EMPLOYABILITY STATUS OF BACHELOR OF SCIENCE IN INDUSTRIAL TECHNOLOGY MAJOR IN AUTOMOTIVE GRADUATES FROM SCHOOL YEAR 2013 TO 2015

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APPROVAL SHEET

This thesis entitled "**EMPLOYABILITY STATUS OF BACHELOR OF SCIENCE IN INDUSTRIAL TECHNOLOGY MAJOR IN AUTOMOTIVE GRADUATES FOR ACADEMIC YEAR 2013 TO 2015",** prepared and submitted by Roldan S. Juaton, Felix Saga III jr., Rholdan Sasan and Marjun Yagong, in partial fulfillment of the requirements for the degree of bachelor of Science in Industrial Technology, has been examined and recommended for oral defense.

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ABSTRACT

The study was conducted to assess the employability status of the Bachelor of Science in Industrial Technology major in Automotive Technology Graduates of Bohol Island State University, Bilar Campus from academic year 2013 to 2015. Specifically, it aimed to determine the socio-demographic profile and employment data of the respondent, who were vertically employed, underemployed, self-employed and unemployed. The researchers used the Graduate Tracers Study (GTS) Questionnaire as instrument in the study. There were seventy-six (76) respondents. Overall results revealed that 67.85% of the respondents were vertically employed,25% of respondents were underemployed,3.57% of the respondents were self- employed and 3.57% of the respondents were unemployed. It was concluded that the graduates of Bohol Island State University, Bilar Campus are very competent in the field of Auto mechanic because majority of the automotive graduates pursued in their career as automotive mechanic and they fell very satisfied of their present job. It is recommended that the campus should adopt the technology such as automotive equipment to empower their students and for the improvement of their learning. Constant Graduate Tracers (GTS) should be done to have a follow up on the graduates as product of BISU- Bilar campus.

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Chapter 1

THE PROBLEM AND ITS SCOPE

Introduction

Rationale

Graduate employability is a major topic in higher education. Every year, higher education institutions produce an excessive number of graduates. Aside from the job market's inadequate absorption capacity, the quality of graduates is also a concern (Habalo, 2016).

The problem for Higher Education Institutions, according to Yorke (2013), as quoted by Habalo (2016), is to determine the relevance of curricular programs and their potential job marketing. Research-based ways and tactics should be developed to offer students with a collection of accomplishments, abilities, understandings, and personal characteristics that will help them find work and succeed.

The automotive industry contributes significantly to global manufacturing employment. According to the United Nations Industrial Development Organization (UNIDO) Industrial Statistic Database, the number of employees in the “Motor vehicles, trailers, semi-trailers” sector has increased by 35% since the global financial crisis. In 2017, global employment in the sector was estimated at nearly 14 million workers.

The image of tertiary education institutions in the Philippines is most likely linked to their repute for producing good graduates who have no difficulty finding work after graduation. Graduation Tracer Studies are a frequent study tool used by these educational institutions to assess their recent graduates' employability.

A survey of Bohol Island State University Bilar Campus graduate students from A.Y. 2013 to 2015 is necessary for the school to assess the efficacy of its academic programs and the quality of education provided, as evidenced by the graduates' job status. For management to be directed in planning, formulating, and implementing policies, feedback from students is required.

These results of the Graduate Tracer Survey (GTS) can assist BISU-Bilar in establishing relevant curricular programs that meet the needs of both the domestic and foreign job markets. We can never adequately educate our graduates for the professional career markets into which they must enter.

The GTS findings will help the university's board of regents make decisions about BISU-Bilar budget goals, staff recruiting, faculty growth, and the university's development plan. There is a need to conduct a follow-up analysis of the automotive graduates, not only to locate them, but also to determine how effective the training given by Bohol Island State University Bilar Campus was in terms of their overall career success, the degree to which their automotive preparation competency skills were established, and the graduates' employment status.

Literature Background

The Commission on Higher Education (CHED) is mandated by R.A. 7722 to "track the performance of programs and institutions of higher learning". Conducting a daily Graduate Tracer Study (GTS) on the employability of higher education graduates is one way to do this.

Article XIV, Section 1-2 of the Philippine Constitution states that;

The State shall protect and promote the right of all citizens to qualify education at all levels, and shall take appropriate steps to make such education accessible to all.

As a result, the government built a public higher educational institution to ensure that all sectors of the population had access to higher education.

It is also provided in Presidential Decree No.6-A, which is known as the Educational Decree of 1972 which states that:

Education system aims to train the nation’s manpower.

In the middle level skill required for national development and develop the high level profession that will provide leadership for the nation, advance knowledge, and apply new respond effectively to changing needs of the nation through a system of educational planning and evaluation.

The Labor Code of the Philippines, Article 3 states that:

The state shall afford protection to labor, promote full employment and secure equal opportunities regardless of sex race or creed and regulate the

relations between workers and employers. The state shall assure the rights of workers of self-organization, collective bargaining, secure of tenure and just and humane conditions of work.

The school, on the other hand, must provide students with extensive training in their shop activities. The aim of the training courses is to provide an all-around preparation for the auto-mechanic’s work, both theoretically and practically.

Carr's Law of Intensity, which states that the "power of any action or experience has a corresponding relation or link to learning". (Zulueta and Maglaya,2004).

Connelly, (2013) cited that schools have always played a vital role in ensuring that students have the skills needed for the job or career they have chosen. The key function of education is to fully prepare students for life after schooling preparation for the world of work is a necessary and vital part of that equation. As our society and economy continues to evolve, it may be time to rethink how public education aids students in choosing career and education pathways.

Additionally, due to the present economic and social changes our government is dealing with, it is imperative that we think more deeply about the future of those students who will enter the workforce immediately after high school.

Students must be prepared and set their minds in order to cope with the lessons through the educational process. According to Edward Lee Thorndike's Law of Readiness, learning is made easier when the subject is mentally, physically, emotionally, and socially prepared. When a pupil is ready, he is more capable of learning.

Aside from that, an individual need to arrange goals, objects, activities, or ideas in such a way that they can be controlled and mastered, according to Murray in his Need Achievement Theory. As a result, he will be fully matured and capable.

Furthermore, according to Abraham Maslow's Hierarchy of Needs, man must be satisfied in order to reach the highest and final level of need. As a result, he really wants to make money in order to meet his basic demands. However, finding work is not easy. To compete with others, one must be competitive.

As a result, those who are competent will benefit, while those who are inept will be left behind in the run.

Employability is context-dependent; a set of skills and accomplishments may be valuable in general, but may be insufficient in some contexts. As a result, employability is a personal attribute. After all, it is the individual whose suitability for a job is assessed by an employer.

Further studies have challenge the existing concepts on employability while introducing new definition which consider the evolution of the employability over time and critical variables that influence employability at both organization and individual levels (Clarke,2008). Suggestion were also offered on managing

employability and careers as an individual and organizational level. Since employability is clearly dependent on organizational context as well as on individual responsibility, current focus towards individual employees must change and organization. Most consider new ways to support their employees to manage employability and careers (Clarke,2008).

Policy level which has been suggested by Dearing report on UK higher education system (NCHE 1997). The employability study done by Pool and Sewell (2007) can be considered as a significant achievement since it presented a clear, straight, forward, and practical approach of employability which was identified as a major requirement. Career edge model identified five independent construct that constitute employability which include; career development learning, experience, subject skill. Knowledge-understanding, generics skills and emotional intelligence. The career edge framework or “key to employability model” as its popularly referred introduces employability or a life-long concern since no one achieves perfect employability.

