

Factors affecting the employability of mapeh majors by the year 2009-2012 essay s...



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Abstract

The main purpose of this study was to determine the factors that affect the Employability of BSE-MAPEH Graduates of University of Rizal System A. Y. 2009-2012. A total of 44 respondents from the graduates of BSE-MAPEH of University of Rizal System- Angono A. Y. 2009-2012 answered the questionnaire through e-mail and facebook. This study used the descriptive method and used the questionnaires/ checklist as the primary instruments to gather the needed data and information. The personal information was used to determine the employability status and the other part was the factors affect the employability of the respondents. The weighted mean, and ANOVA or One-way Analysis of Variance was used in statistical treatment. On the profile of the respondents it was found out that majority of the respondents in terms of sex where male; in terms of employment category majority of the respondents are employed and that respondent's where applied personally to their job in mode of application; and majority of them was employed 30 days or less after their graduation in terms of length of job hunting; and majority of them are classroom teachers in terms of nature of work.

It was also concluded that the factors that affect the employability of BSE-MAPEH Graduates of University of Rizal System Batch 2010-2012 do not differ significantly in terms of sex, length of job hunting, and nature of work. The study therefore concluded that the factors such as school, communication skills, human relations and personality have no significant difference in terms of sex, length of job hunting and mode of application in factors affecting employability of BSE-MAPEH graduates in University of Rizal System Angono A. Y. 2009-2012. The researchers recommend that the

school should be more aware of capabilities of the students in the school, a deeper evaluation of the student before graduation should be done.

Seminars and symposiums that will develop communication skills and personality should be conducted and a study using other variables and more respondents.

Chapter 1

THE PROBLEM AND ITS BACKGROUND

Background and Purpose of the Study

“ Our course, then, is clear; if we desire to put an end to pauperism, or to lessen it, we should import everything we can use or sell, in order that we may employ our unemployed hands, in making the goods by which we pay for these imports.” By Joseph Hume Every year, every university has their graduates that soon will face the world of their chosen career. Graduates are faced with the challenges of acquiring employment right after graduation. It is very important that they should have gained the best knowledge and skills in their field of specialization before plunging into any workplace of their choice. A school plays a very important role in providing higher education courses to students who will eventually become graduates with full competence in their fields of study. Graduates who leave the sanctuary of the academe desire to find the best employment out there in the job market. But still competencies in human relations, communication and Information Technology serve as advantages to young graduates in looking for employment. Graduates who are recommended by someone and with strong passion for the profession immediately find employment. These predictors of

employability once perfectly honed and acquired are answers to the issues that bedevil young graduates and job seekers.

In accordance to the prevailing situations, the graduates of tertiary education face the world of work with knowledge, skills and abilities, thus, competent enough for the job itself. Also college students, career counselors and schools should provide and develop a program to equip graduate such needed skills and information to be able to compete in entering the work industry. Especially in the heightened Philippine economic crisis, each day jobs are becoming scarce and many of the college graduates each year could not find a job easily after graduation. During these hard times these people are forced with different decision which may most probably affect their status to acquire job.

Rising number of unemployed workers cost the doubt of every college graduates each year. They usually find themselves exhausting in applying for a job. The government has posted thousands of jobs but still many of the newly graduates are jobless. They are not the one suffering on this crisis; even other Filipinos have been long gone graduated and master their craft. The call for work is still far from the road. Today, the government is doing a lot of program just to give jobs to the people. Most people grab this opportunity for the sake of having job and sustain their needs. These problems tend the researchers to pursue their purpose in their field of study.

This study aims to determine the Employability Status of BSE-MAPEH Graduates in University of Rizal System-Angono A. Y. 2010-2011. This field of study tends to know the employability status after they graduated.

Legal basis

1987 Philippine Constitution which assert that the state “ shall protect and promote the right of all citizens to quality education at all levels...” (Article XIV Section 1); “ establish, maintain, and support a complete, adequate, and integrated system of education relevant to the needs of the people and society” (Article XIV Section 2); and “ exercise reasonable supervision and regulation of all educational institutions” while recognizing the complementary roles of private and public institutions (Article XIV Section 4).

