

**Employment Status of the Business Administration
Graduates, Main Campus
AY 2009 - 2010**

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ABSTRACT

The study was focused on the determination of the employment status of the BSBA graduates of GSC curricular program from 2009-2010. Specifically this study sought to answer the following questions: (a) What is the profile of the BSBA graduates?; (b) What is the educational background of the graduates in terms of course, specialization and trainings/advance studies; (c) What is the employment data of the respondents in terms of their present employment status, reasons for being employed/underemployed, number of jobs entered prior to the present job, reasons for changing jobs, length of stay per job, position/s' in the previous/present job, salaries and wages and relevance of their curriculum to their jobs. The study made use of the descriptive research design. The data gathered was analyzed using frequency, mean, percentages and rank. The respondents of the study were the Business Administration graduates of Guimaras State College from AY 2008 -- 2010 and total enumeration was employed in the study. The instrument used was the standardized questionnaire formulated by the Commission on Higher Education (CHED). Since this was already a standardized instrument, no validation and reliability testing was done. Results of the study showed that majority of the graduates of BSBA are female, single young with ages ranging from 20 to 26 years old and majored in Management Accounting. Majority of them were all bachelors' degree holders. Majority of the BSBA graduates for the two (2) batches were employed in private or local business firms and had a present employment status of casual and regular or permanent as service worker in shops or markets. Most of the respondents reasoned out career challenge as the main reason of changing their jobs (32%). Their starting and current salaries and wages received monthly were still below the poverty income level based on the National Statistical and Coordinating Board within the range 5,000 to less than 10,000. Results further showed that majority of the employed BSBA graduates had applied their acquired knowledge and skills, abilities and competencies learned in their first job and for reasons in staying in their jobs.

Key Words: BSBA Graduates, Employment Status, Main Campus

INTRODUCTION

Background of the Study

Guimaras State College (GSC) started as a Vocational High School In 1968. It caters to the vocational education needs of the secondary students of the municipality. In 1980, the school was granted it permit to offer post secondary courses. The two - year Trade Technical Courses paved the way to higher education which are ladderized and considered technical courses.

The administration of the school did not stop its struggle to provide tertiary or higher education to the citizenry of the province. In 1995, Former President Fidel V. Ramos signed Into law RA 7944, paving the way for the conversion of Buenavista Vocational School Into Polytechnic Tertiary School under the name, Guimaras Polytechnic College. Finally, in June 8, 2001, RA 9138 signed into law by Former President Gloria Macapagal - Arroyo creating Guimaras State College.

Since then, the College served its citizenry by offering courses such as Bachelor of Science in Education, Industrial Technology, Hotel and Restaurant Management, Business Administration, Information Technology and Criminology in the Main Campus and BS Industrial Technology and Teacher Education programs in Mosqueda Campus.

From its humble beginnings, GSC has been the only institution of higher learning in the province. As such, it has been entrusted with the responsibility of providing highly trained personnel requirements for government, non-government and the industry.

However, there is a great need to determine the employment status of the Bachelor of Science in Business Administration (BSBA) graduates in relation to the training they have acquired from GSC for the two batches of graduates. This would be a good tool to guide planning activities for future programs of the School of Business Administration and would likewise form part of the database of the College.

Statement of the Problem

This study was conducted to determine the employment status of the BSBA graduates of GSC curricular program from 2009-2010. Specifically this study sought to answer the following questions:

1. What is the profile of the BSBA graduates?
2. What is the educational background of the graduates in terms of
 - a. Course
 - b. Specialization
 - c. trainings/Advance Studies
 - d. Year of graduation
3. What is the employment data of the respondents in terms of:
 - a. Are they presently employed?
 - b. Reasons for being employed/underemployed
 - c. Number of Jobs entered prior to the present job
 - d. Reasons for changing jobs
 - f. Length of stay per job
 - g. Position/s in the previous/present job
 - h. Salaries and wages
 - i. Relevance of their curriculum to their Jobs
 - j. Suggestions to improve the curriculum

METHODOLOGY

The study was conducted to determine the employment status of the BSBA graduates of GSC curricular program from 2009-2010. This study used the descriptive research design. The respondents of this study were the Business Administration graduates of Guimaras State College from AY 2008 - 2010. The data needed in the study was gathered using the standardized questionnaire formulated by the Commission on Higher Education (CHED). The questionnaire was composed of 3 parts. Part I included items on personal information of the respondents. Part 2 included items on the educational background of the respondents and part 3 Included employment data and status of employment. The data gathered was analyzed using frequency, mean, percentages and rank.