Furthermore, the career edge model considers reflection and evaluation which allow students to assess the learning experience and to understand what to be done further. Also the model clearly identifies three psychological constructs that influence employability of individuals including self-efficacy, self-confidence and self-esteem furthermore. Pool and Sewell (2007) provides a working definition for employability as “set of skills, knowledge, understanding and individual attributes that makes and individuals more likely to choose and secure occupation in which they are satisfied and successful.

Since Employability does not guarantee employment but however increase the chances of obtaining suitable employment, compared the other job seekers, understanding how to manage employability is more important that just understanding what employability is. How individuals can enhance their employability compared to other in job market, and the role organizations can play in employability development was studied in detail. Clarke (2008) study can be considered parallel to previous connected studies on employability which clearly links individual learners and their environment rather than considering things on isolation.

Clarkes study clearly highlights that defining employability as having skills and abilities to get employment, remain employment, and to find new employment when required earlier by Hillage and Pollard (1998) is problematic since skill and abilities alone does not guarantee employment while attitude and behavior, individual characteristic, and labor market condition all play an integrate role in generating employability.

In reality most individuals are unable to change or influence their internal or external labor market while only those in high level of career mobility have opportunity to influence their environment. Clarke's study can be considered one of the most comprehensive in employability literature since it brings ideas from different perspective of employability without limiting to single point of view in other previous work on employability.

If a graduate can demonstrate a set of achievements that are relevant to a career, that graduate demonstrates employability in that job.

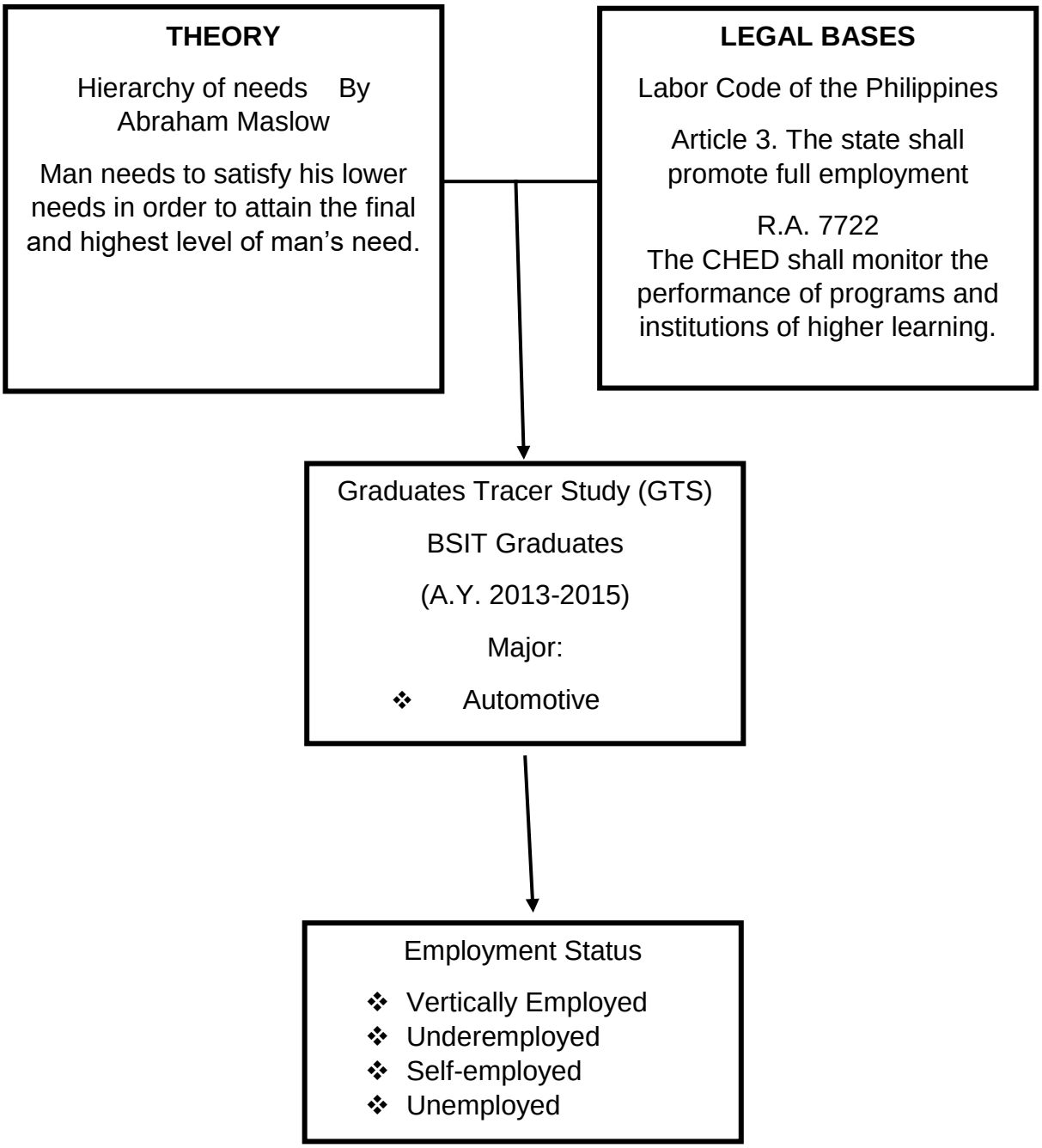

Figure 1. Theoretical and Conceptual Framework

The government is worried about the employment of its people, which is why it invites foreign investors to set up shop in the Philippines, not only to boost the economy but also to provide jobs for those who are unemployed.

Unemployment remains one of the Philippine government's main problems. In comparison to other Asian economies, the Philippines has had one of the highest unemployment rates in the country over the past five years, with 7.2 percent in 2012.

With the increasing unemployment problem of the country today, it is expected that continuous turnout of graduates in Bachelor of Science in Industrial Technology courses would worsen the situation. It is further expected that many of the graduates the said courses would land a job irrelevant to their field of specialization.

Today, the country experiences a rising unemployment problem. The situation is likely to worsen if graduates from Automotive graduate programs continue to drop out. With the country's current high unemployment rate, many graduates of the different courses are expected to find work in fields unrelated to their studies.

In the view of the aforementioned observations, the researchers believed that there was a need to verify the employment status of Bachelor of Science in Industrial Technology major in Automotive graduates.

THE PROBLEM

Statement of the Problem

The main thrust of the study was to determine the employability status of the Bachelor in Industrial Technology graduates from academic year 2013-1015.

Specifically, this study aimed to answer the following questions.

1. What is the profile of Bachelor of Science in Industrial technology –Major in Automotive graduates in terms of:

1.1 Age,

1.2 Gender,

1.3 Civil status,

1.4 Educational Attainment and

1.5 Eligibilities / Training?

2. What is the percentage of the traced graduates?

3. What is the employability status in terms of :

3.1 Vertically Employed

3.1.1. length of time in getting the present job,

3.1.2 sector of employment,

3.1.3 tenure of employment,

3.1.4 present position,

3.1.5 monthly income and

3.1.6 satisfaction level on the present job.

3.2 Underemployed Employed

3.2.1 length of time getting the present job,

3.2.2 sector of employment,

3.2.3 employment status,

3.2.4 present position,

3.2.5 monthly income and

3.2.6 satisfaction level on the present job.

