

# Employability of Board-Course Graduates of a Public University

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## ABSTRACT

One of the important factors in determining the performance of higher education is the employability of its graduates. This paper investigates the employability of board-course graduates from 2016 to 2018 of SDSSU San Miguel. It employed a quantitative-descriptive method in which survey questionnaires and purposive sampling were applied to 120 board-course program graduates. Frequency and percentage distribution were applied in the data presentation. The study shows that among 120 graduates for three years, the graduates' batch 2017 had the highest number of graduates. It was observed that there was a high rate of employed graduates in local. Furthermore, there was a close distribution of regular or permanent, temporary, and contractual status of graduates' employment. At the same time, family concern that affects decision-making was the major factor of the graduates' unemployability. As to occupation of the employed graduates, service workers, and shop market sales workers and professional were evident that indicates the major line of business of the company employed by the graduates are in line to wholesale and retail trade, repair of motor vehicles, motorcycles and personal and household goods, education, and agriculture.

## KEYWORDS

Education, employability, graduates, SDSSU-San Miguel, quantitative-descriptive research design, Philippines

## INTRODUCTION

Employability reflects as one of the significant factors in estimating the presentation of higher organizations. It tracks its alumni that give contributions to the understudy advancement program (Aguila, et. al, 2016). In this line, to guarantee the quality confirmation of the higher organization in sustaining the culture of excellence, Executive Order No. 358, arrangement 2004, built up a ladderized educational program that battles joblessness. It orders Technical Education and Skills Development Authority (TESDA) and Commission on Higher Education (CHED) to create and actualize a brought together public capabilities structure that builds up equivalency and access inclines for simpler change and movement between Technical-Vocational Education and Training (TVET) and advanced education (Pontillas, 2018). Hence, with the aim of Surigao del Sur State University-San Miguel Campus to trace its graduates, the author would like to investigate the employability of the board-course program graduates from batch 2016 to 2018.

The employability contemplates giving chances to look at the alumni to any academic foundation that addresses the quick-changing work market requests and seriousness today. However, a few creators referred to that advanced education contributed much to the part of financial needs. Graduates have more uplifting perspectives to network administration and advancing wellbeing value, and they were almost certainly originated from lower financial foundations (Halili, et. al, 2017). They additionally recognize the positive commitment of the program to their expert advancement, for it created their capacity to participate in long-lasting learning, basic reasoning, and critical thinking and correspondence expertise (Pontillas, 2018). These realities upheld by Cagasan, et al. (2017) that the degree programs sought after by the alumni understudies improve their aptitudes and work status.

The worldwide advanced education 2020 QuacquarelliSymond (QS) Graduate Employability demonstrated that the Massachusetts Institute of Technology (MIT) is in the primary position, and followed by Stanford University and the University of California at Los Angeles. While, in Asia's top

colleges were driven by Mainland China's Tsinghua University, which is the sixth position, trailed by the University of Hong Kong, ninth position, Peking University (19th), the University of Tokyo (23rd), and National University of Singapore (24th) (QSI News, 2019).

Likewise, the Philippines contrasted with ASEAN peer nations that the economic development in riches is relied upon to expand future interest for advanced education. It is a feature that among the difficulties of the Commission on Higher Education, joint efforts and intercultural trades between Higher Education Institutions (HEIs) in the worldwide network is an incredible test for the status towards internationalization (Balagtas, et al., 2013). According to this, with the establishment of R.A. No. 10931 in elevating all-inclusive admittance to quality tertiary training, grueling requests, and difficulties to SDSSU framework to change its educational program. Subsequently, it has a lively understudy populace and a steady increment of graduate rate throughout the previous five years (Daling, 2019).

