

# **Employment Status of the BS Graduates of Guimaras State College**

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## **ABSTRACT**

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This study is focused on the employment status of the BS graduates of Guimaras State College from SY 1999 to 2002-2003. A descriptive survey design was used. Total enumeration was used in the conduct of the study. The statistical tools used were descriptive statistics such as mean, frequency and percentages.

The findings of the study revealed that out of 276 respondents, 144 were employed (52.15%) and 132 were unemployed (47.83%). The graduates with highest employment rate were BEED and BSIE on a per course basis. The bulk of the tenurial status of the graduates was casual (43.06%) and the lowest was that of the regular status (27.06%). The results of the study further showed that 48.12% of the graduates were working in private institutions. The salary bracket of most of the respondents ranges from P1,000.00 to 4,000.00.

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## **Introduction**

Guimaras State College is the only State College in the island province of Guimaras. The school was converted into a State College by virtue of Republic Act 9138 last June 8, 2001. It is mandated to undertake four (4) major functions such as Instruction, Research, Extension and Production (R.A. 9138).

As an institution for higher , the College is expected to conduct researches for the discovery of knowledge. Research is a systematic, objective and comprehensive investigation of certain phenomenon that involves accurate gathering and recording, and critical analyses and interpretation of all facts about the

phenomenon for theoretical or practical ends. The ultimate goal of research is to attain or to establish facts about the phenomenon for theoretical or practical ends. The ultimate goal of research is to attain or to establish facts about the phenomenon. The means by which these facts will be attained are also explicit, systematic, objective and comprehensive investigation; accurate gathering, recording and critical analyses of data and interpretation of facts. Guesswork, haphazard procedure and subjective disposition have no place in research process (Ardales, 2001).

In order to carry out the above mentioned functions, the College conducted the first research work entitled 'employment Status of the BS Graduates of Guimaras State. This would assess the employment of the graduates after leaving the portals of the school and would establish the importance of Guimaras State College as an institution for higher learning. As a newly established state college, the school is interested to know the employment status of its graduates after leaving the school. The college would always hear feedback about the graduates in terms of employment.

The College was able to produce four (4) batches of BS graduates from school years 1999-2000, 2000-2001, 2001-2002 and 2002-2003. This is composed of Bachelor of Secondary Education majors in Filipino and English, Bachelor of Elementary Education major in t;-IELE, Bachelor of Science in Industrial Technology majoring in the field of electricity, electronics, garments, industrial arts, food and machine shop.

## **Statement of the Problem**

The major purpose of the study is to find out the employment status of the four (4) Bachelor's degree graduates from SY 1999-2000 to 2002-2003.

Specifically, the study sought answers to the following:

1. What is the employment status of the BSEd, BEED, BSIE and BSIT graduates?
2. What is the employment rate of graduates by course and by year of graduation?
3. What is the tenorial status of the graduates in the institution where they are currently employed?
4. What sectors (institutions) has hired the most number of graduates?
  - a. LGU
  - b. NGA
  - c. NGO

## **Theoretical Framework**

This study is anchored on Heider's attribution theory, which is the study of predicting success, failure based on how people explain their own, or others' past performance. It further describes the role of motivation in a person's success or failure in a school situation. Success on a test, for instance could be attributed to luck or hard work; the theory predicts the behavior of students depending on their success ( Microsoft Encarta 2002).

The above theory is further supported by this finding that present success and expectations for future success are based largely on attributions that are made to past performance, expecting success following earlier success and failure where ability or task difficulty is important. People perceived effort as transient. They can succeed if they try, but if they do not exert themselves, they will not do  
([http://www. stem net. nf. ca/-dtroke/attribution\\_theory.htm](http://www.stem.net.nf.ca/-dtroke/attribution_theory.htm)).

