EMPLOYMENT STATUS OF THE BACHELOR IN HOTEL AND RESTAURANT MANAGEMENT GRADUATES OF GUIMARAS STATE COLLEGE AY 2012 –2015: A TRACER STUDY

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INTRODUCTION

Background of the Study

Employability is improved by a good academic record plus skills and attributes that enable you to adapt and manage the constantly changing work environment. The Colleges should have quality teachers and the students should imbibe something from them. Universities focused on theoretical study, in terms of mark system but industries are expecting the manpower in terms of good attitude, commitment, self- responsibility, quick learner and in short an smart or an intelligent guy. Education in its broadest sense is any act or experience that has a formative effect on the mind, character and physical ability of an individual. In its technical sense, education is the process by which society deliberately transmits its accumulated knowledge, skills and values from one generation to another. Higher education, also called tertiary, third stage or post secondary education is any education entered after successful completion of secondary education, which may include vocational post secondary education, leading to a certificate and higher education, leading to a degree. (Campbell &Rozsnyai, 2002)

The graduates' entry into a job is attributed to the outcome of a complex process involving the interaction of their personal characteristics, characteristics of the school where they obtained their education, and characteristics of firms where they might apply their acquired skills and knowledge.

According to macario (1983) and Nepomuceno (1995 in Cordada & tabasa, 2004), the hierarchy of the graduates occupational choices and the firms' hierarchy of methods in personal selection are also considered. Among the personal variables associated with employment prospects are the graduates age, gender, marital status, college performance, self-concept, award received, course, family background, occupational interest, job performance and satisfaction. (Macario (1983) and Nepomuceno (1995 in Cordada & Tabasa 2004).

The hospitality industry has been key in the economic life of every nation. With the hospitality industry increasing growth rate, the importance of finding good employees, especially youth workers, is a high priority (US Bureau of labor Statistics, 2006) Historically, the hospitality industry has drawn heavily from the youth labor pool to meet their workforce needs, but in recent years the industry has been left with an insufficient pipeline of new workers to satisfy demand. Faced with a shrinking pipeline of workers, the hospitality industry is increasing its recruitment efforts towards youth and developing targeted strategies for previously untapped labor force.

Thousands of schools in the country offer Hotel and Restaurant Management and related courses. One of these schools that offer such course is Guimaras State College. Hotel and Restaurant management curriculum prepares students to apply practical skills needed for supervisory and managerial positions in hotels, motels, inns, restaurants, institutions and clubs. The challenge of schools is to develop students in a manner that when they graduate they can respond to the urgent needs of the industry. In order to find out whether the Guimaras State College, College of Business and Management adheres to respond to this challenge, and considers the tracer study of Bachelor of Science in Hotel and Restaurant Management necessary. This study aimed to find out the employment status of their graduates.

Statement of the Study

This study was conducted to determine the employment status of the BSHRM graduates of GSC curricular program from 2012-2015. Specifically this study sought to answer the following questions:

1. What is the profile of the Bachelor of Science in hotel and Restaurant management graduates in terms of the following variables: year graduated, gender, and academic performance?

2. What is the employment status of Bachelor of Science in Hotel and Restaurant Management graduates in terms of the following variables: nature of employment, and job status?

METHODOLOGY

Research Design

Research design is a scheme or plan of action for meeting the objectives of the study. The descriptive method of research was used in this study to determine the employment status of the BSHRM graduates of GSC from A.Y. 2012-2015. Descriptive research was appropriate for this study, which aims to find out what prevails in the present conditions or relationships, held opinions and beliefs, processes and effects and developing trends.

The Respondents

The respondents of this study were the BSHRM graduates of Guimaras State College from A.Y. 2012 – 2015. The list of the respondents was taken from the records from the Registrar's Office. Total enumeration was used because the number of graduates is manageable.

Data Gathering Instrument

The data needed in the study was gathered using a researcher prepared questionnaire. The questionnaire was composed of 2 parts. Part I includes items on personal information of the respondents such as age, sex and marital status, course and year graduated. Part 2 includes items on the employment data of the respondents such as, present employment status, employer, nature of business, present position and job title.

Data Gathering Procedure

The questionnaire was distributed to the respondents. The addresses of the graduates were taken from the records of the school's registrars' office. Upon identification of the respondents, they were grouped per Municipality and Barangay for easy conduct of the study. The questionnaires for the graduates from the farthest barangay of the Province were distributed first for easy management of time during the conduct of the actual study. Respondents who are employed abroad were reached through the aid of social media such as, facebook, messenger and electronic mail.

Statistical Tools Used in the Study:

The data was collected, sorted and tabulated based on the requirement of the study. The data gathered was analyzed by getting the frequency, percentages and ranking.

RESULTS AND DISCUSSION

General Information of the Respondents

In order to establish the general information about the study, there is a need to know the personal profile of the respondents first. In terms of gender, results revealed that majority or 59 or 64.1% of the respondents were female. This indicates that out of 92 respondents, 59 are female and 33 were male. The respondents' age were grouped into two, 21-25 years old and 26 years old and above. Results showed that 67 or 72.8% belongs to 21-25 years old, and 25 or 27.2% belongs to 26 years old and above. This implied that majority of the respondents are still young and that they have greater chances of landing in a better and stable job.

Table 1. Profile of the Respondents

Particulars	Frequency	%
A. Gender		
Female	59	64.1
Male	33	35.9
TOTAL	92	100
B. Age		
21-25 years old	67	72.8
26 years old and Above	25	27.2
TOTAL	92	100

Educational Profile of the Respondents

The educational profile of the respondents, educational attainment, their choice of school and their Baccalaureate degree are indicators of how they value the importance of acquiring the best education.