The cited studies have discussed the investment of education as preparation for individuals in their careers. Hence, the essential function of advanced education is to support people who could be an advantage of the express that can contend in worldwide market requests. The order of Republic Act 9998 made Surigao del Sur Polytechnic State College (SSPSC) to be known as Surigao del Sur State University (SDSSU). Among its six grounds, SDSSU San Miguel Campus is distinguished by CHED as the Provincial Institute of Agriculture and Forestry (PIAF) under the NAFES program. With the current pattern of the agrarian turn of events, this school obliges the requirements of the region and the area all in all for talented Agro-ranger service laborers. For quite a while, SDSSU San Miguel grounds produces graduates who are currently in various firms and associations, either nearby or abroad. However, concerning this present, there be no current record, information, or archive demonstrating their employability angle. Thus, the author would like to explore the employability of SDSSU-San Miguel graduates from 2016 to 2018. It is noted that this is the first study that exists on this university campus.

With all the underlying gaps as a requirement for program compliance and institutions' performance, this study aimed and offers data on the employability of the graduates that could be a basis for continual improvement as the university continuing academe services. Thus, the

limitation of this study focuses on the board-course graduates from 2016 to 2018 of SDSSU San Miguel campus.

## METHODOLOGY

This study employed a quantitative-descriptive method. It used a survey questionnaire based on the Commission on Higher Education graduate tracer study as the major instrument in gathering the data. An informal interview was also done to supplement and validate the data gathered from the respondents. It applied purposive sampling to 120 board-course program graduates of 2016 to 2018 of the Surigao del Sur State University-San Miguel campus. Frequency and percentage distribution were applied in the data presentation. Hence, data were gathered as of 2019.

## RESULTS AND DISCUSSIONS

### Graduates Rate of Board-Course Program in the last three years

Table 1 presents the Graduates Rate of Board-Course Program in the last three (3) years of SDSSU San Miguel Campus.

Table 1. Graduates Rate of Board-Course Program in the last three years

Curriculum Program	Graduates Batch			Total
	2016	2017	2018	
Bachelor in Secondary Education (BSEd)	8 (27.59%)	12 (24%)	0	20 (16.67%)
Bachelor of Science in Agriculture (BSA)	12 (41.38%)	10 (20%)	24 (58.54%)	46 (38.33%)
Bachelor of Agricultural Technology (BAT)	7 (24.14%)	16 (32%)	10 (24.39%)	33 (27.5%)
Bachelor of Science in Forestry (BSF)	2 (6.89%)	12 (24%)	7 (17.07%)	21 (17.5%)
TOTAL	29 (100%)	50 (100%)	41 (100%)	120 (100%)

Table 1 shows the graduate rate of board-course programs in the last three years: Bachelor in Secondary Education (BSEd), Bachelor of Science in Agriculture (BSA), and Bachelor of Science in Forestry (BSF). As it shows, among 120 graduates for three years, the graduates batch 2017 has the highest number of graduates as it has 50 graduates, while graduates batch

2016 has the lowest number of graduates, for it has 29 graduates. In addition, table 1 shows that there is no record of graduates in the BSEd program in 2018, so it is evident that students were mostly enrolled in agricultural programs. Furthermore, across the table, 46 or 38.33% of BSA graduates is the highest rate. Of these graduates, it comprises 41.38% of batch 2016, 20% of batch 2017, and 58.54% of batch 2018. Meanwhile, the BSEd program is the lowest rate of graduates, for it shows 20 or 16.67% among 120 graduates. Furthermore, the BSF graduates rate is close to BSEd, for it shows 21 or 17.5%. Hence, San Miguel is known as the major source of rice in the region. Some agricultural crop productions also exist, so there is a need to sustain and culture this agricultural economy. In this way, the information infers that SDSSU San Miguel grounds try to be a successful service provider to the local that sticks to network and partners need from farming a perspective. This discovery adjusts to the announcement of Dotong and Laguador (2015) that reinforcing the degree program through QS World University Ranking by Subject must be the focal point of the showcasing procedure of the HEIs instead of advancing the foundation in general. They inferred that global acknowledgment of the program by the subject could make some way or elevates the believability of the foundation on the planet market. Subsequently, horticultural projects elevate the nearby to continue the farming economy.