## Conceptual Framework

This study is based on the idea that a College or an institution's strength is anchored on the graduates it was able to produce. The study sought to investigate the post graduation employment circumstances and activities of the graduates. The researchers' conceptualizes that the BSIT graduates will be able to land a job fitted to their qualifications considering the technical trainings they have obtained while in school even though this course does not require board examination. This concept will also hold true to the education graduates such as BEED, BSEd and BSIE. These courses need a board examination. The researcher presumed that all the board passer graduates have already landed on jobs where they are qualified. The under board education graduates might be working but the nature of the work they have are not related to what they have been studying while in college.

With the increasing unavailability of employment, it is further presumed that the graduates were able to surpass the obstacles of acquiring a job.

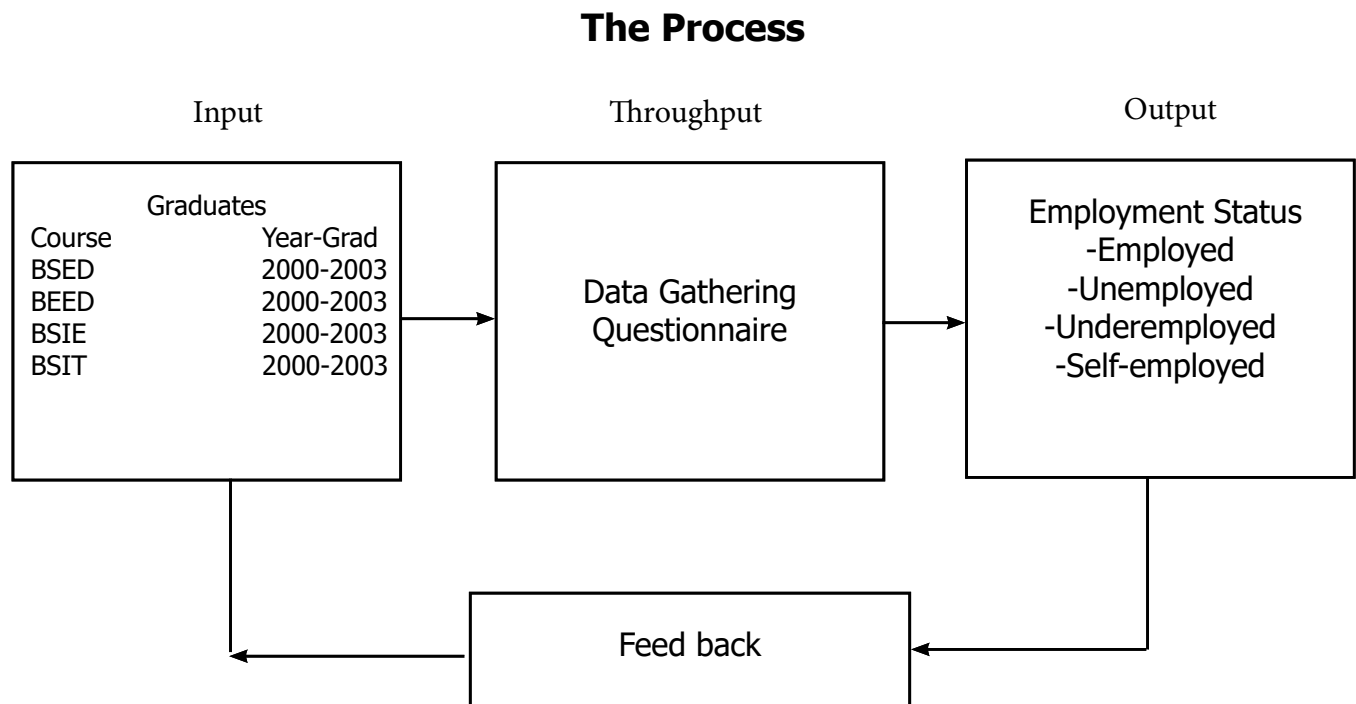


Fig. 1. Diagram showing the relationship of the course of graduates as to their status of employment.