MAJOR FINDINGS

General Information of the Respondents

Table 1 presents the personal profile of the BSBA graduates. In terms of age of the respondents, these are divided into two groups- the young and the old. Those that belonged into the old category have an age which ranges from 27 to 33 years old and those that belonged to the young category have an age of 20 to 26 years old. Results revealed that 89 or 93.7% of the respondents were classified as young and the remaining 6 or 6.3% were categorized as old.

As to the sex, results revealed that majority or 72.6% of the respondents were female. This indicated that out of 95 respondents, 69 were female and only 26 were male.

Furthermore, with regard to the civil status, results showed that majority or 88.4% of the respondents were single and only 11 or 11.6% were married. This implies that majority of the BSBA graduates, at the time when the study was conducted, were still single.

Table 1
Profile of the Respondents

Particular	f	%
Age		
Young	89	93.7
Old	6	6.3
Total	95	100.0
Sex		
Female	69	72.6
Male	26	27.6
Total	95	100.0
Civil Status		
Single	84	88.4
Married	11	11.6
Total	95	100.0

Educational Background

Table 2 presents the course or degree earned, specialization training/advance studies, and year of graduation of the respondents .

In Terms of the course, it showed that all of them (100%) were graduates of the bachelor of Science in Business Administration. This means that from time to time of their enrolment they did not change or transferred to other courses.

As of the choice of specialization, it showed that all the 95 clearly means respondents specialized in Management Accounting. This clearly means that all of them were interested to major in management accounting over entrepreneurship which was also offered during the time when they were given a chance to choose their major field of specialization.

With regard to training or advance studies after graduation from college, only one (1.1%) enrolled for further study, while almost all (98.9%) of them did not.

As to the year of graduation, the table also revealed that less than half or 43.2% graduated In AY 2008-2009, while a little more than half or 56.8% in AY 2009-2010. This indicated that there was an increase in the number of BS8A graduates in the succeeding year.

Table 2
Educational Profile of the Respondents

Particular	f	%
Course/Degree		
Bachelor of Science in Business Administration	95	100.0
Total	95	100.0
Specialization		
Management Accounting	95	100.0
Total	95	100.0
Training/ Advance Studies		
Further study	1	1.1
Did not Pursue Further Studies	94	98.9
Total	95	100.0
Year of Graduation		
AY 2008-2009	41	43.2
AY 2009-2010	54	56.8
Total	95	100.0

Employment Data

Table 3 revealed that out of 95 respondents, majority (76 or 80.0%) answered yes in response to the question whether they were presently employed or not, while only 14 (14.7%) were not employed at the time of the survey. However, there were 5 or 5.3% who had never been employed after graduation. This implies that at the time of the conduct of the study majority of the respondents were able to land on a Job after graduation from college.

Table 3
Employment Data

Particular	f	%
Are you presently employed?		
Yes	76	80.0
No	14	14.7
Never Employed	5	5.3
Total	95	100.0

Table 4 revealed the reasons why some of them were unemployed. There were 25 respondents who responded to give reasons of their unemployment. Although there were 14 who Indicated that they were presently unemployed, but there might be some who were Just currently employed, thus there were 25 who responded to this question. Of, the 25, 9 or 36.0% cited "family responsibility" followed by those who Indicated "Others" with 6 or 24%, "health problems" was next with 4 or 16.0%, while 2 (8.0%) each indicated that "job offered was not suitable" and "lack of self confidence to face the working world", were their answers. However, there were one (1) or (4.0%) each who answered "for further studies" and "no job opportunity". These results really confirmed the family oriented nature of the Filipinos why they cannot go on and explore the world once family concerns will prevail. Data are found in table 4.