### **Graduates in Terms of Employment Data**

As the understudy accomplishes their degree, he/she would discover battles and difficulties in discovering profession and even his/her change to reality. However, Cai (2013) worried in his system that the advancement of bosses' convictions about alumni's employability is broken into various variables and instrument that incorporates exogenous components, beginning sign impacts and the cycles of both private and open learning. Thus, it is the crucial function of the higher organizations in giving advanced education courses to understudies who will become graduates with full ability in their fields of study (Ballon, 2007).

Generally, the overall performance of the board programs licensure examination in 2017 of SDSSU system shows that 32.03%, which is above the national passing percentage of 31.51%. In addition, the rate of the SDSSU system is 101.6% that has a description above the National Passing percentage (NPP). It is a claim that when there is an above board exam rate, there will be a high rate of employed graduates.

Table 2 presents the frequency distribution of graduates in terms of employment data.

Table 2. Frequency Distribution of Graduates in Terms of Employment Data

Indicator	2016		2017		2018		Σf	Σ%
	f	%	f	%	f	%		
Present Employment	f	%	f	%	f	%		
Presently Employed	21	72.41	28	56	30	73.17	79	65.83
Previously Employed	4	13.79	13	26	0	0	17	14.17
Never Employed	4	13.79	9	18	11	26.83	24	20
TOTAL	29	100	50	100	41	100	120	100

Table 2 presents the frequency distribution of graduates in terms of employment data. As it shows, among 120 graduates, 79 or 65.83% are presently employed, it reflects 21 or 72.41% of graduates batch 2016, 28 or 56% of graduates batch 2017, and 30 or 73.17% of graduates batch 2018. While 17 or 14.17% among 120 graduates are previously employed, that comprises 4 or 13.79% from graduates batch of 2016 and 13 or 26% from graduates batch of 2017. It implies that the university able to produce graduates that could compete in the labor market. This finding conforms to the study of Ramirez, Cruz, & Alcantara (2014), as cited by Manda and Matidza (2016) that students were employable because there was a significant relationship between specialization and occupation after their graduation.

### Employment Characteristics

As per Arroyo (1998), as referred to by Talicug (2019) and Guiner (2013), training is the best equalizer. It is the medium by which individuals can assist themselves with lightening neediness. After a long cycle of choice and preparing, the understudy leaves the advanced education foundation with a gear of information and scope of aptitudes that should support him/her in the social condition and in the work he/she does subsequent to completing his/her advanced education (Gontariu, 2019). This announcement is upheld likewise by Loquias (2015) that the capabilities created which the alumni discovered valuable in their business, and recognize the elements that influence their employability.

Table 3 presents the frequency distribution of graduates in terms of employment characteristics. It characterizes their reason for unemployment, present unemployment status, and present occupation.

Table 3. Frequency Distribution of Graduates in Terms of Employment Characteristics

Indicator	f	%
<b>Reason of Unemployment</b>		
Advance or further study	2	4.88
Family concern and decided not to find a job	10	24.39
Health-related reason (s)	9	21.95
Lack of work experience	5	12.20
No job opportunity	8	19.51
Did not look for a job	7	17.07
TOTAL	41	100
<b>Present Employment Status</b>		
Regular/Permanent	29	36.71
Temporary	18	22.78
Contractual	18	22.78
Self-employed	4	5.06
Casual	10	12.66
TOTAL	79	100
<b>Present Occupation</b>		
Officials of Government and Special-Interest Organizations, Corporate Executive, Managers, Managing Proprietors and Supervisors	7	8.86
Professionals	16	20.25
Technicians and Associate Professionals	1	1.27
Clerks	11	13.92
Service Workers and Shop and Market Sales Workers	21	26.58
Farmers, Forestry Workers, and Fishermen	7	8.86
Trades and Related Workers	1	1.27
Laborers and Unskilled Workers	9	11.39
Special Occupation	6	7.59
TOTAL	79	100