## **Methodology**

The study was conducted to determine the employment status of the BS graduates of GSC from SY 1999-2000 up to 2002-2003. Descriptive method of research was used to answer the questions ask in the statement of the problem. The respondents of the study were the 303 BS Graduates of Guimaras State College from SY 1999-2000 to 2002-2003. However, some of the graduates cannot be located anymore when distribution and retrieval of the questionnaire were undertaken. The actual respondents have totaled only to 276 or 91 .10% success rating.

The data needed in this study was gathered using a researcher prepared questionnaire. The questionnaire was composed of two parts. Part 1 includes items on personal information of the respondents such as age, sex, marital status, degree and year graduated from GSC. Part II includes employment status such as agency were employed, tenurial status, position in the orgamzat1on, problems met while looking for job, list of problems encountered in present job and amount of salary received per month. The questionnaire was subjected to jury validation and reliability testing.

Prior to the distribution of the questionnaire, the respondents' addresses were taken from the records of the school through the office of the College registrar. For ease of data gathering the respondents were grouped by municipality. The study was conducted last April 2004. The statistical tools used in this study were frequency count, percentages and ranking.

## Results and Discussion

### Employment Status

Data in table 1 presents the employment status of the graduates after completing their degree grouped according to year of graduation. Out of the 276 total respondents, 144 or 52 % were employed, 132 or 48% were unemployed and there were no underemployed graduates. The year with the highest employment rate was that of 2003 with 16 percent, followed by 2000 with 14 percent, 2002 with 13 percent and 2001 with 9 percent. The year with the highest unemployment rate was in 2003 with 16 percent, followed by 2001 with 13 percent, 2000 with 10 percent and the lowest was in 2002 with 9 percent.

**Table 1**  
**Employment Status of the Graduates**  
**(N=276)**

Year	Total Respondents	Employed		Underemployed		Unemployed	
		Freq	%	Freq	%	Freq	%
2000	68	40	14	0	-	28	10
2001	81	28	9	0	-	35	13
2002	61	35	13	0	-	26	9
2003	86	43	16	0	-	43	18
Total	276	144	52	0	-	132	48

Data on table 2 presents the employment rate of the graduates on a per year basis. Results revealed that the school year with the highest employment rate was in 1999-2000 with 59 percent. This was followed by SY 2001-2002 with 57 percent; 2002-2003 with 50 percent and 2000-2001 with 43 percent. In terms of employment rate on a per course basis, data revealed that the course with the highest employment was BSIE with 54 percent, followed by BSED with 52 percent, SEED with 51 percent and the lowest was the BSIT with 46 percent.

**Table 2**  
**Employment Rate of Graduates by Year of Graduation**

<b>SY of Graduation</b>	<b>Total Graduates</b>	<b>Employed</b>	<b>Employment Rate (%)</b>	<b>Un- employed</b>	<b>Unemployment Rate</b>
1999-2000	68	40	59	28	41
2000-2001	61	26	43	35	57
2001-2002	61	35	57	26	43
2002-2003	86	43	50	43	50
<b>Total</b>	276	144		132	
<b>Mean</b>			<b>52</b>		<b>48</b>

**Table 3**  
**Employment Rate by Course**

<b>SY of Graduation &amp; Course</b>	<b>Total Graduates</b>	<b>Employed</b>	<b>Employment Rate (%)</b>	<b>Un- employed</b>	<b>Unemployment Rate (%)</b>
BSED	99	51	52	48	48
BSIE	94	51	54	43	45
BEED	72	37	51	35	48
BSIT	11	5	46	6	54
<b>Total</b>	276	144		132	
<b>Mean %</b>			<b>52</b>		<b>48</b>

Table 4 presents the data on tenorial status of the graduates from the /establishments/ institutions where they are currently employed. Majority of the graduates were casuals, with 43 percent employment rate, followed by contractual workers with 30 percent and the lowest was that of the regular workers with 27 percent employment rate.

