

**EMPLOYMENT STATUS OF THE BACHELOR OF SCIENCE IN INDUSTRIAL
TECHNOLOGY major in FOOD TECHNOLOGY GRADUATES OF
ACADEMIC YEAR 2013 to 2017**

**College of Technology and Allied Sciences
BOHOL ISLAND STATE UNIVERSITY
Zamora, Bilar, Bohol**

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June 2021

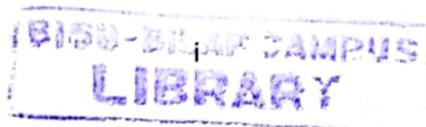
EMPLOYMENT STATUS OF THE BACHELOR OF SCIENCE IN INDUSTRIAL
TECHNOLOGY major in FOOD TECHNOLOGY GRADUATES OF
ACADEMIC YEAR 2013 to 2017

A thesis
Presented to the Faculty of the
College of Technology and Allied Sciences
BOHOL ISLAND STATE UNIVERSITY
Zamora, Bilar, Bohol

In partial fulfillment
of the Requirements for the
Bachelor of Science in Industrial Technology Major in
Food Preparation Service Management

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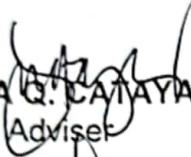
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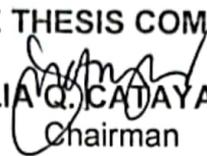


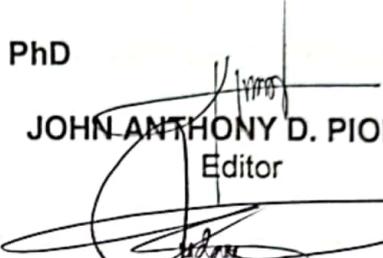
APPROVAL SHEET

This thesis entitled "EMPLOYMENT STATUS OF THE BACHELOR OF SCIENCE IN INDUSTRIAL TECHNOLOGY major in FOOD TECHNOLOGY GRADUATES OF ACADEMIC YEAR 2013 to 2017", prepared and submitted by Emilou Agodo, Marjorie Dalogdog, Eunice Ann Pogoy, Marie Joy Sarte and Jamica Tagadi-ad in partial fulfillment of the requirements for the degree in Bachelor of Science in Industrial Technology has been examined and recommended for acceptance and approval for oral defense.

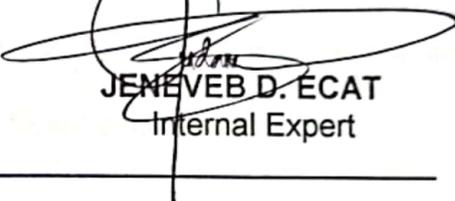
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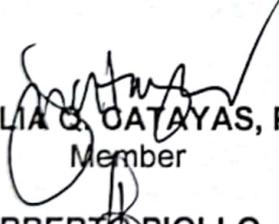

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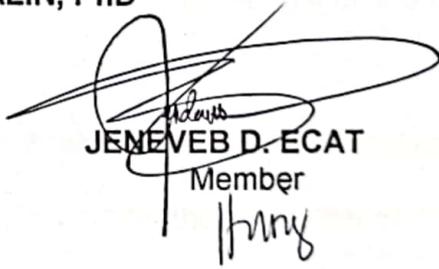
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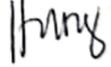
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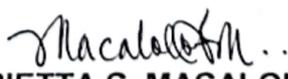

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ABSTRACT

This graduate tracer study aimed to magnify the current employment status of the Bachelor of Science in Industrial Technology major in Food Technology graduates from the Academic Year 2013 to 2017, respectively. Specifically the study sought to determine the demographic profile of BSIT- Food Technology graduates as participants of the study in terms of the age, gender, civil status, eligibilities and educational qualifications. Furthermore, it find out the type of employment status as to vertically employed, self-employed, underemployed and unemployed and describe the areas on length of time in getting the present job, sector of employment, employment status, monthly income, satisfaction in the present job and the reasons of unemployment. The researcher used the descriptive method which utilized the self-made, modified survey questionnaire to the fifty five (55) traced participants-graduates from AY 2013 to 2017. The data obtained from the survey were organized and analyzed using frequency count. Findings reveals that most of the participants belong to the age bracket of 26-28 years old, female, single, graduates/participants are holders of Cookery NC II, Cruise Passer and Bread and Pastry Certificate and are college graduates. Forty-five (45) percent of the traced graduates were unemployed, 28% were vertically employed, 16% were underemployed and 6% were self-employed for the past five-year. Yet, most of the vertically employed participants get their job more than 2 years in public sector employed in full time mainly in urban areas and earned P10,000-P15,000. Majority of the graduate-participants were satisfied in the present job. For self-employed graduates, they decided to have their own business after two years with the monthly income of P5,000-P15,000 and satisfied

on their job. Meanwhile, the underemployed graduates have less than 1 year in getting the job in public sector in fulltime basis with the monthly income of P5,000-P10,000 and satisfied with the job. For the employed graduates, they find the job within one to two years in public sector as fulltime worker with monthly income of P5,000- P15,000 and find satisfied in job. However, the main reason of unemployment is due to resignation from their previous work and company closure due to the pandemic. In view of the result of the findings, it is recommended that the academe will offer program on language proficiency to enhance the communication ability of the graduates and further communicate with other languages that contribute to the overall achievement of career goals. The institution will encourage and train livelihood programs to students for them to engage in case graduates cannot find a job.