As to the reason for unemployment, among 41 unemployed graduates, 10 or 24.39% graduates are caused by family concern and decided not to find a job, while 2 or 4.88% is because of Advanced or further study. Moreover, the base from the investigation, the health status of the family member, especially the parents, and some concerns such as the family business, the unstable economic status of the family, and the loss of family member/s or the death of the parents made the graduates decide not to find a job or stop from the job. It implies that family status and influence have an impact on individuals in decision-making; hence, the family is the basic unit in society and has a great role in nurturing individuals. This discovery adjusts to the case of Fausto (2015) that fruitful organizations and families don't occur as mishaps. They are a result of effectiveness and difficult work, and away from vision and strategy, every part has a task to carry out. Thus, Ejigu (2011), as referred to by Woya (2019), featured that neediness makes it troublesome in making interests in training and wellbeing that would build an individual's efficiency.

As to the reason of employment status, among 79 presently employed graduates, 29 or 36.71% are in regular or permanent status followed by the same distribution of 18 or 22.78%, which is the temporary status and contractual status, while 4 or 5.06% are self-employed. An investigation through informal interviews found that their license helps a lot in their employment status as it qualified them in government service, and their length of service and positive behavior in the organization encourage their employer to put them in a permanent position. Furthermore, these self-employed graduates were engaged in business or in entrepreneurial activities.

As to present occupation, among 79 presently employed graduates, 21 or 26.58% are service workers, and shop market sales workers, these graduates' employed are evidently working in supermarket businesses. While 16 or 20.25% are professional, these graduates' employed are evidently working in government offices, and exercising professional license or eligibility. This discovery adjusts to the investigation of Aquino, et.al. (2015) that graduates first activity was in proficient nature, which implies that they had the option to exploit their higher education in finding a vocation.

The discoveries of present business status and present occupation pointers suggest that the college empowers to give graduates an ideal ability that is in adjusting to the work market. These discoveries adjust to the investigation of Ballon (2007) that there are indicators in the



employability of graduates. He focuses on these employability indicators; graduate related elements that can be portrayed as instructive fulfillment, age, common status, area of root, and area of habitation; competency factors that can be described by innovative abilities, critical thinking and basic reasoning aptitudes; and vocation decision factors which portray by the high evaluations in course, and status or eminence of the course. In this manner, the college furnishes the alumni with graduate-related elements, competency factors, and profession decision factors.

### **In terms of Business of the Company**

One essential issue of instruction and preparing is that they should be outfitted to the current and future needs of social orders going through social and monetary change. Instruction and preparing can't be wanted to static particulars, but instead must be arranged deftly inside the dynamic cycle (Hazaymeh & Dela Peña, 2017). The workforce is urge to center the necessary aptitudes, mentality, information, and skills for they give genuine encounters and abilities to assist understudies with discovering that can be used in real lives.

This reality demonstrates to the announcement of Susiwalati, et al. (2018) that the instructor's procedure in ingraining the character of the understudies' natural consideration in homeroom learning by the manner in which the educator consistently creates instructional method which ought to be consistently upheld by the school that spans educators to go to classes, workshops, preparing, socialization, specialized preparing, and workshops.

Table 4 shows the frequency distribution of graduates in terms of business of the company. It indicates the major line of business of the company, place of work, reason/s for staying job, and the job related to course. As it shows, among 79 employed graduates, 17 or 21.52% of the graduates are employed in both Wholesale and Retail Trade, repair of motor vehicles, motorcycles and personal and household goods, and the Education. Moreover, 14 or 17.72% of the graduates are employed in Agriculture. As to the place of work, among 79 employed graduates, 71 or 89.87 graduates are employed in local, while 8 or 10.13% are employed in abroad.