3.3 Self-Employed

3.3.1 length of time getting the present job,

3.3.2 monthly income and

3.3.3 satisfaction level on the present job.

4. What is the reasons of unemployment?

4.1 reasons of unemployment

Significance of the Study

The researchers believed that the findings of this study would be beneficial to the following:

College of Technology and Allied Sciences. The findings of the study would be important in planning programs to improve the College of Technology in Allied Sciences Program at the same time it would give direction on what more can be done to prepare our Bachelor of Science in Industrial Technology - Automotive students to meet the demands of auto-mechanic. Furthermore, it would help the College of Technology in Allied Sciences for research development.

School. Through this study, the school could figure out how their graduates were performing in their chosen fields. This would assess the employability status of the Bohol Island State University - Bilar graduates for the supplementary documents as requirements for accreditation. It would help in developing relevant curricular programs that match the requirements of both domestic and international job industry. It would also serve as baseline data for planning activities to continually improve program quality.

Teachers. This study would help the teachers improve their instruction so as to integrate the domains of learning. This would also help them improve their teaching strategies to produce highly competitive graduates. It would be significant for them in a way that they can assess the effectiveness of their teaching strategies through the employability status of the graduates.

Graduates. The results of the study would encourage the graduates to find a job in line with their field and qualifications.

Students. The findings of the study would help the students reflect what skills and knowledge they need to learn which are needed in the actual job hunting.

Community. This study would help everyone in the community in choosing a good carrier path.

Future Researchers. This will serve as their guide to further pursuits of new knowledge for the furtherance of quality education.

RESEARCH METHODOLOGY

Design

The researchers employed two methods in acquiring profiles of the Bachelor of Science in Industrial technology –Major in Automotive graduates. The researchers use the descriptive survey method using a survey questionnaire in collecting the graduates' employment profile. The researchers also used the descriptive document analysis in acquiring the graduates' profile from the office of the registrar.

Environment and Participants

Bohol Island State University-Bilar Campus was the locale of the study. It is situated along Zamora, Bilar, Bohol. It has a College of Technology in Allied Sciences that offers curricular programs specifically the Bachelor of Science in Industrial Technology.

Map of Bohol Figure No. 2

The respondents of the study were the ninety (90) Bachelor of Science in Industrial Technology- Automotive graduates from Bohol Island State University Bilar Campus for the academic year 2013 until 2015. There were 24graduates in year 2013, 32 in the year 2014, 34 in the year 2015.

Instrument

The researchers employed revised survey questionnaire, the Graduate Tracer Study (GTS) Questionnaire. The questionnaire had two parts. The first part was about the graduates' socio-demographic profile while the second part was their employment data. The questionnaire was checked by the adviser before

it was administered to the respondents. The questionnaire was the main tool in determining the profile of the Bachelor of Science in Industrial Technology-Automotive Graduates.

Procedure

The researchers asked permission for the conduct of the study from the Campus Director and the Dean of the College of Technology in Allied Sciences. Given the approval, the researchers sent a request letter to the Registrar's office for the issuance of complete list of the graduates of Bachelor of Science in Industrial Technology major in Automotive within the school year of 2013 until 2015 respectively.

There were two ways of interview being conducted. For those respondents who were presently at home or working locally such as hometowns or self-employed, they were contacted and interviewed through home visitation using the Graduate Tracer Study questionnaire. On the other hand, for those respondents who had been working overseas, outside the provide and outside municipality, researchers called them via phone interview or via social media like messenger, networking sites such as Facebook. The data were gathered and organized for statistical treatment, analysis and interpretation.

Statistical Treatment

To determine and analyze the employment status of the Bachelor of Science in Industrial Technology-Automotive graduates the gathered data (the

profile of the Automotive graduates) were organized and subjected to statistical analysis using frequency distribution method.

$P = \frac{f}{n} \times 100$

P= Related Frequency (%)
f= Frequency of Responses
n= Number of Respondents

OPERATIONAL DEFINITION OF TERMS

The following terms were used in the study and each of them was defined operationally:

BSIT-AUTOMOTIVE Graduates. It refers to the Bachelor of Science in Industrial Technology major in Automotive graduates of Bohol Island State University Bilar Campus from the year 2013 to 2015.

Competence. It refers to the condition or quality of effectiveness or success being possessed by the Automotive graduates.

Eligibilities. It refers to the quality or state of being eligible or Vocational courses taken by the respondents.

Employability. It is the status, sector and category of employment of Automotive graduates' batch 20013 to 2015 whether employed, underemployed, self- employed, or unemployed**.**

Employment. It means having a job or other gainful occupations. It is an activity in which one, specifically the Automotive graduates engaged in a certain occupation or in other words, employed.

Future Researchers. It refers to the future Automotive students who take this course.

GTS. Graduates Tracers Study. This study is in a survey form, commonly conducted by many educational institutions, to keep tract of the present situation of their graduates.

Underemployed. It refers to Automotive graduates who are being employed but not align in their chosen course.

Respondents. They are the subjects of the study. They refer to the Automotive graduates of Bohol Island State University- Bilar campus from the year 2013-2015.

Self-employed. It refers to the Automotive graduates who were particularly managing their own business, whether in the form of production or service.

Tracer Study. It refers to the study on the employment status, occupational status of Automotive graduates from 2013-2015.

Unemployed. It refers to the Automotive graduates who do not have a job.

Vertically Employed. It refers to Automotive graduates who are being employed in their chosen course.

Chapter 2

PRESENTATION, ANALYSIS AND INTERPRETATION OF DATA

This chapter shows the presentation, analysis and interpretation of the data gathered and collected through questionnaire aided with home visitation and social media platform. The study was conducted in the period of May 24-27,2021.

Profile of Bachelor of Science in Industrial Technology (BSIT) Automotive Graduates

Presented in the Table 1 is the demographic profile of the Bachelor of Science in Industrial Technology- Major in Automotive graduates from year 2013-2015. The researcher traced 76 (84.44%)graduate and 14(15.55%)graduates are not traced.

Out of 90 graduates that were composed of 24 graduates in year 2013, 34 graduates in year 2014 and 32 in the year 2015. There were only 76 graduates traced from academic year 2013-2015 that serve as the respondents of the study which composed of 19 graduates in 2013, 29 graduates in 2014 and 28 graduates in 2015.

Table 1 showed that in (three) 3 consecutive years from 2013-2015. It revealed that ages, ranges from 26-30 years old got the highest rating of 67.10% while ages ranges from 31-35 years old obtain the lowest rating of 32.89% of

respondents. In year 2013, 26-30 years old got the highest rating of 57.89% while 31-35 years old obtain the lowest rating of 42.10%. In year 2014, 26-30 years old got a highest rating of 65.51% while 31-35 years old obtain the lowest 34.48% and year 2015, 26-30 years old got a highest rating of 75% while 31-35 years old obtain the lowest rating of 25%. The finding showed that the ages of participants is between 26 to 30 years old.

Table 1 revealed that, all the respondents in the study was composed mainly by male. In terms of civil status,60.52% of the graduate participants were married 39.47% were single.

Based on their educational attainment, participants are all college graduate with the course of Bachelor of Science in Industrial Technology – major in Automotive at Bohol Island State University-Bilar Campus and nothing of them proceeding in any another master degree.

Out of 76 participants, only 6 participants obtained eligibilities that was offered by the Technical Educational and Skill Development Authority (TESDA) particularly a course on Small Engine.