Review of Related Literature and Studies

The following literature and studies are gathered from different books in the library, internet and undergraduate thesis to support this study.

Local Literature

According to Munn (1986) attitudes are learned predispositions (positive or negative) towards aspects of our environment such as people, issues or institutions. Munn, pointed out that a prejudice maybe involve in an attitude. This generally refers to a negative judgment about the objects of the attitude based on insufficient and inadequate grounds. An example of common prejudice among Filipinos is numerous Ilocanos are said to be hardworking but too thrifty on Stingy. Munn also added that attitude is composed of three (3) basic components. 1. Thinking, 2. Feeling and 3. Reacting. The first aspect corresponds to belief, 2nd aspect is related to value and the third one is a predisposition to behavior. Ramos (1996) cited academic role sustaining the development in out country being the main developer of human resources to give employability for graduates with the skills required in the new jobs. A well educated person can be the instrument for a progressive

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country because his knowledge can lead to develop human resources.

Lardizabal (2004), stated that, in choosing one's life work, it is necessary to find out the requirements of the job.

There are general things to consider. These are education, intelligence, as these are related to success in the job, special abilities that are needed for certain calling, and physical abilities, and temperament as these is related to the vocational success and satisfaction. Secretary Prieto (1996) explained that jobs in the coming millennium would be concentrated on the upper course with computer and robotics engineers dominating the scene. He emphasized that high technology and computer facilities will be used in all jobs for the future. Employability will require a related course. Baluyut (1996), he stated that the industry linkage is very important for schools to help their graduates be employed. He said that the school and company that work together in cooperation give each student quality training. Felix A. Nigro said, " A paramount objective is to create a true career service, as against simply recruiting to fill individual job." He further observed that in such a career service, the recruit's whether fresh from college or already possessing some work experience. Local Studies

De Guzman and De Castro (2008), in a world where knowledge is a critical element for nations to prosper and compete, primacy is placed on the quality and relevance of education and how it can ensure that graduates have the knowledge, skills, attitudes, and values that industries need. The changing nature of work environments, the emergence of technology-driven processes, and the diversified needs of clientele are challenging the ability of higher education institutions (HEIs) to meet the demand for employable

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graduates. Naes (2004), explains that unemployment six months after graduation is a logical measure of the degree of balance in the graduate labor market. Results of this study show that except for disciplines that require licensing examinations, graduates of a Philippine comprehensive university have an impressive lead time and enjoy regular employment status.

This finding runs counter to what job the search theory assumes in that there is a chance that graduates will be unemployed for a while because of a lengthy search process where individuals try to maximize the utilization of potential and search for the best job offer. A study by De Guzman, have painted a portrait of the employment and employability profile of a selected group of graduates in the Philippine comprehensive university. It should be noted that the involvement of small number of respondents though covering a period of 4 years (2001-2004), may not substantially describe the true picture of the phenomenon, considering the number of graduates, the Respondents University has every year. Combining the data yielded in this research segment with the national data can describe a better picture of the phenomenon under the study. The establishment of a dynamic Philippine database on graduate's employability will facilitate planning and decision making at both national and institutional levels and motivate future investigations for purposes of forecasting and human resources planning.

It suggested that succeeding attempts to a certain graduate's employability profile should adopt more aggregate sample, enough to represent a wide array of disciplines and at the same time consider the inclusions of other

outcome measures for a more panoramic understanding of students
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employability in the context of a developing country like the Philippines.

Arcelo and Sanyal (1987), the shortage of available jobs in certain professions or fields has forced graduates to accept employment not in line with their academic background. A survey by the Bureau of Labor and Employment Statistics showed that between January 2007 and June 2008, 13, 540 candidates applied for 1, 347 nursing vacancies in selected establishments outside the usual range of employment. The massive numbers of applications compared to the limited number of vacancies is of great concern. Some graduates choose to remain unemployed until a satisfactory job comes along. As UNESCAP (2006) noted, the unemployment among educated youth may also be partly attributed to the search for “ good jobs” and to the rejection of jobs perceived to be “ bad” according to social or cultural norms. In such cases, graduate unemployment may be “ voluntary” as these new entrants shop around for a suitable job and evaluate career options.