In terms of educational attainment, results revealed that majority of the respondents (92 or 100 %) were graduate of Bachelor of Science in Hotel and Restaurant Management. As to the year graduated results revealed that 40 or 43.5% graduated last 2012-2013,32 or 34.8% graduated last 2013-2014 and 20 or 21.7% graduated last 2014-2015. This implies that academic year 2012-2013 has a higher number of graduates.

Table 2. Educational Profile of the Respondents

Particulars	Frequency	%
BSHRM		
Year Graduated		
2012-2013	40	43.5
2013-2014	32	34.8
2014-2015	20	21.7
TOTAL	92	100

Status of Employment

Table 3 presents the employment status of the respondents. Results revealed that out of 92 respondents, 70 or 76.1% were presently employed, 22 or 25.0% were unemployed. At the time of the study was conducted result shows that 45 or 64.3% were able to land a job less than 6 months after graduating in college, 20 or 28.6% land a job 6 months to 1 year after graduation, 5 or 7.1% land a job 1-2 years after graduation. This implies that they had a wider avenue and greater opportunities to land a job after graduation for since the profession is considered in demand

Table 3. Employment Data

Particulars	Frequency	%
Status of Employment		
Employed	70	76.1
Unemployed	22	25.0
Total	92	100
Year to land first job		
Less than 6 months	45	64.3
6 months to 1 year	20	28.6
1 year to 2 years	5	7.1
Total	70	100

Place of Employment

Table 4 presents the type of employment of graduates. Results shows that 57 or 81.4 % are locally employed, 12 or 17.1% are employed in other countries and 1 or 1.4% is self-employed. This implies that most of the graduates are working locally which means that the hospitality industry is growing in our country that give many work opportunities to our graduates.

Table 4. Place of Employment

Particulars	Frequency	%
Type of Employment		
Local	57	81.4
Abroad	12	17.1
Self employed	1	1.4
Total	70	100

Reasons for Unemployment

To determine why some of the respondents were unemployed at the time when the study was conducted, they were asked to cite reasons as to why they were not employed. Table 5 revealed the reasons why some of them were unemployed. Results shows that 8 or 36.4 % have never been employed, 14 or 63.6 % resigned from their previous job. This implies that most of the graduates were unemployed due to resignation from their previous job.

These data were shown in Table 5

Table 5. Reasons for Unemployment

Particulars	Frequency	%
Never been employed	8	36.4
Resigned from previous job	14	63.6
Total	22	100

Nature of Work

In order to know the nature of work of the BSHRM graduates this study was conducted, the researchers provided categories in which they can choose. Results revealed in Table 6 that 60 or 85.7% of graduates' nature of work was service while manufacturing, commercial and agriculture answered 1 or 1.4%. This implies that most of the graduates work were related with their profession.

Table 6. Nature of Work

Particulars	Frequency	%
Service	60	85.7
Manufacturing	1	1.4
Commercial	1	1.4
Financial	2	2.9
Agriculture	1	1.4
Others	5	7.1
Total	70	100

Data in table 7 shows the recent position of the BSHRM graduates from the school year 2012-2015. Results revealed that 36 or 51.4% of graduates' recent position was rank and file which got the highest percentage, 4 or 5.7% choose managerial, 2 or 2.9% for supervisory and 28 or 40% answered others for they are under contract or contractual workers.

Basically, the result revealed that majority of the graduates were in their field of specialization as skilled worker being a service crew, bartender, room attendant, food and beverage attendant, receptionist and dining crew. Other respondents were employed in job related to the course/profession they graduate. This may imply that their present employment is basically on entry level. This may also imply that an entry level of employment will serve as an entry point of promoting them to supervisory and managerial positions. These data are shown in Table 7

Table 7. Recent Position

Particulars	Frequency	%
Rank and File	36	51.4
Supervisory	2	2.9
Managerial	4	5.7
Others	28	400
Total	70	100

CONCLUSIONS

1. The respondents were HRM Baccalaureate graduates majority of them were female and younger in the age bracket (21-25 years old) and single. This implies that respondents' possess job knowledge and skills. They still have greater chances of getting experiences for their job promotion other than entry level.

2. They had a wider avenue and greater opportunities to land a job after graduation since the profession is considered in demand and more hospitality establishments are rising locally and internationally. Being competitive graduates of Guimaras State College with skills and quality education in this growing and technologically community there is no reason for our graduates not no employ locally, They have all the skills and great opportunities to conquer. Graduates know where they are capable or in line to employed themselves using their skills and profession. Respondents were employed in job related to the course/profession they graduate in which they are on the entry level of employment that will serve as an entry point of promoting them to supervisory and managerial positions.

RECOMMENDATIONS

1. In order to attain an increase in the number of male enrollees in the School of HRM the institution should advertise HRM using print and broadcast media showing the different skills and talents of the HRM graduate's.

2. School of HRM must offer more trainings and seminars, and provide avenue to expose students in the actual field of specialization to especially in the managerial positions in order for them to acquire a higher position in the company. School of HRM must coordinate with the OJT partners so that they can help the graduates for employments. Encourage them to stay and love their work. The school should developed and strengthen job placement program for the graduates so they will not find difficulty for job hunting. The school should have seminars and orientation during their OJT years so that they would know the value of employment and the nature of their work in preparation for their job after graduation. The students must be given an opportunity to benchmark on the different workplace area so that they will be inspired to work hard during employment and aim for promotion.

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