Table 1

Demographic Profile of the BSIT-Automotive graduates

CATEGORY	2013		2014		2015		TOTAL	%
	F	%	F	%	F	%		
AGE								
26-30	11	57.89	19	65.51	21	75	51	67.10
31-35	8	42.10	10	34.48	7	25	25	32.89
Total:	**19**	**25**	**29**	**38.15**	**28**	**36.84**	**76**	**100**
GENDER								
Male	19	100	29	100	28	100	76	100
Female	0	0	0	0	0	0	0	0
Total	**19**	**25**	**29**	**38.15**	**28**	**36.84**	**76**	**100**
CIVIL STATUS								
Single	6	31.57	12	41.37	12	42.85	30	39.47
Married	13	68.42	17	58.62	16	57.14	46	60.52
Total	**19**	**25**	**29**	**38.15**	**28**	**36.84**	**76**	**100**
EDUCATIONAL ATTAINEMENT								
College Graduate	19	100	29	100	28	100	76	100
M/A	0	0	0	0	0	0	0	0
Total	**19**	**25**	**29**	**38.15**	**28**	**36.84**	**76**	**100**
ELIGIBILITIES								
TESDA (Small Engine)	1	5.26	2	6.89	3	10.71	6	7.89
NONE	18	94.73	27	93.10	25	89.28	70	92.10
Total	**19**	**25**	**29**	**38.15**	**28**	**36.84**	**76**	**100**

Traced Graduates

Presented in the figure 3, was the percentage of the Traced Graduates. In three consecutive years 2013-2015, there were 90 graduates that composed of

24 graduates in year 2013, 32 in year 2014 and 34 in year 2015. The figure 3 below showed the number of traced graduates of 76(84.44%) that composed of 19(21.11%) in year 2013, 29(32.22%) in year 2014 and 28(31.11%) in year 2015.

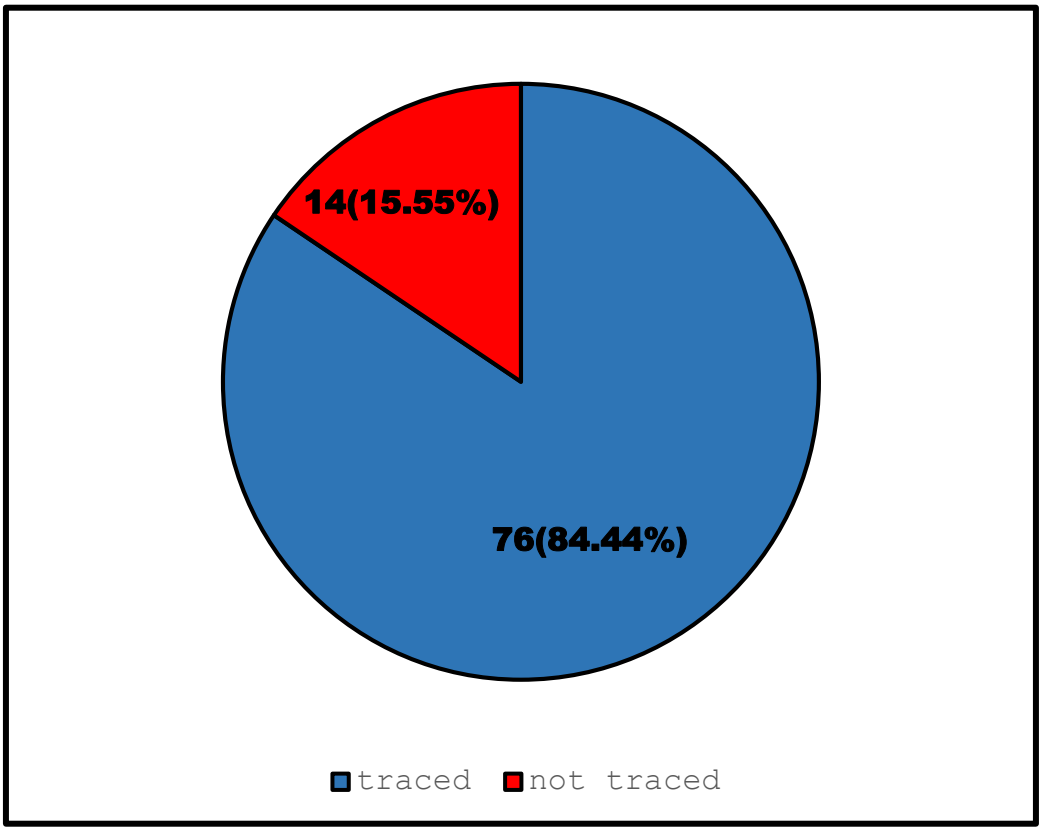

Figure 3: Percentage of the Traced Graduate

Employability Status of BSIT Graduates

The Figure 4 shows the employability rate of the Bachelor of Science in Industrial Technology- major in Automotive graduates from year 2013-2015. It revealed that the vertically employed respondents got 9(47.36%)in 2103,41.37% in 2014 and 67.85% in year 2015. The underemployed respondents got 8(42.10%) in year 2013,10(34.48%) in year 2014 and 7((25%) in year 2015. In self-employed respondents got 2(10.52%) in year 2013, 4(13.48%) in year 2014

and 1(3.57%) in the year of 2015. Findings reveals that there was an increase of employability rate of the vertically employed respondents across the three consecutive period. However, there was also a decreasing of employability rate of underemployed respondents and the self-employed respondents within the 3 years' period.

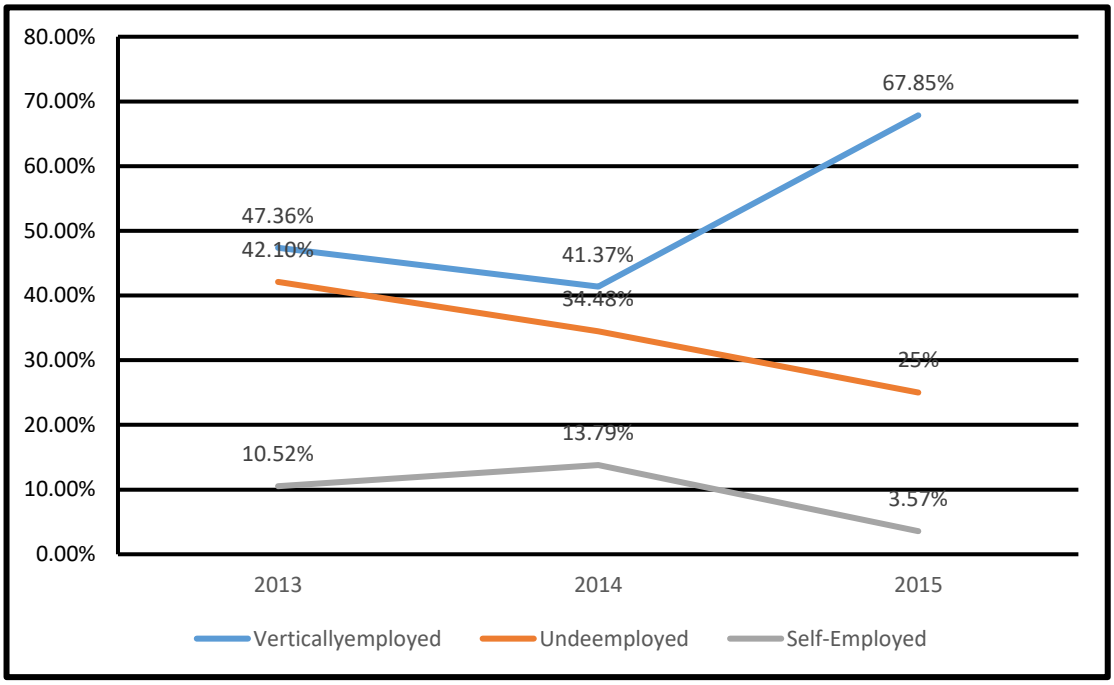

Figure 4. Employability Rate of the Employed Respondents

Table 3.1 indicated the employability status of the Bachelor of Science in Industrial Technology Graduates who are vertically employed participants across the three academic year from 2013 to 2015. It shows that there were 40(55.55%) of vertically employed graduates. It was found that the highest length of time in getting the job was in 67-72 months and there were 9(22.5%) with the lowest rating obtain in 0-6 months. It was revealed that in 3 consecutive years, the

highest vertically employed respondents were in the year 2015 with 19 (65.15%) rating while the lowest was obtain in year 2013, with 9 (47.36%) participant.

