

## ABSTRACT

OLAGUER, JESSICA NELCY P. CORRAL, PHOEBE JOY. BAYONITO, MORIN. DELOS REYES, HONEYZEL. June 2014. Mariners' Polytechnic Colleges, Naga City. "Employability of Bachelor of Science in Hotel and Restaurant Management (BSHRM) Graduates in Mariners' Polytechnic Colleges and Hotel & Restaurant Service (HRS) graduates in Global I.T. in 2010-2012"

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This study primarily determined the employability of BSHRM graduates in MPC and HRS graduates in Global I.T. Naga. Specifically, it aimed to answer the following questions: 1.) What is the profile of the graduates of the short term course and 4 year course along age, sex, first job, number of months that they found a job, present job, employment status, monthly income, and work location? 2.) What are knowledge and skills do the respondents acquire? 3.) What are the employability skills of the graduates of two courses along a. Problem Solving, b. Team work, c. Self-management, d. Knowledge of the work, e. interpersonal and Communication skills, and f. Leadership skills

The study employed the descriptive research design. It involved gathering of data, recording of data gathered which includes tallying and tabulation, organizing of data through graphical representation, analysis using comparative method and interpretation of the data.

Findings of the study were: 1.) The research found that 19 respondents were at the age of 24-28 from MPC while 1 out of 50 respondents from Global I.T. were at the age of 29-33 years old.

In terms of sex, 20 of the respondents from MPC were the male and the other 30 respondents were female. It also shows that 23 of the respondents from Global I.T. are male and 27 of them are female.

As for the first job, most of the graduates of both courses get to work as service crew. The least percentage was businessman with 2% (frequency of 1). 4 of the BSHRM graduates had their first job unrelated to their course. Similarly, 25 respondents from the HRS graduates said that they worked as

service crews also. 11 of them had their first job unrelated to their course.

When it comes to length of time the graduates found a job, most of the BSHRM graduates were hired in 1 to 3 months. Data reveals that 22 BSHRM graduates found a job in this time span while 30 graduates for HRS. To add, 3 of them found a job after 10 months or more. It is also more likely for both BSHRM and HRS graduates to land on a job.

In terms of present job, 11 of the BSHRM graduates work as chef while only 4 of the HRS graduates have the same work. More BSHRM graduates work with high-ranking position like manager (3), supervisor (5), and Banquet associate (1). More HRS graduates have present jobs as ordinary employees like that of a service crew (11), hotel and restaurant cashier (5), and cook (4).

On the employment status, more BSHRM graduates have regular status (24) than HRS graduates (11). On the other hand, more HRS graduates are contractual (30) than BSHRM graduates (26). Some HRS graduates are casual (2) or request (3). 4 respondents from the HRS graduates have no work.

In terms of income, most BSHRM graduates are getting paid between range P 11,000 - P 20,000 (17) while most HRS graduates in range P 5,000 - P 10,000 (31). In addition, some BSHRM graduates have salaries in the range of P 21,000 - P 30,000 (14) and even more than P 30,000.

On the work location, the graduates of BSHRM work in the Philippines (32 respondents or 64%) while some work abroad (18 respondents or 36%); most HRS graduates work in the country (38 respondents or 76%) while some work overseas (8 respondents or 16%).

2.) In terms of the knowledge acquired by BSHRM graduates, they have obtained almost all the necessary competencies like Food Production (weighted mean of 3.62), Hospitality Management (weighted mean of 3.5), Marketing (weighted mean of 3.00), Entrepreneurship and Business (weighted mean of 3.34), Banquet and Catering Function (weighted mean of 3.44), Travel and Tour (weighted mean of 3.34), Tourism planning and Development

(weighted mean of 3.34), Event Management (weighted mean of 3.38), Computer Use (weighted mean of 3.42), Communications - speak and Writing (weighted mean of 3.36) which are explicitly included in the curriculum. As indicated by the data, the BSHRM graduates scored high indicating high acquisition of job-related knowledge. While HRS graduates, the knowledge indicators that they acquired from their school (Global I.T.) are Communications (weighted mean of 3.14), Computer Use (weighted mean of 2.84) and Banquet and Catering Services (weighted mean of 2.74). In general, knowledge indicators are perceived as fairly acquired (average weighted mean = 1.89). 2.) Along skills, the skills indicators as for the BSHRM graduates are Housekeeping (weighted mean of 3.64), Food and Beverage Service (weighted mean of 3.68), Front Office (weighted mean of 3.64), Bartending (weighted mean of 3.46), Commercial Cooking (weighted mean of 3.58), Baking and Pastry (weighted mean of 3.62). In general, competencies are perceived as highly developed (average weighted mean = 3.60) by the BSHRM graduates. While HRS graduates, the only skills that they got from their school are housekeeping (weighted mean of 3.68), Food and Beverage Service (weighted mean of 3.46), Front Office (weighted mean of 3.4) and Bartending (weighted mean of 3.5). In general, competencies/skills indicators are perceived as moderately developed (average weighted mean = 2.73).

The researcher found out that BSHRM graduates scored high in problem-solving with the average weighted mean of 3.45, which proves that they are highly skilled. On the other hand, HRS graduates are moderately skilled with the average weighted mean of 3.21 in the said employability skills indicator. This discrepancy shows a little difference between the said skills acquired by both graduates.

3.) The same goes with the other employability skills of BSHRM graduates: teamwork (average weighted mean = 3.62), self-management (average weighted mean = 3.57), knowledge of work (average weighted mean = 3.62), good interpersonal and communication skills (average weighted mean = 3.62), and leadership skill (average weighted mean = 3.59). While HRS, with other employability skills of the graduates: teamwork (average weighted mean = 3.23), self-management (average weighted mean = 3.21), knowledge of work (average weighted mean = 3.21), good

interpersonal and communication skills (average weighted mean = 3.20), and leadership skill (average weighted mean = 3.06). It was found out that BSHRM graduates are highly skilled in terms of the aforementioned employability skills while HRS graduates are moderately skilled.

This study recommends for the future employees that they value more the learning and skills they acquire in school because, as the data revealed, these would be the knowledge and skills that the employers would look for in their employees and the same thing they would need to become employed and successful in their career. For the employers, they opt to choose the employees who are a blend of competence, knowledge and skills. It would also be better for all the students that they pursue higher education especially that the global market needs employees who have good educational integrity. For the institutions offering the courses, the researchers recommend that they improve the programs and ensure that the graduates are able to acquire the competencies of the program making them well-rounded and well-trained future employees to ensure their employability.