De la Harpe et al. (2000), since the nature of the education system has often been pinpointed to be responsible for the graduates’ inability to be readily absorbed into the labor market, the role of the HEIs will be emphasized in this paper. It has been suggested that existing undergraduate program are not producing graduates who possess the kind of professional and lifelong learning skills that they need to be successful in their careers Syjuco, 2006, cited in UNESCO, (2007), in general, the respondents had a high regard for their universities, curriculum and pedagogy regardless of whether they were employed or not. The quality of faculty was rated as being above average (40percent) and excellent (23 percent). Most of the respondents (70 percent)

found their curriculum to be helpful in developing their employability. They also considered the course contents to be excellent (27 percent) or above average (40 percent). Likewise, 40 percent said the methods of instruction to be average, 37 percent above average and 23 percent excellent.

It would seem that most of the graduates did not see their training to be responsible for their difficulties in landing a job. Many employed graduates perceived the relevance of their courses to be the key factor in getting a job. Intellectual skills were also a contributing factor as well as academic performance and character/personality. The qualification from an institution with a good reputation was not as big a factor. The employed graduate's also cited adaptability/flexibility, intellectual skills, teamwork, interpersonal skills and communication skills as competencies they had learned in college which have been useful for their first job. However, research skills, IT skills and entrepreneurship skills were not as useful in their jobs in comparison. However, tertiary education in the Philippines is judged to be of low quality because of the following: low passing rate in professional licensure examinations; incompatibility of the graduates' skills with the desired competencies for the workplace or entrepreneurship; and low employment rates. Aniceto Orbeta, senior research fellow at the Philippine Institute for Development Studies (PIDS), noted a drastic decline in the proportion of college graduates in the professional and technical category and a rise in the proportion in sales, service, agriculture and production occupations.

In his 2003 study, Orbeta claimed that overall quality of jobs held by college graduates has deteriorated." There is not much shift in the proportion of college graduates in employment across industries. Among the discernible

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movements are increases in proportion in manufacturing, finance, insurance and real estate, and wholesale and retail trade sectors," he said."

Community and personal services, however, are the heavy losers of college graduates. Likewise, there is a decline in proportion of college graduates among the wage and salary workers, particularly government agencies and corporations, and a rise among self-employed workers," Orbeta added.

UNESCAP advised developing countries to upgrade the quality of tertiary education as a way of improving the employability of graduates. Rene E. Ofreneo(December 2009). Another explanation is the weak educational foundation of many graduates, especially in basic communication skills, English proficiency and so on. This is most vividly illustrated by the so-called ' mismatch' in the booming call centre/BPO industry. The latter has been growing at a rapid rate since 2000. As mentioned earlier, as of 2007 it employed close to 200, 000 agents (Ofreneo et al., 2007). It needs tens of thousands more employees who can fill up the new call centre seats being established and replace those who are quitting the industry (roughly 50 per cent turnover rate). Foreign Literature

According to DEREK (1978) some difficulties of the graduates encountered in entering the world of employment are attributed to the nature of degrees. It is further explained that the graduates often lack of skills needed to manage their careers effectively in a graduate market that has traditionally allowed a considerable amount of learner's flexibility. To make the most flexibility, a graduate need to able to appraise them realistically make sound about what to pursue and present themselves effectively to potential employer.

According to DAVID SAXON (1975) former President of the University of <https://assignbuster.com/factors-affecting-the-employability-of-mapeh-majors-by-the-year-2009-2012-essay-sample/>

California, more student are finishing High School, College and even post graduate work only to find that the jobs are available that at their training and education statistics from Canada shows that college graduates earn almost twice as much the average a people who have only completed Secondary School. Such figure is little consolation to an unemployed and underemployed college graduates.