It was found out that there were 40(55.55%) of the participants employed in a private sector. According to the data, it was in the year 2015 the BSIT-Automotive graduates were highly employed in the private sector and it lowers the employment with 9(47.36%). It implied that graduates were mostly hired in private sectors.

In a tenure of employment, the highest rating was obtained by permanent and there were 29(72.5%) employed graduates responded while the lowest rating was obtained as casual where there are 4(10%) employed graduates responded.

It was found further that the highest rating of monthly salary was obtained at the ranges of P10,001-15,000 where 24(60%) of participants responded while the lowest rating of monthly income was obtained ranges of P35,001- above the monthly income with 2(5%) participants responded. It further revealed that the monthly income of vertically employed graduates ranges from P5,001 to P20,000. And no one from the graduates obtained the monthly income of P20,000 to P35,000.

In satisfaction level, it was found out that the vertically employed graduates were “very satisfied” in their present job with a rating of 57.5% while 37.5% of the graduates were “satisfied” in the job and 5% of the graduates were “not satisfied” as reflected in the year 2013 and 2015.

Table 3.1

Employability Status of Employed Respondents from year 2013-2015

CATEGORY	VERTICALLY EMPLOYED RESPONDENTS						TOTAL	%
	2013		2014		2015			
	F	%	F	%	F	%		
LENGTH OF TIME IN GETTING THE JOB								
0-6	1	11.11	0	0	0	0	1	2.5
7-12	0	0	2	16.66	1	5.26	3	7.5
13-18	0	0	0	0	0	0	0	0
19-24	1	11.11	1	8.33	1	5.26	3	7.5
25-30	0	0	0	0	0	0	0	0
31-36	2	22.22	4	33.33	0	0	6	15
37-42	0	0	0	0	0	0	0	0
43-48	3	33.33	1	8.33	4	21.05	8	20
49-54	0	0	0	0	0	0	0	0
55-60	1	11.11	0	0	5	26.31	6	15
61-66	0	0	0	0	0	0	0	0
67-72	1	11.11	3	25	5	26.31	9	22.5
73-78	0	0	0	0	2	10.52	2	5
79-84	0	0	0	0	0	0	0	0
85-90	0	0	0	0	0	0	0	0
91-96	0	0	1	8.33	1	5.26	2	5
Total	**9**	**47.36**	**12**	**42.85**	**19**	**65.51**	**40**	**55.55**
SECTOR OF EMPLOYMENT								
Public	0	0	0	0	0	0	0	0
Private	9	47.36	12	42.85	19	65.51	40	100
Total	**9**	**47.36**	**12**	**42.85**	**19**	**65.51**	**40**	**55.55**
Tenure of Employment								
Permanent	6	66.66	8	66.66	15	78.94	29	72.5
Contractual	2	22.22	3	25	2	10.52	7	17.5
Casual	1	11.11	1	8.33	2	10.52	4	10
Total	**9**	**47.36**	**12**	**42.85**	**19**	**65.51**	**40**	**55.55**
Monthly Income								
5,000 below	0	0	0	0	0	0	0	0
5,001-10,000	3	33.33	1	8.33	2	10.52	6	15
10,001-15,000	5	55.55	7	58.33	12	63.15	24	60
15,001-20,000	1	11.11	3	25	4	21.05	8	20
20,001- 25,000	0	0	0	0	0	0	0	0
25,001-30,000	0	0	0	0	0	0	0	0
30,001-35,000	0	0	0	0	0	0	0	0
35,001 above	0	0	1	8.33	1	5.26	2	5
Total	**9**	**47.36**	**12**	**42.85**	**19**	**65.51**	**40**	**55.55**
SATISFACTION LEVEL								
Very Satisfied	6	66.66	7	58.33	10	52.63	23	57.5
Satisfied	2	22.22	5	41.66	8	41.10	15	37.5
Fairly Satisfied	0	0	0	0	0	0	0	0
Not Satisfied	1	11.11	0	0	1	5.26	2	5
Total	**9**	**43.36**	**12**	**42.85**	**19**	**65.51**	**40**	**55.55**

Table 3.2 indicated the employability status of the Bachelor of Science in Industrial Technology Graduates who are underemployed participants across the three academic year from 2013 to 2015. It showed that there are 25(34.72%) of underemployed participants out of 76 traced graduates. It was found that the highest length of time in getting the job was in 55-60 months with a rating of 32% while the lowest period of the job was in 79 – 84 months with a rating of 4%. The findings showed that in three consecutive years, the highest number of underemployed participants was in the year 2014 with 10 participants, eight (8) participants in 2013 and 7 participants in 2015.

It was found out that there were 23(92%) of the underemployed participants working in a private sector and 2(8%) working in a public sector. It was revealed out that in three consecutive years, the highest number of participants were hired in private sector was in the year 2014 with 10 participants while the lowest number of participants was in year 2015. Only 2 participants from year 2013 and 2014 working in public sector.

With regards to tenure of employment, the highest rating was obtained by permanent and there were 22 (88%) underemployed graduates responded while the employed as casual 3 (12%). However, none of the graduates were employed as contractual. It displayed that the highest yearly rating of permanent was in the year 2014 with 9 graduates. It was found out also that in a three consecutive years, in 2014 most of the participants were employed with the rating of 90% while in the year 2015 only 6 participants was employed on permanent in their present job.

It showed that the highest rating of monthly salary was with the ranges P10,001-15,000 where 36% of the underemployed graduates was categorized only 4 % of the underemployed participants received a monthly income in the ranges of P20,001-P25,000. In the three consecutive years, most of the monthly income of the underemployed graduates were from P5,001-P20.000 meanwhile, 4 graduate participants received the monthly income of P35,001 and above. It was found out that the yearly rating of monthly salary ranges P5,001-10,000 that there were 2 respondents in year 2013, 2 respondents in year 2014 and 1 respondents in year 2015. In ranges P10,001-15,000, there were respondents in year 2013, 2 respondents in 2014 and 4 respondents in year 2015. In ranges P15,001- 20,000, there were 2 respondents in 2013, 3 respondents in year 2014 and 1 respondents in year 2015. In ranges P20,001-25,000, there were 1 respondent in year 2014. In ranges P35,001-above, there were 1 respondent in year 2013, 2 respondents in year 2014 and 1 respondents in year 2015.