Table 4
Reasons for Unemployment

Particular	f	%	Rank
1. Further studies	1	4.0	6.5
2. Family responsibility	9	36.0	1.0
3. Job offered was not suitable	2	8.0	4.5
4. Lack of self confidence to face the working world	2	8.0	4.5
5. No job opportunity	1	4.0	6.5
6. Health problems	4	16.0	3.0
7. Others	6	24.0	2.0
Total	25	100.0	

Table 5 presents the Job transition of the employed respondents. Majority (46 or 60.5%) had their first Job right after college while 30 or 39.5% answered It was not their first Job. When asked whether the Job is related to the course that they had taken, majority or 67% answered yes, while only 9 or 11.8% answered it was not related. When asked whether they had a secondary or part-time Job only 16 or 21.1% answered yes, while the majority did not have secondary or part-time job.

On the other hand, when they asked whether they are currently applying for a Job abroad, only few or 17.9% were planning to apply for a job abroad, but the majority or 82.1% had no plans of applying for a job abroad. This could mean that the graduates are satisfied with their present Jobs.

Table 5
Job Transition

Particular	f	%
A. First Job After College		
Yes	46	60.5
No	30	39.5
Total	76	100.0
B. Job Related to the Course		
Yes	67	88.2
No	9	11.8
Total	76	100.0
C. Secondary or Part-time Job		
Yes	16	21.1
No	60	78.9
Total	76	100.0
D. Currently applying for a Job abroad		
Yes	17	17.9
No	78	82.1
Total	95	100.00

The respondents were asked as to their reasons for staying in their first job up to the time when this study was conducted. It was found out that because of salaries and benefits (28 or 36.8%) and career challenge (28 or 36.8%) were the reasons why the respondents stayed with their present jobs. This was followed by those who reasoned out that the job was related to their special skills (24 or 31.6%) and to the course or program of study they have taken while they were in College (24 or 31.6%). There were eight (8) or 10.5% who said because of proximity of residence to work, family influence (7 or 9.2%) and only 1 (1.3%) responded on peer Influence. Data are found in table 6.

Table 6
Reasons for Staying In the Job (Multiple Responses)

Particular	f	%	Rank
Salaries and Benefits	28	36.8	1.5
Career Challenge	28	36.8	1.5
Related to Special Skills	24	31.6	3.5
Related to course of program of study	24	31.6	3.5
Proximity to residence	8	10.5	5
Peer influence	1	1.3	7
Family influence	7	9.2	6

The reasons why the employed graduates had accepted their first Job are presented in table 6. Topping the list was because of career challenge (55 or 67.1%); because of salaries and benefits (51 or 72.4%); because the Job was related to their special skills (49 or 64,5%) and only 13 because of proximity to residence (17.1%). This implies that as graduates being in their first Job they were contented and were not bothered to look for another Job. Data are found in table 7.

Table7
Reasons for Accepting the Job (Multiple Reponses)

Particular	f	%	Rank
Salaries and Benefits	51	67.1	2
Career Challenge	55	72.4	1
Related to Special Skills	49	64.5	3
Proximity to residence	13	17.1	4

Those employed graduates who had changed jobs, were asked of their reasons. Shown in table 8, in multiple responses the respondents reasoned out that because of the career challenge (55 or 57.9%); followed by the salaries and benefits (51 or 57.9%); and relation of the Job to. special skill (49 or 51.6%); while very few responses on the proximity to residence (17 or 22.4%). This implies that these employed graduates were more challenged because of the job and salaries and benefits were just secondary for not changing their jobs. It reflects that salaries and benefits are sometimes not the main reasons of the workers in staying or looking a new job.

Table 8
Reasons for Changing the Job (Multiple Responses)

Particular	f	%	Rank
Salaries and Benefits	51	67.10	2
Career Challenge	55	72.4	1
Related to Special Skills	49	64.5	3
Proximity to residence	17	22.4	4

Out of the 9 employed respondents who answered that they had their secondary or part time Jobs were asked of their reasons in doing such. In multiple responses, table 8 revealed that 13 (68.8%) reasoned out to get extra income; followed by 11 who reasoned out to gain experience and 7 to fill in their free time while only 5 to develop new skills. This only implies that having full time jobs , still the employed BSBA graduates could stil perform additional work in order to become more productive.

