

Abstract

Brioso , John Micheal M., Caceres Lyra Grace D., Ampongan, Rea Afa P., Rellora, Bianca Mae R. 2015. "Employability of Bachelor of Science in Hotel and Restaurant Management in Hospitality Industry". Mariners' Polytechnic College, Panganiban Drive, Naga City.

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Keyword: Employability of BSHRM Graduates

This study primarily aimed to determine the employability of BSHRM graduates of Mariners' Polytechnic College in the Hospitality Industry for searching jobs related to their course by using their knowledge and skills that the graduate acquired from their courses. Specifically, the study answered the following questions: 1.) What is the profile of BSHRM graduates in terms of age, sex, time spent for looking for employment, job match, salary received, and their current employment? 2.) What are the experiences of the graduates along the curriculum, facilities and faculty members? 3.) What are the competencies developed by the graduates along knowledge and skills?

The method used in this study was descriptive method to determine the employability of BSHRM graduate of Mariner's Polytechnic Colleges. The Population of the study was composed of the BSHRM graduates of MPC from year 2009-2014. Random sampling was used to get the 50 respondents.

Finding from the study were: 1) In terms of sex, 36 or 72% were female and the rest were male. 2) In terms of age, 28 or 56% of the respondents belonged in the range of 19- 23 years old. 3.) Along the school year, there were more respondents who graduated in 2013-2014 and are working at present in selected hospitality industry with 28 or 56% of the respondent belonged to 28-30 years old. 3) Along the school year, there were more respondents who graduated in 2013-2014 and were working at present in selected hospitality industry with 28-56%. The least with 5 or 10 percent were batch 2010-2011, 2011-2012 and 2012-2013. 4) In terms of salary, the salary rate of 5,000-8,000 top among with 42 %. Only 8 % received a salary of 14,000-17,000. 5) As to the length of time the graduates seek for employment, there were 72 % who found job in 7-12 months. Only 4 % found job

in 1-2 months and over 2 years after graduation. 6) As to position handled, 34% of the respondents started working as servers in the hospitality industry. Room service and housekeeping ranked 2nd and 3rd with 16 % and 14 % respectively. 7) With regards to the competence of the 6 Faculty members, only 1 was Moderately Competent with a score of 20. Three were Competent with scores of 16, 19, and 18. Two were Slightly Competent with scores of 12 and 6. 8) As per CHED Memorandum No. 30, series of 2006, it is stated that a total units of 136 is the minimum requirements for the BSHRM degree program. 51 units for General Education Courses, 21 units for business core, 22 units for Tourism Core, 36 units for specialized subjects, 7 units for Practicum, and 14 units for PE and NSTP which is not part of the total units. On the other hand, Mariners' Polytechnic College curriculum of 2007 for BSHRM program was higher of 24 units in the total units of 161 with 72 units of General Education Courses, 21 units for Business Core, 22 units for tourism Core, 39 units for specialized subjects, 7 units for practicum, and 14 which was also not included in the total units. 9) The respondents experienced the use of good facilities in MPC. The culinary lab ranked 1st among the facilities in the campus with a weighted mean of 4.64. This was followed by the Irene's Hotel with a weighted mean of 4.60 and ranked 2nd. 3rd was the library with a weighted mean of 4.54. The speech laboratory with the weighted mean of 4.52 and finally, the computer laboratory with a weighted average of 4.48 both were ranked 4th and 5th respectively. 10) The respondents developed more knowledge in Food and Beverage NC II with a weighted average of 4.64 ranked 1st. It was followed by Bartending NC II with a weighted average of 4.60. Housekeeping NC II ranked 3rd with a weighted men of 4.54. Commercial Cooking NC II ranked 4th with a weighted mean of 4.52. Front Office NC II rank 5th with a weight mean of 4.48 and finally bread and pastry NC II ranked 6th with a weighted mean of 4.42. 11) Among the 6 skills, the respondents developed more skills in food and beverage ranked 1st with a weighted average of 4.42. Front office ranked 2nd with a weighted mean of 4.18. Housekeeping ranked 2nd with weighted mean of 4.18. Housekeeping ranked 3rd with a weighted mean of 4.12. Commercial cooking ranked 4th with mean of 3.80. Baking and Pastry and Bartending with a weighted mean of 3.79 and 3.60, ranked 6th and 5th, respectively.

The conclusions were: 1) the respondents were young, female receive reasonable amount of salary and were employed in less than a year. 2) Overall, the 6 full - time faculty were found to be competent in teaching the respondents. 3) Hospitality education programs need continuing curriculum change to meet the demands of the industry. The BSHRM curriculum contains more units than required of the CMO#30. 4 facilities has great impact to the graduates for them to be able to improve and practice their knowledge and skills. 5) Respondents developed more knowledge in food beverage and in all the competencies and less knowledge in baking and pastry. On the other hand, they developed more skills in food and beverages and the least in bartending.