Based on satisfaction level, it revealed that there were 16(64%) underemployed graduate participants who were “very satisfied” with their job; 9 (36%) who are “satisfied” in their present job. It was also found out that in three consecutive years, the highest participants who are very satisfied was in the year 2014 with the rating of 6(60%), yet two participants in the year 2014 who are “fairly satisfied” and “not satisfied” in their job.

Table 3.2

Employability Status of Underemployed Respondents from year 2013-2015

CATEGORY	UNDEREMPLOYED RESPONDENTS						TOTAL	%
	2013		2014		2015			
	F	%	F	%	F	%		
LENGTH OF TIME IN GETTING THE JOB								
0-6	0	0	0	0	0	0	0	0
7-12	0	0	0	0	0	0	0	0
13-18	0	0	0	0	0	0	0	0
19-24	0	0	0	0	0	0	0	0
25-30	0	0	0	0	0	0	0	0
31-36	2	25	3	30	2	28.57	7	28
37-42	0	0	0	0	0	0	0	0
43-48	2	25	2	20	2	28.57	6	24
49-54	0	0	0	0	0	0	0	0
55-60	3	37.5	4	40	1	14.28	8	32
61-66	0	0	0	0	0	0	0	0
67-72	1	12.5	0	0	2	28.57	3	12
73-78	0	0	0	0	0	0	0	0
79-84	0	0	1	10	0	0	1	4
85-90	0	0	0	0	0	0	0	0
91-96	0	0	0	0	0	0	0	0
Total	**8**	**42.10**	**10**	**35.71**	**7**	**24.13**	**25**	**34.72**
SECTOR OF EMPLOYMENT								
Public	1	12.5	1	10	0	0	2	8
Private	7	87.5	9	90	7	100	23	928
Total	**8**	**42.10**	**10**	**35.71**	**7**	**24.13**	**25**	**34.72**
Tenure of Employment								
Permanent	7	87.5	9	90	6	85.71	22	88
Contractual	0	0	0	0	0	0	0	0
Casual	1	12.5	1	10	1	14.28	3	12
Total	**8**	**42.10**	**10**	**35.71**	**7**	**24.13**	**25**	**34.72**
Monthly Income								
5,000 below	0	0	0	0	0	0	0	0
5,001-10,000	2	25	2	20	1	14.28	5	20
10,001-15,000	3	37.5	2	20	4	57.14	9	36
15,001-20,000	2	25	3	30	1	14.28	6	24
20,001- 25,000	0	0	1	10	0	0	1	4
25,001-30,000	0	0	0	0	0	0	0	0
30,001-35,000	0	0	0	0	0	0	0	0
35,001 above	1	12.5	2	20	1	14.28	4	16
Total	**8**	**42.10**	**10**	**35.71**	**7**	**24.13**	**25**	**34.72**
SATISFACTION LEVEL								
Very Satisfied	4	50	6	60	4	57.14	16	64
Satisfied	4	50	2	20	3	42.85	9	36
Fairly Satisfied	0	0	1	10	0	0	0	0
Not Satisfied	0	0	1	10	0	0	0	0
Total	**8**	**42.10**	**10**	**35.71**	**7**	**24.13**	**25**	**34.72**

Table 3.3 indicated the employability status of the Bachelor of Science in Industrial Technology Graduates who are self- employed graduate participants across the academic year from 2013 to 2015. It showed that there were only 7(9.72%) of self-employed participants in the three consecutive years.

It was showed that the highest length of time in getting the job was in 73-78 months with the of 42.85% while the lowest rating in getting the job was in 67-72 months and 85-90 month both had only 1(14.28%) participants. It was found out that the highest length of time in getting the job was in the year 2014 with 4 participants. This implied that the difficulty on getting a job that it took several of years to be employed.

It was found out that the highest rating in terms a monthly salary is in the ranges P5,000-below with 3(42.58%)of self-employed participants and followed with the salary of P10,001- P15,000 and last the monthly income which ranges from P5,001-P10,000 and P25,001-P30,000. It revealed further who started their business or shop were in the year 2014 with participants of 2 responded.

In terms of satisfaction level, it revealed that there were 7(9.72%) self-employed participants who were “very satisfied in their job. They said that whatever business that you have even though it’s a small o big business but it is important that it is yours, and you can feel very satisfied compare to the rest of employee.

Table 3.3

Employability Status of Self-Employed Respondents from year 2013-2015

CATEGORY	SELF-EMPLOYED RESPONDENTS						TOTAL	%
	2013		2014		2015			
	F	%	F	%	F	%		
LENGTH OF TIME IN GETTING THE JOB								
0-6	0	0	0	0	0	0	0	0
7-12	0	0	0	0	0	0	0	0
13-18	0	0	0	0	0	0	0	0
19-24	0	0	0	0	0	0	0	0
25-30	0	0	0	0	0	0	0	0
31-36	0	0	0	0	0	0	0	0
37-42	0	0	0	0	0	0	0	0
43-48	0	0	0	0	0	0	0	0
49-54	0	0	0	0	0	0	0	0
55-60	0	0	0	0	0	0	0	0
61-66	0	0	0	0	0	0	0	0
67-72	1	50	0	0	0	0	1	14.28
73-78	1	50	1	25	1	100	3	42.85
79-84	0	0	2	50	0	0	2	28.57
85-90	0	0	1	25	0	0	1	14.28
91-96	0	0	0	0	0	0	0	0
Total	**2**	**10.52**	**4**	**13.79**	**1**	**3.57**	**7**	**9.72**
Monthly Income								
5,000 below	1	50	2	50	0	0	3	42.85
5,001-10,000	1	50	0	0	0	0	1	14.28
10,001-15,000	0	0	1	25	1	100	2	28.57
15,001-20,000	0	0	0	0	0	0	0	0
20,001- 25,000	0	0	0	0	0	0	0	0
25,001-30,000	0	0	1	25	0	0	1	14.28
30,001-35,000	0	0	0	0	0	0	0	0
35,001 above	0	0	0	0	0	0	0	0
Total	**2**	**10.52**	**4**	**13.79**	**1**	**3.57**	**7**	**9.72**
SATISFACTION LEVEL								
Very Satisfied	2	100	4	100	1	100	7	100
Satisfied	0	0	0	0	0	0	0	0
Fairly Satisfied	0	0	0	0	0	0	0	0
Not Satisfied	0	0	0	0	0	0	0	0
Total	**2**	**10.52**	**4**	**13.79**	**1**	**3.57**	**7**	**9.72**

Reasons of Unemployed Participants

Table 4 below illustrates the reason of unemployment for the unemployed participants. It revealed that out of 76 traced graduates only 4 (5.26%) were unemployed graduates. Three 3 (3.94%)of the participants responded that their reason for unemployment was because they were end of contract of previous employment and 1 (1.31%) of the participants was taking care of the family.

Table 4

Employability Reasons of the Unemployed Respondents

CATEGORY	ACADEMIC YEAR						TOTAL	%
	2013		2014		2015			
	F	%	F	%	F	%		
REASON OF UNEMPLOYMENT								
End contract to the previous job.	0	0	2	66.66	1	100	3	75
Taking care of the family.	0	0	1	33.33	0	0	1	25
Total	**0**	**0**	**3**	**75**	**1**	**25**	**4**	**100**

Chapter 3

SUMMARY OF FINDINGS, CONCLUSION AND RECOMMENDATIONS

This chapter presents the summary of the study and findings, the conclusions formulated and recommendations offered based on the findings of the study.