It seems that many years of schooling, no longer ensure that students will get good jobs but that statistically speaking lack of good education ensures that they will not get good jobs. HOYTH (1982) made an explanation on the issue as whose responsibility is the employability. He discussed the relationship between education and work. He also examined the serious implications for education and other concerned with the problem of youth employment and underemployment and identifying strategies for educational changes that are appropriate and effective. He made it clear that a change in the youth employment rate cannot be considered by itself a graduate criterion for evaluating the effective contribution to the total solution. HOYTH further emphasized that education should not be held accountable for such contributing factors. He underscores that employability and not employment that should be the prime responsibility of education with respect to the problems of young people faced in becoming member of accountable society.

LORD KELVIN (1987) point out that more highly educated and skilled persons always tend to earn more than others. This is true of developed countries as different as United States and the Soviet Union of underemployed countries as different as India and Cuba. Inequality in the distribution of earnings and <https://assignbuster.com/factors-affecting-the-employability-of-mapeh-majors-by-the-year-2009-2012-essay-sample/>

income is generally positively related to the inequality of education and other training to take a final example, unemployment tends to be strongly related usually inverse to education. According to the Educational Counseling and Credit Transfer Information System (1990) career services envisage that the acquisition of qualification will be used to obtain employment or continue on a further program of education or training. The careers and counseling services guide the student in personal educational and vocational area of activity. The major aim is to help effective in their life professions and to become employed in their respective careers. Foreign Studies

Sharon K. Ferret (2010), recent surveys of business leaders indicate that dishonesty, lying and lack of respect are top reasons for on the job difficulties. If an employer believes that an employee lacks integrity, all of that person's positive qualities from skill and experience to productivity and intelligence-are meaningless. Employers usually list honesty or good character as an essential personal quality, followed by ability to relate to and get along with others. Vidanapathirana (2001) building on his past research further suggested that — people are unemployed because of unemployment mismatch||. Author identified four main parties in his model who are involving in this process as employers, candidates (graduates), state (government) and Institutions (university) Author presented this four parties situation as Graduates do not have the required competencies, knowledge, skills and experience. Employers are the second party in this model and on their view, graduates failed to fill requirement and core potencies.

The third party is the educational institute and this system is criticized for not accommodating the volume and variety of student's demand, high unit

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cost arising from unproductive overheads, inflexible curricula and teaching methods, and, lack of research output, the fourth party is the government that also should involve finding solution to the problem. The author found that the employability concept currently considers factors such as achievements, competencies, attitudes and social-economic backgrounds, which most of the private sector use in making selection decisions. An achievement includes results, graduate rank, winning university colors, and the age of candidate. Competencies include communication, decision making, leadership and team work. Attitudes cover values, orientations and outlook of candidates. Socio economic statues deal with affiliations, family status... Sharon K. Ferret (2010), Technology is no longer a separate field of study from liberal arts but is an important tool for educated people. Employers want professionals who are creative problem solvers, have good critical thinking skills, can communicate and work well with others, can adapt to change , and understand our complex technical and social world.

A study by Blasko (2002), looked at the pattern of possession of five key skills among graduates from seven countries. Skills considered in the study are, oral and written communication skills, computer skills, ability to work in a team, problem solving, learning abilities/reflective thinking, and assessing one' s own work. Findings reveal that the trainers were highly satisfied with the punctuality, responsibility, commitment and attitudes towards work of their trainees. Also they were fairly satisfied with oral and written communication skills and decision making abilities. However, they have emphasized on several areas that need improvement, such as advanced writing skills, ability to use of e-mail and internet facilities, decision making

and analytical skills. Sharon K. Ferret (2010), No one can take your education away from you, and it can pay large dividends college graduates earn an average of well over \$ 800, 000 more in a lifetime than do high school won't guarantee you a great job.

It pays off with more career opportunities, better workplace conditions and greater job satisfactions. Many career centers at colleges make a commitment to help their students find employment Harvey (2002) presented another model after considering all the parties involving in this process and all important employability factors. Author pointed out the important of linking all factors together with all parties involving this process to develop graduate attributes. Three main parties involved in this process are graduates (students), HEIs and employers. Graduates having responsibility to choose and engage with the employability development opportunities provided by HEIs and they also can use their extracurricular experiences to enhance these skills. Author identified employability development activities as the development of employability attributes, work experience, the development of self-promotional and career management skills and a willingness to learn and reflect on learning.

