories	Mean	SD	Interpretation
1. Knowledge of work	4.38	0.691	Very Satisfactory
2. Quality of work	4.31	0.686	Very Satisfactory
3. Quantity of work	4.34	0.686	Very Satisfactory
4. Dependability	4.38	0.712	Very Satisfactory
5. Compatibility	4.34	0.737	Very Satisfactory
6. Initiative	4.32	0.698	Very Satisfactory
7. Safety	4.42	0.689	Very Satisfactory
Over-all Mean	4.36	.679	Very Satisfactory

Scale: 1.0-1.49 Poor; 1.50-2.49 Fair; 2.50-3.49; Satisfactory; 3.50-4.49 Very Satisfactory; 4.50-5.0 Outstanding

Perception of employers towards the work performance of BSHRM graduates

The difference in the perception of employers toward work performance of BSHRM Graduates when categorized according to civil status, showed no significant difference $F(15, 64) = 1.558, P=.112$ shown in Table 11.

The civil status of the employers does not affect their perception towards work performance of BSHRM Graduates. This implies that whether they are single, married, or widow it does not vary as to their perception towards the work performance of BSHRM Graduates.

When categorized according to position, results revealed no significant differences in the perception of work performance of BSHRM Graduates, $F(15, 64), .550 P=.901$ as shown in Table 12.

The position of the employers does not affect their perceptions towards the work performance of BSHRM Graduates. This implies that whether they are manager, supervisor, Vice Pres., or owner their perception does not vary towards the work performance of BSHRM Graduates.

Table 11. Difference in the perception towards work performance of BSHRM graduates when categorized according to civil status

Sources of variations		Sum of squares	df	Mean of Squares	f	Sig.
Civil Status	Between Groups	5.802	15	.381	1.558	.112
	Within Groups	15.886	84	.248		
	total	21.688	79			

p=<.05

Table 12. Difference in the perception towards work performance of BSHRM graduates when categorized according to position

Sources of variations		Sum of squares	df	Mean of Squares	f	Sig.
Position	Between Groups	7.024	15	.468	.550	.901
	Within Groups	54.526	64	.852		
	total	81.550	79			

p=<.05

When grouped according to educational qualification, results revealed no significant difference in the level of work performance of BSHRM Graduates, $F(15, 64) = 1.367$ $P=1.91$.as shown in Table 13.

The educational qualification of the employers does not affect their perceptions towards work performance of BSHRM Graduates. This implies that whether they are degree holder, college level, or high school graduates their perception does not vary towards the work performance of BSHRM Graduates.

Table 13. Difference in the perception towards work performance of BSHRM graduates when grouped according to educational qualification.

Sources of variations		Sum of squares	df	Mean of Squares	f	Sig.
Education Qualification	Between Groups	21.281	15	1.4161	1.367	0.191
	Within Groups	66.407	64	1.038		
	total	87.687	79			

p=<.05

When grouped according to size of capitalization of the establishment, results revealed a significant difference in the perception towards work performance of BSHRM graduates when grouped according to size of capitalization, $F(15, 64) = 1.913$ $P=0.038$ (Table 14).

The size of capitalization of the employers makes a difference in their perceptions towards work performance of BSHRM Graduates. This implies that if the size of capitalization is high, the employers also have high and advanced expectations from their employees. On the other hand if the employer's capital is low they will not expect too much from their employees.

Table 14. Difference In the perception towards work performance of BSHRM graduates when grouped according to size of capitalization

Sources of variations		Sum of squares	df	Mean of Squares	f	Sig.
Size of Capitalization	Between Groups	39.428	15	1.4161	1.367	0.191
	Within Groups	87.960	64	1.038		
	total	127.388	79			

p=<.05

When grouped according to the type of Business, results revealed a significant difference in the perception towards work performance of BSHRM Graduates when grouped according, type of Business, F (15, 64) =2.166, P=0.017as shown in Table 15.