Summary

The main thrust of the study was to determine the employability status of the Bachelor in Industrial Technology major in Automotive graduates from academic year 2013-1015. The researchers employed revised survey questionnaire, the Graduate Tracer Study (GTS) Questionnaire. The questionnaire had two parts. The first part was about the graduates' socio-demographic profile while the second part was their employment data. The questionnaire was the main tool in determining the profile of the Bachelor of Science in Industrial Technology-Automotive Graduates. The study was conducted in May - June of 2021.

Findings

It was found that all participants were all male with the range of age at 26-30 and 31-35 years old. Out of 76 traced graduates, 46 of them are married and 30 are still single. They are all graduate in Bachelor of Science in Industrial Technology and 6 of them pursued in vocational/eligibilities in small engine at Technical Education and Skills Development(TESDA).

Furthermore, it revealed that, there were a high percentage of employed participants both are vertically employed and underemployed, most of them were vertically employed, hired in private sector and permanent in their employment. Majority of the respondents are having the monthly salary within in P10,001-15,000 only and majority of them are “very satisfied” of their jobs.

It revealed that out of 76 traced graduated, only 4 are not employed

because reasons such a they are end in their contract in previous job, and they taking care of the family.

Conclusion

From the results of the findings above, the researchers have drawn several conclusions: that the product of Bohol Island State University Bilar campus are very competent in the field of automotive Graduates pursued in their career as automotive mechanic and they feel very satisfied with their present job.

Recommendation

From the conclusions, the researchers have the following recommendations:

1. To the campus, we recommend to adopt the modern technology such as automotive equipment to empower their students and for the improvement of their learning.
2. It is suggested that there is a constant Graduate Tracer Study(GTS) to have a follow up on the graduates of Bohol Island State University Bilar Campus.

3. Graduates are to be encourage to find a job in line with their chosen field.

=The researchers=

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APPENDIX A

Republic of The Philippines

Bohol Island State University

Zamora, Bilar, Bohol

Dear Graduate:

Good day! Please complete this GTS questionnaire as accurately and frankly as possible by checking the corresponding box ☐ to your response. Your answer will be used for research purposes in order to assess graduate employability and eventually improve course offerings of your Alma Mater and other universities/colleges in the Philippines. Your answers to this survey will be treated confidentially.

GRADUATE TRACER STUDY (GTS)

A. GENERAL INFORMATION

1. Socio-demographic profile

Name :_____

Permanent Address :_____

Email Address :_____

Contact # :_____

Age :_____

Gender ☐ female male ☐

Civil Status : ☐ single married ☐

☐ Widow widower ☐

☐ Separated single parent ☐

Educational Attainment:_____

Eligibilities/Training:_____

2. Employment Data

☐ Employed Self- Employed ☐

☐ Under employed Unemployed ☐

A. For those who are Employed (one's work is aligned based on chosen field of study)

Name of Company :_____

Address :_____

Present Position :_____

Length of time getting the job:

Please Specify :_____

1. Sector of Employment at present

☐ Government ☐ private

2. Employment Status at present

☐ Permanent ☐ casual

☐ Contractual ☐ free-lancer (on call)

3. Monthly Income

Please Specify_____

4. Satisfaction on the present job.

Satisfaction level	Reason
☐ Very Satisfied	My present job meets 100% of my expectations.
☐ Satisfied	My present job meets 85% of my expectations.
☐ Fairly Satisfied	My present job meets 75% of my expectations.
☐ Not Satisfied	My present job meets 50% of my expectations.

B. For those who are underemployed (one's work is not aligned on the chosen field course of study)

Name of Company :_____

Address :_____

Present Position :_____

Length of time getting the job:

Please Specify :_____

1. Sector of Employment at present

☐ Government ☐ private

2. Employment Status at present

☐ Permanent ☐ casual

☐ Contractual ☐ free-lancer (on call)

3. Monthly Income

Please Specify_____

4. Satisfaction on the present job.

Satisfaction level	Reason
☐ Very Satisfied	My present job meets 100% of my expectations.
☐ Satisfied	My present job meets 85% of my expectations.
☐ Fairly Satisfied	My present job meets 75% of my expectations.
☐ Not Satisfied	My present job meets 50% of my expectations.

C. For those who are self-employed (One who is particularly managing own business)

Name of Business :_____

1. Kind of Business

☐ Production service ☐ Commercial ☐

Others Please Specify _____

2. Previous Position

   Please Specify:_____

3. Monthly income of previous position

   Please Specify:_____

4. Present position

   Please Specify: _____

5. Monthly income of present position

   Please Specify:_____

6. Satisfaction of the present job.

Satisfaction level	Reason
☐ Very Satisfied	My present job meets 100% of my expectations.
☐ Satisfied	My present job meets 85% of my expectations.
☐ Fairly Satisfied	My present job meets 75% of my expectations.
☐ Not Satisfied	My present job meets 50% of my expectations.

D. For those who are unemployed (one who does not have work.)

1.year Graduated

Please Specify :_____

2.Previous Employment :_____

Name of Company :_____

Address :_____

Year of Employment :_____

Position :_____

3.Reasons for Unemployment:

- ☐ Still studying
- ☐ Sick
- ☐ Still waiting for response from companies applied for
- ☐ Attending to sick parent/relative
- ☐ Already tired of job hunting
- ☐ End contract of previous employment
- ☐ Others,

Please Specify:_____

Thank you very much,

– The Researchers

APPENDIX B

LISTS OF RESPONDENTS

Bachelor of Science in Industrial Technology

Major in Automotive

Academic Year 2012-2013

NAME	ADDRESS
Alleluya, Arje S.	Nueva, Este, Carmen, Bohol
Balen, Gary B.	Candabong, Loboc, Bohol
Balili, Junrey C.	Nueva Vida Sur, Carmen, Bohol
Barrete, Jessie	Licolico, Sevilla, Bohol
Bonga, Wendil O.	San Isidro, Pilar, Bohol
Brina, Conrad B.	Candabong, Loboc, Bohol
Cabunag, Jemman	Katipunan, Carmen, Bohol
Cubrado, Jeffrey A.	Poblacion, Bilar, Bohol
Espina, Ronie Boy R.	La Paz, Carmen, Bohol
Gumapac, Renan C.	Licolico, Sevilla, Bohol
Laina, Ramjhon E.	Canlambong, Dimiao, Bohol
Organiza, Jerry H.	Bugang Sur, Bilar, Bohol
Palingcod, Junford T.	Poblacion Vieja, Batuan, Bohol
Polot, Renante B.	Zamora, Bilar, Bohol
Remerata, Jumar T	Kagawasan, San Miguel, Bohol
Sastrillas, Joey C.	Basiao Pres, CPG, Bohol
Sumampung, Wendel T.	Poblacion Vieja, Batuan, Bohol
Tesio, Cristian G.	Nueva Vida, Carmen, Bohol
Tumala, Angelo L.	Calunasan, Loboc, Bohol