Theoretical Framework

The hierarchy of needs according to Maslow's theory described that in order to be fulfilled or be self actualized, the lower order of needs must first be satisfied before it progresses to the succeeding level of needs. Connecting it with the study, a college graduate sought a profession in line with their career path as much as possible but ends up finding nothing at all. So in order to sustain their physiological needs, graduates of certain course will

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accept any job which is available. Depending on the turn of events, they may come to like the job or he may have job satisfaction. Changes in one's life occur when one is not satisfied with his present condition. It is possible that the individual's needs are not met so they are compelled to alter their situation.

Conceptual Framework

Feedback

Figure 1

Factors Affecting the Employability of BSE-MAPEH

Graduates of University of Rizal System

Angono A. Y. 2009-2012

The paradigm is divided into three conceptual frames; the first box is the input that shows the profile of the respondents in terms of their sex, employment status, mode of application, and length of job hunting of the BSE-MAPEH graduates of University of Rizal System Angono A. Y. 2009-2012.

The second box explains the process on how was the study was conducted. It is through answering the questionnaire checklist to gather the needed information and data from the respondents and then the interpretation through statistical treatment. Third box, the output of the study which shows the result based on the data gathered in determining the factors that affects the employability of the respondents.

Statement of the Problem

1. What is the profile of the respondents in terms of:

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1. 1Sex,

1. 2Status of employment,

1. 3Mode of application,

1. 4Length of Job Hunting,

1. 5Nature of work?

2. What is the factors affecting the employability of BSE-MAPEH graduates in
URSA A. Y. 2009-2012 as perceived by the respondents with respect to: 2.

1School factors,

2. 2Communication Skills,

2. 3Human Relations,

2. 4Personality?

3. Is there a significant difference on the factors affecting the employability
of BSE-MAPEH graduates in URSA A. Y. 2009-2012 as perceived by the
respondents with respect to: 3. 1Sex,

3. 2Status of employment,

3. 3Mode of application,

3. 4Length of Job Hunting,

3. 5Nature of work?

Hypothesis

The study tested the null hypothesis that there is no significant difference on
the Factors Affecting the Employability of BSE-MAPEH Graduates in
University of Rizal System Angono A. Y. 2009-2012 in terms of sex, status of
employment, mode of application, length of job hunting and nature of work.

Scope and Limitation of the Study

This study is limited to the determination of the factors affecting the employability of Bachelor of Secondary Education Major in Music, Arts, Physical Education and Health graduates in University of Rizal System Angono, since they went out of the school. The subjects of the study are the graduates of A. Y. 2009-2012.

Questionnaires were adopted from the thesis entitled “ Factors Affecting the Employability of AB Psychology Graduates in URSA A. Y 2002-2006” by Joshua Rommel B. Mallo, Nympha J. Mitra, Jonathan M. Ressurreccion and Victorino A. Tabbada III.

The researchers come up with the factors such as the school, communication skills, human relations and personality that affect the employability of the respondents.

Significance of the Study

The result of this study will be beneficial to the following persons: Teachers. All educators especially MAPEH Teachers can assess teaching strategies and methodologies that will benefit most of their learners because it is part that partakes to the role of having a good employment. Students. Future graduates will pursue their studies to become more progressive and productive as a future educator as well as a future employee that should possess all the quality of a qualified and effective employee. Researchers. As a student of Bachelor of Secondary Education major in MAPEH, this will enlighten them on what profession that awaits for them. This will be their guide as they face with the world of the profession they chose to excel.

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Definition of Terms

For the purpose of clarity the following terms are defined operationally and conceptually. Bachelor of Secondary Education (BSE). Operationally, he/she takes this degree course with a specific major. Civil Status. Conceptually, it refers to the status of the respondents whether married, single, legally separated, divorce or marriage annulled. Employability. Operationally, it refers to a person's capability for gaining and maintaining employment.