Table 9
Reasons for Taking Secondary or Part Time Job (Multiple Responses)

Particular	f	%
To gain experience	11	68.8
To get extra income	13	36.1
To fill in free time	7	19.4
To develop new skills	5	13.9

The 10 BSBA graduate respondents who were currently. planning to apply for a Job abroad were also asked of their reasons. In multiple responses, cited in table 9, to get higher salary was the main reason'with 23 responses; followed by looking for job compatible with the qualification and looking for a permanent job, having 9 responses, respectively; looking for a more challenging Job and looking for Job relevant to the field of study had 5 and 1 respectively. This only show that the main objective of those who are planning to go abroad is for economic upliftment and ease of living.

Table 10
Reasons for Currently Looking for a Job (Multiple Responses)

Particular	f	%	Rank
Looking for job compatible with qualification	9	9.2	2.5
To get higher salary	23	23.5	1
Looking for job relevant to the field of study	1	1.0	5
Looking for a more challenging job	5	5.1	4
Looking for a permanent Job	9	9.2	2.5

To determine the present occupation of the employed graduates, result in table 11 presents the present occupation of the respondents. It revealed that majority of them or 68.5% were hired as Service Worker In Shops or Market; while the remaining employed respondents were occupying the positions as: Technical or Associate Professional with 5 or 6.6%; as Military, Police Force; Professional; Clerk; Sales Worker; Farmer, Forestry Worker, Fishermen; and Laborer or Unskilled Worker with 1 or 1.3% respectively. However, there were 13 or 17.1% of the respondents who had other occupations but only were not specified at the time when the study was conducted.

The result only implies that BSBA graduates have better chance to be employed In various occupations, though there are also some who were not employed or had never been employed for reasons.

Table 11
Present Occupation

Particular	f	%
Military, Police Force	1	1.3
Professional	1	1.3
Technical, Associate Professional	5	6.6
Clerk	1	1.3
Service Worker in Shop, Market	52	68.5
Sales Worker\	1	1.3
Farmer, Forestry Worker, Fisherman	1	1.3
Laborer, Unskilled Worker\	1	1.3
Others	13	17.1
Total	76	100.0

Table 12 presents the Job sector that hired the respondents. Results revealed that out of 76 employed respondents, the majority or 63.2% were in private (local) Institutions, while only 12 or 15.8% were in the national government. Still others were in the local government, 5 or 6.6%; private {multinational/foreign), 4 or 5.3%; own business firm, 3 or 3.9%; non-government organizations, 2 or 2.6%, and lastly, in education and as skilled worker with 1 or 1.3% respectively. Result only shows that majority of the employed BSBA graduates were Inclined to be In the private (local) business organizations at the time when the study was conducted.

Table 12
Job Sector

Particular	f	%
National Government	12	15.8
Local Government	5	6.6
Education (prfvate schools)	.1	1.3
Private (multinational/foreign)	4	5.3
Private (local)	48	63.2
Own Firm/Business	3	3.9
Non-governmental Organization	2	2.6
Skilled Worker	1	1.3
Total	76	100.0

Table 13 shows the present employment status of the respondents. Results revealed that out of 76 employed respondents, majority of their statuses were casual with 28 or 36.9% and regular or permanent with 27 or 35.5%. The rest were contractual workers with 13 or 17.1%; temporary with 3 or 3.9%; and self-employed, 5 or 6.6%. Essentially this result means that majority of the respondents who were employed were of casual and regular or permanent status at the time when the study was conducted.

Table 13
Present Employment Status

Particular	f	%
Regular or Permanent	27	35.5
Temporary	3	3.9
Casual	28	36.9
Contractual	13	17.1
Self-employed	5	6.6
Total	76	100.0

Table 14
Gross Monthly Income in the Present Position

Particular	Starting		Current	
	f	%	f	%
Below 5,000.00	10	13.2	5	6.6
5,000.00 to less than 10,000.00	60	78.9	63	82.9
10,000.00 to less than 15,000.00	3	3.9	4	5.3
15,000.00 to less than 20,000.00	1	1.3	2	2.6
20,000.00 to less than 25,000.00	2	2.6	2	2.6
Total	76	100	76	100.0

Table 15 presents the relevance of the curriculum among the 76 employed graduates. As Indicated, it showed that most of them answered yes with 88.2% while only few responded no with 11.8%. This implies that these employed graduates were able to land a job related to their course.