APPEDIX B

LISTS OF RESPONDENTS

Bachelor of Science in Industrial Technology

Major in Automotive

Academic Year 2013-2014

NAME	ADDRESS
Agodo, Erick G.	Poblacion, Carmen, Bohol
Ajoc, Gabriel D.	Sta. Cruz, Batuab, Bohol
Amba, Joselito B.	Cambigsi, Bilar, Bohol
Antiga, Mark Christian C.	Del Monte Talacogon Agusan del Sur
Bahinting, Joel P.	Guadalupe, Carmen, Bohol
Bunao, Vicente L.	Nueva Vida Norte, Carmen, Bohol
Caitom, Bobby D.	Montevideo, Carmen, Bohol
Cinco, Efren J.	Tamboan, Carmen, Bohol
Cinco, Junrey T.	Quirino, Batuan, Bohol
Compoc, Crispin Jr. P.	San Agustin, Sierra Bullones,Bohol
Disto, Arjie John C.	Nueva Vida Este,Carmen, Bohol
Doria, Nils Ian G.	Rizal, Bilar, Bohol
Estillore, Renan C.	Poblacion, Norte, Carmen, Bohol
Galve, Pee Jay E.	San Miguel, Dagohoy, Bohol
Hingpit, Albert A.	Cabancalan,Sierra Bullones, Bohol
Ibay, Je-ar S.	Bugang Norte, Bilar, Bohol
Inte, Edmar	Riverside, Bilar, Bohol
Inutan, Jeric S.	Cabacnitan, Bilar, Bohol
Lanoy, Romy G.	Tomoc, San Miguel, Bohol
Margate, Ranny D.	Suba, Talibon, Bohol
Molina, Nelson P.	Nueva Vida Este, Carmen, Bohol
Ochea, Jonathan C.	MOntesuerte, Carmen, Bohol
Paican, Enrique A.	San Agustin, Sierra, Bullones, Bohol
Saga,Aljune H.	Nueva Vida Este, Carmen,Bohol
Saligumba Martin B.	Tomoc, San Miguel, Bohol
Tagadiad, Crispiano Jr. M.	Subayon, Bilar, Bohol
Tapitan, Brian D.	Poblacion, Sierra Bullones, Bohol
Tiongson,Ryan B.	Poblacion Vieja, Batuan, Bohol
Tumale, Modesto Jr, Q.	Yanaya, Bilar, Bohol

APPEDIX B

LISTS OF RESPONDENTS

Bachelor of Science in Industrial Technology

Major in Automotive

Academic Year 2014-2015

NAME	ADDRESS
Alconera, Nazario C.	Vallerhermoso, Carmen, Bohol
Angco Ian S.	Roxas, Bilar, Bohol
Arana, Willie E.	Poblacion, Panglao, Bohol
Bag-ao Nicoven D.	Ewon, Sevilla, Bohol
Bagolos, Dindo L.	Dagohoy, Bilar, Bohol
Balane, Francis B.	Poblacion, Pilar, Bohol
Baliga, Jomar D.	Owac, Bilar, BOhol
Banga, Jeramel Q.	DAgohoy, Bilar, Bohol
Barrete, Brigido Jr. M.	Cabancalan, Sevilla, Bohol
Beniga, Romeo B.	Owac, Bilar, Bohol
Bongola, Jorin D.	Cabacnitan, Bilar, Bohol
Cuhit, Jayson A.	Tamboan, Carmen, Bohol
Degamo, John Ruben S.	Lapaz, Carmen, Bohol
Egagamao, Edmar D.	Montehermoso, Carmen, Bohol
Libres, Fermin B.	Tomoc, San Miguel, Bohol
Mabalatan, Jovanie C.	Nueva Vida Norte, Carmen Bohol
Malubay, Jay Ward P.	San Miguel, Dagohoy, Bohol
Manla, Rudy S.	Lapaz, Carmen, Bohol
Quilicot, John Kevin G.	Lapaz, Carmen, Bohol
Sasan, Ronald B.	Guadalupe, Carmen, Bohol
Simbajon, Paulino Jr. A.	San Isidro, Pilar, Bohol
Tanucan, Reneboy U.	Bien Unido, Bohol
Tayone, Perfecto S.	Ewon, Sevilla, Bohol
Tecio, Arnie M.	Subayon, Bilar,Bohol
Tecio, Gino M.	Subayon, Bilar, Bohol
Tesio, Jhonmar L.	Nueva Vida Sur, Carmen, Bohol
Torremocha, Anjo S.	Catabon, talibon, Bohol
Troyo, Antonio Jr. M.	Catmun, Calape, Bohol

APPENDIX C

LETTER OF REQUEST

Republic of the Philippines

BOHOL ISLAND STATE UNIVERSITY

Bilar Campus, Zamora, Bilar, Bohol

Vision

A premier Science and Technology university for the formation of world class and virtuous human resource for sustainable development in Bohol and the Country.

Mission

BISU is committed to provide quality higher education in the arts and sciences, as well as in the professional and technological fields; undertake research and development and extension services for the sustainable development of Bohol and the country.

APPLICATION FOR THESIS DEFENSE

Name : JUATON, ROLDAN S., SAGA, FELIX III N.,
SASAN, RHOLDAN, YAGONG, MARJUN S.

Course : Bachelor of Science in Industrial Technology

Major : Automotive

Title : EMPLOYABILITY STATUS OF BACHELOR OF SCIENCE IN INDUSTRIAL TECHNOLOGY MAJOR IN AUTOMOTIVE GRADUATES FROM 2013 TO 2015

Date of Defense : June 25, 2021

Time : 3:00 – 4:00 P.M

Place : BISU- Bilar, HRST Building

Recommending Approval:

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II. EDUCATIONAL ATTAINMENT

Elementary : Bilar Central Elementary School

Poblacion, Bilar, Bohol

2004-2005

Secondary : Bilar National High School

Yanaya, Bilar, Bohol

2008-2009

Collegiate : Bohol Island State University

Zamora, Bilar, Bohol

2021-2022

III. ORGANIZATIONANL AFFILIATIONS

Senator, Supreme Students Government (SSG) BISU-Bilar (2019 -2020)

Member, Future Farmers of the Philippines Collegiate Chapter (FFPCC)BISU-Bilar

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I. PERSONAL INFORMATION

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Civil Status : Single

Parents : Mr. Felix Saga Sr.

Mrs. Helen N. Saga

II. EDUCATIONAL ATTAINMENT

Elementary : Montevideo Elementary School

Montevideo, Carmen , Bohol

2011- 2012

Secondary : Francisco L. Adlaon High School

Nueva Vida Este, Carmen, Bohol

2017-2018

Collegiate : Bohol Island State University

Zamora, Bilar, Bohol

2021-2022

III. ORGANIZATIONANL AFFILIATIONS

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Corps Commander of Reserve Officer Training Corps (ROTC) BISU-Bilar

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Mrs. Lorna Sasan

II. EDUCATIONAL ATTAINMENT

Elementary : Guadalupe Elementary School

Guadalupe, Carmen , Bohol

2009 – 2010

Service Award, Athlete of the year

Drum and Bugle

Secondary : Katipunan National High School

Katipunan, Carmen, Bohol

2017 – 2018

Athlete of the Year

Drum and Bugle

Collegiate : Bohol Island State University

Zamora, Bilar, Bohol

2021-2022

RESEARCHER'S BIODATA

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Birthplace : Alegria, Carmen, Bohol

Civil Status : Single

Parents : Mr. Mario T. Yagong

Mrs. Juanita Yagong

II. EDUCATIONAL ATTAINMENT

Elementary : Alegria Elementary School

Guadalupe, Carmen , Bohol

2009 – 2010

8th Honor, Most Helpful

Boy Scout of the Year

Secondary : Katipunan National High School

Katipunan, Carmen, Bohol

2017 – 2018

Athlete of the Year

Boy Scout of the Year

Collegiate : Bohol Island State University

Zamora, Bilar, Bohol

2021-2022