Employment Status. Operationally, it refers to the position of the person to a company or establishment. Employed. Operationally, it refers to people who are working or having a job related with their expertise. Government

Establishment. Conceptually, it refers to the institutions other than public schools. Self-Employed. Operationally, it refers to carrying out its

abilities and skills to own a business. Underemployed. Operationally, it refers to persons currently employed but the job is not suited for his/her finished

course. Unemployed. Operationally, it refers to a person having no

occupation or out of work. Work Attitude. Conceptually, it refers to the reaction of the person to the work given to him, even positive or negative.

Setting of the Study

The setting of the study was conducted at University of Rizal System Angono where the respondents were graduated. The University of Rizal System is a merger of two (2) state colleges and a University extension campus-the Rizal Polytechnic College, Rizal State College and the Rizal Technological University Antipolo Annex. The approval of Republic Act 9157 on August 11, 2001 established the University of Rizal System with URS Tanay as the main campus and its satellite campuses in Morong, Pililla, Rodriguez, Angono,

Binangonan, Cainta, Antipolo, Cardona and Taytay. Rizal State College was originally named Rizal National Agricultural School created through Republic Act 1560 on June 16, 1956, and later evolved into Rizal College of Agriculture and Technology, a chartered state college in the Province of Rizal on June 24, 1983 through Batas Pambansa Blg. 622.

It was later renamed Rizal State College by virtue of Republic Act 7858 on January 21, 1995. Through the years, the College expanded and established extension campuses in Pililla, Rodriguez, Angono, Binangonan and Antipolo City Rizal Polytechnic College was first established as the Morong High School on August 16, 1944. It was converted into Morong National High School on August 20, 1976, and to Morong National Comprehensive School on March 30, 1977. With the integration of Tomas Claudio Memorial Elementary School, it was converted into Morong National Comprehensive School, later renamed Rizal Technological and Polytechnic Institute (RTPI) on August 10, 1983 through Batas Pambansa 469. RTPI became a state college, the Rizal Polytechnic College, on March 1, 1995 through Republic Act 7933 with extension campuses in Cainta and Cardona. Rizal Technological University Antipolo Annex became part of the fusion of the two state colleges.

Figure 2

Vicinity Map of the University of Rizal System Angono

Subject of the Study

The Subject of the Study was the factors affecting the employability of BSE-MAPEH graduate students of University of Rizal System-Angono A. Y. 2009-

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2012. In choosing the respondents the researcher used the questionnaire checklist to make the study a successful one.

Some factor helped the researcher to choose the local of the study, it had to consider the peace of location, it could be comfortable advantageous and easy for the researcher to conduct the study in this particular place.

Communication is very important between the researcher and the respondents. Well, these we're the queries considered at University of Rizal System-Angono.

Sources of the Data

The subjects of the study are the former students of University of Rizal System-Angono who were graduated in the School year 2009-2012 in relation to our study which is " Factors Affecting the Employability of BSE-MAPEH Graduates in University of Rizal System Angono A. Y. 2009-2012". 44 respondents from the three batches of the graduates replied to answer the questionnaires through e-mail and facebook.

The instrument used by the researcher in this study to gather data and information was a questionnaire/checklist adopted from the thesis entitled " Factors Affecting the Employability of AB Psychology Graduates of University of Rizal System Angono A. Y. 2002-2006 by Joshua Rommel B. Mallo, Nympha J. Mitra, Jonathan M. Resurreccion S. Victorino III.

The questionnaire consist of two parts: the first part deals with the profile of the respondents in terms of sex, educational category, mode of application, length of job hunting and nature of work. The second parts deals with the

factors that affect the employability of the respondents with respect to school factor, communication skills, human relations and personality.