The year with the highest number of regular employed graduates was in 2000 with 38 percent. The year where the majority of the employed respondents have a status of contractual in their organizations was also in 2000 with 35 percent. The year wherein majority of the employed graduates were casuals was in 2002 with 54 percent.

managing businesses of their own, 2 or one percent each were working as driver and household helper. One (1) or 0.69 percent each was working as navy, seaman, and supervisor in an appliance and in religious preaching.

**Table 6**  
**Nature of Work of the Graduates (N=144)**

Nature of Work	YEAR/PERCENTAGES									
	2000	%	2001	%	2002	%	2003	%	Total	%
Teaching	10	25	6	20	4	11	3	70	23	16
Field Worker	6	15	6	24	9	26	15	35	36	25
Rank & File	5	12	6	24	13	37	13	30	37	26
PNP	4	10	2	8	2	6	0	-	8	7
Navy	1	3	0	-	0	-	0	-	1	0.6
OFW	7	17	3	12	4	11	2	5	16	11
Seafaring	1	2	0	-	0	-	0	-	1	0.6
Driving	1	2	1	4	0	-	0	-	2	1
Household Help	1	2	0	-	0	-	1	2	2	1
Selling	1	3	1	4	3	9	7	16	12	8
Supervising	1	3	0	-	0	-	0	1	1	0.6
Managing	1	3	1	4	0	-	1	2	3	2
Religious Preaching	0	-	0	-	0	-	1	2	1	0.6
Others	1	3	0	-	0	-	0	-	1	0.6
TOTAL	40	100	26	100	35	100	43	100	144	100

### **Difficulties In Finding a Job and Problems Related to Current Employment**

Results also revealed that out of 276 graduates, 147 or 53.26 percent indicated that they have met problems while finding job. Forty six (46) or 16.67 percent said that they have not met any problems while in the process of finding a job and 83 or 30.07 percent of them did not indicate any responses.

The responses of the graduates about the situations which really exist when finding a job, the number one problem were "limited job opportunities" seconded by "no available job in the locality". The third problem was "difficulty finding a job in line with



specialization". "Absence of influential backer" ranks four, followed by "job location is far from residence" which ranks five. "Job requires further training", academic requirements for a job is high" and "skills learned are insufficient" ranked sixth, seventh and eight respectively. These only confirmed the situation found out by Dideles in her study, which states that there were many problems in finding a job, such as fewer opportunities, the lack of industrial experience and the dearth of influential backers. Although schools offer training for specialized skills there were not enough opportunities for graduates.

On the responses about the problems encountered by the employed graduates in their present work, results revealed that out of the 151 responses 69 or 46 percent did not comment and 20 or 13 percent said they have no problems. Ten (10) or 7 percent indicated that they have problems adjusting with their works, with co-workers and with their employers. There were 9 or 6 percent who said that their problem was low salary and other problems related to compensation. There were 7 or 5 percent who responded that they have problems in managing the business and in dealing with the customers. In case of the overseas contract workers, 6 or 4 percent have indicated that their problem was on how to adjust with other culture and with foreign employers. There were 5 or 3 percent who said that their problem was on high cost of traveling expenses from work to place of residence. There were 4 or 3 percent each who have indicated that their problems were difficulty and limited skills in dealing with pupils, status of employment was not permanent, risk and "bata-bata" system in PNP and difficulty in report-making and pressure in work. Additional problem raised by 2 respondents or 1 percent each has indicated how difficult it is to teach because it is not in line with his/her specialization, limited learning facilities in school, doing the job is uncomfortable and tiring.

## **Income**

With regards to salary received by the employed graduates, results revealed that majority of the respondents received a monthly salary ranging from Php1,000.00 to 4,000.00 with the frequency of 83 or 58%. This was followed by those receiving salary ranging from o 4,001 .00-8,000.00 with the frequency of 29 or 20%; followed by those receiving salary ranging from 8,001.00-12,000.00 with a frequency of 18 or 13%. There were only 14 or 10% having a salary of P12,001 .00 and above.