The information uncovers as far as the business of the organization and work environment suggests that the alumni discovered the chance to utilize in the neighborhood as it were. It infers further that the neighborhood work markets request in line to discount and retail Trade, fix of engine vehicles, bikes, and individual and family merchandise, training, and farming are

extremely apparent that the current of these ventures in nearby, the interest of state-funded teachers, and the interest of agriculturist in neighborhood government workplaces strikingly exist in the general public. These discoveries support the announcement of ETF (2017) that it is a target of the establishment to assess medium to long haul effect of instruction programs that incorporate improving the instruction and preparing substance and study conditions, and improving the change of graduates from training to the work market, and to better coordinating the flexibly of aptitudes with interest in the labor market.

Table 4. Frequency Distribution of Graduates in terms of business of the company

Indicators	f	%
Major line of business of the Company		
Agriculture	14	17.72
Manufacturing	1	1.27
Electricity, Gas and Water Supply	1	1.27
Construction	3	3.80
Wholesale and Retail Trade, repair of motor vehicles, motorcycles, and personal and household goods	17	21.52
Hotels and Restaurants	2	2.53
Transport Storage and Communication	1	1.27
Financial Intermediation	1	1.27
Real State, Renting and Business Activities	2	2.53
Public Administration and Defense; Compulsory Social Security	5	6.33
Education	17	21.52
Health and Social Work	6	7.59
Other community, Social and Personal	6	7.59
Private Household with Employed Persons	2	2.53
Extra-territorial Organizations and Bodies	1	1.27
Total	79	100
Place of Work		
Local	71	89.87
Abroad	8	10.13
Total	79	100

Indicators	f	%
Major line of business of the Company		
Reason(s) for staying on the job		
Salaries and benefits	6	7.59
Career challenge	26	32.91
Related to special skill	1	1.27
Related to course or program of study	27	34.18
Proximity to residence	1	1.27
Peer influence	14	17.72
Family influence	4	5.06
Total	79	100
Job Related to course		
Yes	27	34.18
No	52	65.82
Total	79	100

As to the reason for staying on the job, among 79 employed graduates, 27 or 34.18% of employed graduates responded that job is related to the course or program of study, and 26 or 32.91% responded because of the Career challenge, which is very close to each other. This implies that the course degree has a positive impact on their real lives, especially in landing a job. This discovery adjusts to the investigation of Aquino, et al. (2015) that the projects accomplished by the alumni allow them to have a fulfilling and testing calling, for example, instructing that spur them to take the program and finish it at the endorsed season of four years.

Furthermore, as to job related courses, among 79 employed graduates, 52 or 65.82% responded “No,” while 27 or 34.18% responded “Yes.” This infers the alumni discover difficulty to find Business Company or establishment that in necessities or adjust to their completion course degree. This discovery supports the investigation of Aquino, et al. (2015) that graduates could discover results of their need to acquire a living; subsequently, they acknowledged the activity in spite of the fact that it was not identified with their school readiness.

Accordingly, in planning people in their lives, it is critical to consider the idea of organizations and enterprises that exist in the neighborhood or society all together that there is a high effect and commitment of the advanced education foundation’s projects to the work market.

## CONCLUSION

Among 120 board-course graduates for three years, the graduates' batch 2017 has the highest number of graduates. It was observed that there was a high rate of employed graduates in local. The close distribution of regular or permanent status, temporary, and contractual of graduates' employment and has something to do with their professional eligibility, while the unemployment of the graduates was associated with family concern that affects decision- making of the graduates. The demands of service workers, and shop market sales workers, and professionals in local gave the opportunity to the graduates to get employed that indicates the major line of business of the company is in line to wholesale and retail trade, repair of motor vehicles, motorcycles and personal and household goods, education, and agriculture.

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Gunning Fog Index:	11.83
Flesch Reading Ease:	43.88
Grammar Checking:	96/100
Plagiarism:	1%