The researcher utilized the five (5) point scale:

5 – Strongly Agree

4 – Agree

3 – Uncertain

2 – Disagree

1 – Strongly Disagree

Procedure of the Study

This study was undertaken during the school year 2012-2013 at University of Rizal System, Angono Rizal. In conducting the study the following steps were observed by the researchers. First is the approval of the research teacher to the title which is “ Factors Affecting the Employability of BSE-MAPEH Graduates in University of Rizal System Angono A. Y. 2009-2012”. Second, the researchers started gathering and collecting facts and information to support the purposes and the background of the study through libraries and internet. Third, the researchers gathered needed information about the research design, setting of the study, subject of the study, who will be the sources of the data and the sequence of the procedure to be followed to conduct the study. The researchers come up to adapt the questionnaires from the thesis entitled “ Factors Affecting the Employability of AB Psychology Graduates of the University of Rizal System Angono A. Y. 2002-2006. The researchers request the list of the batch of the respondents provided by the Registrar’s Office. Most of the respondents answered the questionnaire through e-mail and facebook which made it fast for the <https://assignbuster.com/factors-affecting-the-employability-of-mapeh-majors-by-the-year-2009-2012-essay-sample/>

researchers to gather their data. Some were reached through friends and their neighbors that is why the researcher where able to find appropriate numbers of respondents for the study to be valid.

Statistical Treatment

Based on Problem 1 with regards to the profile of the graduate students in terms of sex, status of employment, mode of application and time spent in finding a job, the method to be used is the tabulation, percentage method.

The formula is as follows:

$$X \times 100\%$$

Where f = frequency of the profile of the respondents based on its category

n = refers to the total number of respondents

100% = is a constant

With regards to Problem 2 which deals with the factors that affects the employability of graduated students, the statistical treatment to be used is the item-weighted analysis. The formula is as follows:

$$IW =$$

Where:

IW = item weight wherein each question is multiplied by the scale together with the number of respondents with their choice

TW = average weight of each question according to the perceptions of the respondents

TR = refers to the total number of respondents in the study

With regards with Problem 3 which deals with the significant difference of the perception of the respondents on the factors affecting the employability

of graduated students in terms of sex, status of employment, mode of application and length of job hunting, the statistical treatment to be used is the ANOVA or One-Way Analysis of Variance. The formula is as follows: 1. =

$\Sigma -$

2. = + + -

3. = -

4. = A - 1

5. = - A

6. =

7. =

8. =

Table 1 shows the frequency percentage distribution of the profile of the respondents in terms of sex, status of employment, mode of application, length of job hunting and the nature of work.

It can be gleaned from the table that in terms of sex the majority of the respondents are male which are 23 or 52. 3 percent while female respondent are 21 or 47. 7 percent. In terms of status of employment, majority of the respondents are employed with a total number of 26 or 59. 1 percent, 15 or 34. 1 percent are underemployed, and 3 or 6. 8 percent were unemployed. In terms of mode of application, majority of the respondents were personally applied to their job with a total number of 33 or 75 percent, 2 or 4. 5 were recommended by the school as well as recommended by the family/friend respectively while the others or 7 or 15. 9 percent of them haven't been employed until now.

In terms of length of job hunting, majority of the respondents with a total number of 24 or 54. 5 have their job 30 days or less after their graduation, 9 or 20. 5 percent of them were been employed 1 ½ months after their graduation, 4 or 9. 1 percent were been employed 6 months to one year after their graduation and the other 7 or 15. 9 percent of them have no job until now. In terms of nature of work, majority of the respondents with the total number of 24 or 54. 5 percent were a classroom teachers, 1 or 2. 3 percent were a tutor, 2 or 4. 5 percent were coaches, 4 or 9. 1 percent were an employee of the company and the other 13 or 29. 5 percent have a different like domestic helper, vendor, etc.

It can be concluded that in terms of sex majority of the respondents are male who has the skills and interest in sports regarding the factors affecting the employability of BSE-MAPEH Graduates in University of Rizal System Angono. It also implies that majority of the respondents in this study were employed and they personally applied to the job. It also implies that majority of the respondents have a length of job hunting for 30 days or less after their graduation and also majority of them were a classroom teachers which are related to their chosen field.

PROBLEM 2: Factors that affect the employability of BSE-MAPEH graduates in URSA A. Y. 2009-2012 as perceived by the respondents with respect to School Factor, Communication Skills, Human Relations and Personality.