Table 15
Relevance of the Curriculum to their Jobs

Particular	Yes		No		Total	
	f	%	f	%	f	%
The BSBA curriculum is relevant to the job	67	88	9	11.8	76	100.0

Out of the 95 respondents only 32 suggested on how to improve the curriculum. Table 31 indicated the following suggestions: 1) more exposure to business operation and management; 2) accounting subjects should be taught during day time so that there will be no evening or Saturday classes; 3) improve school facilities; 4) follow-up hands-on practice for accounting and management subjects; and 5) minimize project requirements. Data are found in table 16.

Table 16
Suggestions to Improve the Curriculum

Particular	f	%
1. More exposure to business operation and management	13	40.6
2. Accounting subjects should taught during day time so that there will be no evening or Saturday classes	9	28.1
3. Improve school facilities	7	21.9
4. Follow-up hands-on practice especially for accounting and management subjects	2	6.3
5. Minimize project requirements	1	3.1
Total	32	100.0

CONCLUSIONS AND RECOMMENDATIONS

Majority of the graduates of BSBA were female, single and of young age. Most of the graduates were from the rural areas especially in the far flung barangays of Buenavista where GSC is located. The major source of their family income was from the parents' occupation with the majority of their fathers worked as farmers, forestry workers or as fisherman, laborers and other kinds of work wherein their average annual family income is below the poverty threshold level in the country as declared. All of the BSBA graduates majored in Management Accounting have no definite training or advance studies, with only 1 having further study, and most of them graduated within the prescribed number of years from their elementary, high school, to college levels. Majority of the BSBA graduates of two batches was employed in private or local business firms, and had their present job their first job after college. Majority of the employed BSBA graduates had a present employment status of casual and regular or permanent as service worker in shop or market, and had stayed in their job within six months to 1 year because of salaries and benefits, career challenges, and that their special skills and the course program were related to the job. The starting and current salaries and wages received monthly by these employed graduates were still below the poverty income level based on the National Statistical and Coordinating Board. Majority of the employed BSBA graduates had good rating ability to perform their current job for they had applied their acquired knowledge and skills, abilities and competencies in their first job and for staying in the job; Majority of these graduates were very satisfied on the specialized knowledge in business administration and exposure to general knowledge and current issues while still in college.

The following suggestions were made to improve the BSBA curriculum: 1) more exposure to business operation and management; 2) accounting subjects should be taught during day time so that there will be no evening or Saturday classes; 3) Improve school facilities; 4) follow-up hands-on practice for accounting and management subjects; and 5) minimize project requirements.

Based from the findings and conclusion of the study, it is recommended that follow-p tracer study must be conducted every two years to include graduates who had already been traced to get updated employment records and to keep in touch with these graduates. The school administrators and the management should continue to invite both male and female students including those coming from the other four municipalities of Jordan, San Lorenzo, Sibunag and Nueva Valencia. The school administration must improve facilities to include dormitory to accommodate boarders from far flung barangays or those with evening or Saturday classes. The school with the students should plan of an Income generating activities while they are still in the college, this is to prepare them to become entrepreneurs and opt for self-employment when `employment opportunities will be scarce after they graduate. They must start to apply their theoretical knowledge and skills with the actual facets of doing business. BSBA graduates especially those employed should be encouraged to enhance their capabilities either by enrolling in courses or in training programs related to their current jobs and to strive hard in order to elevate their casual and contractual status to permanent status so that their income and privileges will be improved. Guimaras State College should create an office for monitoring and job placement for the graduates so that they will not find difficulty in getting a job related to their course and acquired skills and competencies. A copy of this report be submitted to proper authorities such as DOLE, DTI, and other related agencies for them to be aware of the predicaments of the graduates especially in terms of salaries and wages, and the many facets of doing business. The School of Business Administration and the college management should also look into the suggestions made by some of the graduates to improve the curriculum. In this way, students who will be the next batches of graduates will be equipped with necessary skills, competencies, proficiencies and abilities to perform their respective jobs as employees or entrepreneurs.

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