The type of business of the employers makes a difference in their perceptions towards work performance of BSHRM Graduates. This implies that if their businesses belong to restaurant, hotel, resorts or a fast food chains their perception towards the work performance of BSHRM Graduates differ from each other because they have different fields of work.

Table 15. Difference In the perception towards work performance of BSHRM graduates when grouped according to type of business

Sources of variations		Sum of squares	df	Mean of Squares	f	Sig.
Type of Business Organization	Between Groups	39.289	15	2.619	2.116	0.017
	Within Groups	77.399	64	1.209		
	total	116.688	79			

p=<.05

When grouped according to type of business organization, results revealed no significant difference in the perception towards work performance of BSHRM Graduates, F (15, 64) =1.715, P=0.070 as shown in Table 16.

The type of business organization of the employers does not affect their perceptions towards the work performance of BSHRM Graduates. This implies that whether they are engaging in a sole proprietorship, partnership, cooperative, or corporation, their perception does not vary towards the work performance of BSHRM Graduates.

When grouped according to age, results revealed no significant difference in the perception towards work performance of BSHRM Graduates when grouped according to age, t value=0.60 In Table 17.

The age of the respondents does not affect their perceptions towards the work performances of BSHRM Graduates. This implies that whether they are young or old, their perception does not vary towards the work performance of BSHRM Graduates.

Table 16. Difference in the perception towards work performance of BSHRM graduates when grouped according to type of business organization.

Sources of variations		Sum of squares	df	Mean of Squares	f	Sig.
Type of Business Organization	Between Groups	39.965	15	2.664	1.715	0.070
	Within Groups	99.422	64	1.553		
	total	138.399	79			

p=<.05

Table 17. Difference in the perception towards work performance of BSHRM graduates when grouped according to age.

Age	Mean	T-Value	df	Significance
Young (22-27 yrs. old)	4.3846	0.60	78	0.953
Old (28-49 yrs. old)	4.3945			

When grouped according to Sex, results revealed no significant difference in the perception towards work performance of BSHRM Graduates when grouped according to sex, t value= .841 in Table 18.

The sex of the respondents does not affect their perception towards work performance of BSHRM Graduates. This implies that whether they are male or female, their perception does not vary towards the work performance of BSHRM Graduates.

Table 18. Difference in the perception towards work performance of BSHRM graduates when grouped according to sex

Sex	Mean	T-Value	df	Significance
Male	4.3251	0.841	78	0.403
Female	4.4314			

CONCLUSIONS

Based on the results of findings of the study, the following conclusions were made:

1. Most of the respondents have ages ranging from 28-49 yrs. old, majorities were female, married, college graduates and mostly were supervisors.
2. As to the establishments' size of capitalization majority belonged to more than 500, 000.00, and the type of businesses were restaurants and owned singly by individuals.
3. The respondents rated the level of work performance of BSHRM Graduates as very satisfactory in all categories namely: knowledge of work, quality of work, quantity of work, dependability, compatibility, initiative and safety.
4. No significant differences in the perception towards work performance of BSHRM Graduates when categorized according to age, sex, civil status position, educational qualification and type of business organization. However, a significant difference In the perception towards work performance of BSHRM Graduates when categorized according to size of capitalization and type of business exists.

RECOMMENDATIONS

Based on the foregoing conclusions the following measures are recommended:

1. As to the employers' profile, it shows that BSHRM Graduates are mostly employed in their chosen career. Guimaras State College, BSHRM Graduates should continue to employ herself/himself to her/his chosen field of work specifically in the hospitality industry.
2. The level of work performance of BSHRM Graduates was described as "very satisfactory" in all categories namely: their knowledge of work, quality of work, quantity of work, dependability, compatibility, initiative and safety. It is recommended that a regular periodic evaluation of the work performance of the students will be done so that the school could find ways in order to recover whatever discrepancies in their job performance are.
3. Since there is a significant difference in the perception towards work performance according to size of capitalization and type of business, BSHRM Graduates should not limit themselves on what they already know. They are, therefore recommended attending more trainings and seminars to improve their skills in their chosen fields, since big companies are expecting much from them.

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