## **Conclusions**

Based on the result of the findings the following are the conclusions:

1. That the percentage of employed graduates was 52 and the unemployed was 48. The year with the highest employment rate was that of 2003 with 16 percent, followed by 2000 with 14 percent, 2003 with 16 percent and 2001 with 9 percent The year with the highest unemployment rate was in 2003 with 16 percent, folowed by 2001 with 13 percent, 2000 with 10 percent and the lowest was in year 2002 with 9 percent
2. That in terms of employment rate on a per course basis, the course with the highest employment rate was the BSIE with 54 percent, followed by BSED with 52 percent, BEED with 51 percent and the lowest was the BSIT with 46 percent.
3. That majority of the graduates were casuals, with 43 percent employment rate, followed by contractual workers with 30 percent and the lowest was that of the regular workers with 27 percent employment rate. The year with the highest number of regular employed graduates was in 2000 with 38 percent. The year where the majority of the employed respondents have a status of contractual in their organizations was also in 2000 with 35 percent. The year wherein majority of the employed graduates were casuals was in 2002 with 54 percent.

4. That 48 percent of the graduates were employed in private firms or establishments followed by Local Government Units (LGU) with 24 percent , followed by National Government Agencies (NGA) with 17 percent and the least was 11 percent which came from the NonwGovernment organizations (NGO).
  
5. That 37 or 26 percent of the were rank and file in the organization where they are employed. Thirty six (36) or 25 percent are field workers. Only 23 or 16 percent were into teaching profession. There were 16 or 11 percent working abroad as Overseas Foreign Workers (OFW), 12 or 8 percent were into selling, 8 or 7 percent were in law enforcing (PNP), 3 or 2 percent were managing businesses of their own, 2 or one percent each were working as driver and household helper. One (1) or 0.69 percent each was working as navy, seaman, and supervisor in an appliance and in religious preaching.
  
6. That the problems met by graduates while in the process of finding a job were as follows arranged according to rank, "limited job opportunities", "no job available in the locality", difficulty in finding a job in line with specialization", "absence of influential backer" "job location is far from residence", "job requires further training", "academic requirements for a job is high" and "skills learned are insufficient".

7. Forty one percent (41 .05) of the employed graduates indicated the following problems; (a) adjustment with work, co-workers and employers (6.62 percent), (b) salary related problems (5.96 percent; (c) they find it difficult to manage their businesses as well as dealing with customers (4.64 percent); (d) difficulty in adjusting with other cultures (3.97 percent); high cost of daily traveling expenses (3.31 percent); not permanent status of employment, risk and "bata-bata" system, and difficulty in report making and pressure in work (2.65 percent each).
  
8. Majority of the graduates received monthly salary ranging from P1,000.00-4,000.00 (57 .64 percent), followed by those receiving salary ranging from P4,001 .00-8,000.00 (20.14 percent), followed by those receiving salary ranging form P8,001.00 -12,000.oo. Those receiving the monthly salary of P12, 001 .00 and above were the least with 9.72 percent.
  
9. That the graduates feedbacks which they can share to their alma mater were. educators should have a command of the English language; students should learn more about the computer; everyone should be aware that in looking for a job one needs to have a higher education; thankful to her alma mater because of the education she received that have landed her a job she loves; jobs were so limited that one should be practical enough in choosing it; difficulty in finding a job in line with one's specialization; should be dedicated to one's job and should love their pupils; need to improve oneself to meet the limited job opportunities; hoping that GSC will give priority to their graduate applicants and other schools have commented that graduates from GSC showed poor performance.

## **Recommendations**

For those working as casuals, contractual and receiving salary of Php 1,000.00 to 4,000.00, it is recommended that they should work harder and qualify themselves through schooling, training, passing the professional examinations so that they would be employed for a permanent position, thus, earning a better or higher salary.

The GSC administration should strengthen its follow-up services to the graduates to facilitate better job opportunities.

It is further recommended that the time to conduct the study will not be during election season to be able to really see the real picture of the employment trends of graduates. It is also recommended that a follow-up study within a two-year period will be conducted.

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