Chapter 1

THE PROBLEM AND ITS SCOPE

Rationale

Education is an important factor that contributes to a nation's growth where they produce competent people who will help for the solution of one of the country's problems, unemployment. Tertiary education gained from universities and colleges has its paramount roles in developing the society, and for training the future elite. Universities nowadays all over the country offer different programs for students to serve as a training ground for them to enhance their skills, abilities and to gain more knowledge and become competent on the degree that they are taking up. Many curricular programs may suit their specializations and skills as individuals so that they are able to become more confident and competent with their chosen program that they are enrolled in.

Decades have marked the beginning of a fast-changing world. It has become the time when finding a job gets tougher due to the increasing demands of employers, growing competence of job seekers and sudden growth of the number of other qualified job applicants. One of the factors that determine the effectiveness of an academic institution is through the employability of its graduates. The quality of graduates is very much a function of quality instruction and facilities because this will help ensure that graduates are equipped with the knowledge, skills and values that will enable them to work in their respective fields.

A survey of the graduates of the Bachelor of Science in Industrial Technology major in Food Technology of Bohol Island State University- Bilar Campus from academic year 2013 to 2017 is important for the institution to determine its employability status. As part of the institution's mandate to comprehensively monitor their graduate and assess their qualitative competencies with their present job. Thus, this study was conducted to evaluate the current situation of the industry whether our product suit to the industry's demand and evaluate the experience of the graduates towards its holistic development.

Literature Background

Graduate Employability is defined as "a set of skills, knowledge and personal attributes that make an individual more likely to secure and be a successful in their chosen occupation for their own benefits, the workforce, the community and the economy" (Paadi). In securing a job, a graduate must be equipped with most of the skills desired by the employer and the ability to participate and contribute to the knowledge economy by applying what they learn in higher education and also improved their social standing and the country's economy (Paadi).

One of the major concerns of higher education institutions today is connecting education and employability. To better understand these concepts, the researcher draws on various theories about the impact of education in connection with graduate employability.

One of these theories is the Human Capital Theory that argues that education provides productive skills to individuals.

With respect to education, this theory posits that education provides knowledge and skills that have a direct influence on the productivity of workers (Becker). Nevertheless, it must be noted that employability is the product of a complex mixture of different factors located in the labor market, in universities, in the requirement procedures of business, in the economic policies implemented by the government and in the individual personal/social characteristics of individual graduates (Smetherham).

Male and female employees are entitled to equal compensation for work of equal value and to equal access to promotion and training opportunities. Discrimination against female employees is unlawful. It is also unlawful for an employer to require a condition of employment that a woman employee shall not get married, or to stipulate expressly or tacitly that a woman employee shall be deemed dismissed upon marriage.

Book six Post Employment. Article 280. Regular and casual employment. The provisions of written agreement to the contrary notwithstanding

and regardless of the oral agreement of the parties, an employment shall be deemed to be regular where the employee has been engaged to perform activities which are usually necessary or desirable in the usual business or trade of the employer, except where the employment has been fixed for a specific project. Undertaking the completion or termination of which has been determined at the time of the engagement of the employee or where the work or service to be performed is seasonal in nature and the employment is for the duration of the season.

An employment shall be deemed to be casual if it is not covered by the preceding paragraph: Provided, that any employee who has rendered at least one year of service, whether such service is continuous or broken, shall be considered a regular employee with respect to the activity in which he is employed and his employment shall continue while such activity exist.

Nevertheless, it must be noted that employability is the product of a complex mixture of different factors located in the labor market, in universities, in the requirement procedures of business, in the economic policies implemented by the government and in the individual personal/social characteristics of individual graduates (Smetherham). The term shall not include any labor organization or any of its officers or agents except when acting as employer. Employee" includes any person in the employ of an employer. The term shall not be limited to the employees of a particular employer, unless this Code so explicitly states. It shall include any individual whose work has ceased as a result of or in connection with any current labor dispute or because of any unfair labor

practice if he has not obtained any other substantially equivalent and regular employment. "Managerial employee" is one who is vested with powers or prerogatives to lay down and execute management policies and/or to hire, transfer, suspend, lay-off, recall, discharge, assign or discipline employees. Supervisory employees are those who, in the interest of the employer, effectively recommend such managerial actions if the exercise of such authority is not merely routinely or clerical in nature but requires the use of independent judgment. All employees not falling within any of the above definitions are considered rank-and-file employees for purposes of this Book.

Book One Pre-Employment. Article 12. Statement of objectives. - It is the policy of the State: Chan robes publishing company. To promote and maintain a state of full employment through improved manpower training, allocation and utilization. To protect every citizen desiring to work locally or overseas by securing for him the best possible terms and conditions of employment. To facilitate a free choice of available employment by persons seeking work in conformity with the national interest. To facilitate and regulate the movement of workers in conformity with the national interest.

According to Erich Dierdorff & Jaclyn M Jensen, job crafting Theory Purports that the consequences of revising one's work role can be simultaneously beneficial and detrimental. Previous research, however, has almost exclusively emphasized the beneficial outcomes of job crafting. In the current study, we proposed dysfunctional consequences of crafting for performance-related

outcomes in the form of a U-shaped relationship between job crafting and performance effectiveness (managerial ratings of job proficiency and peer ratings of citizenship behavior).

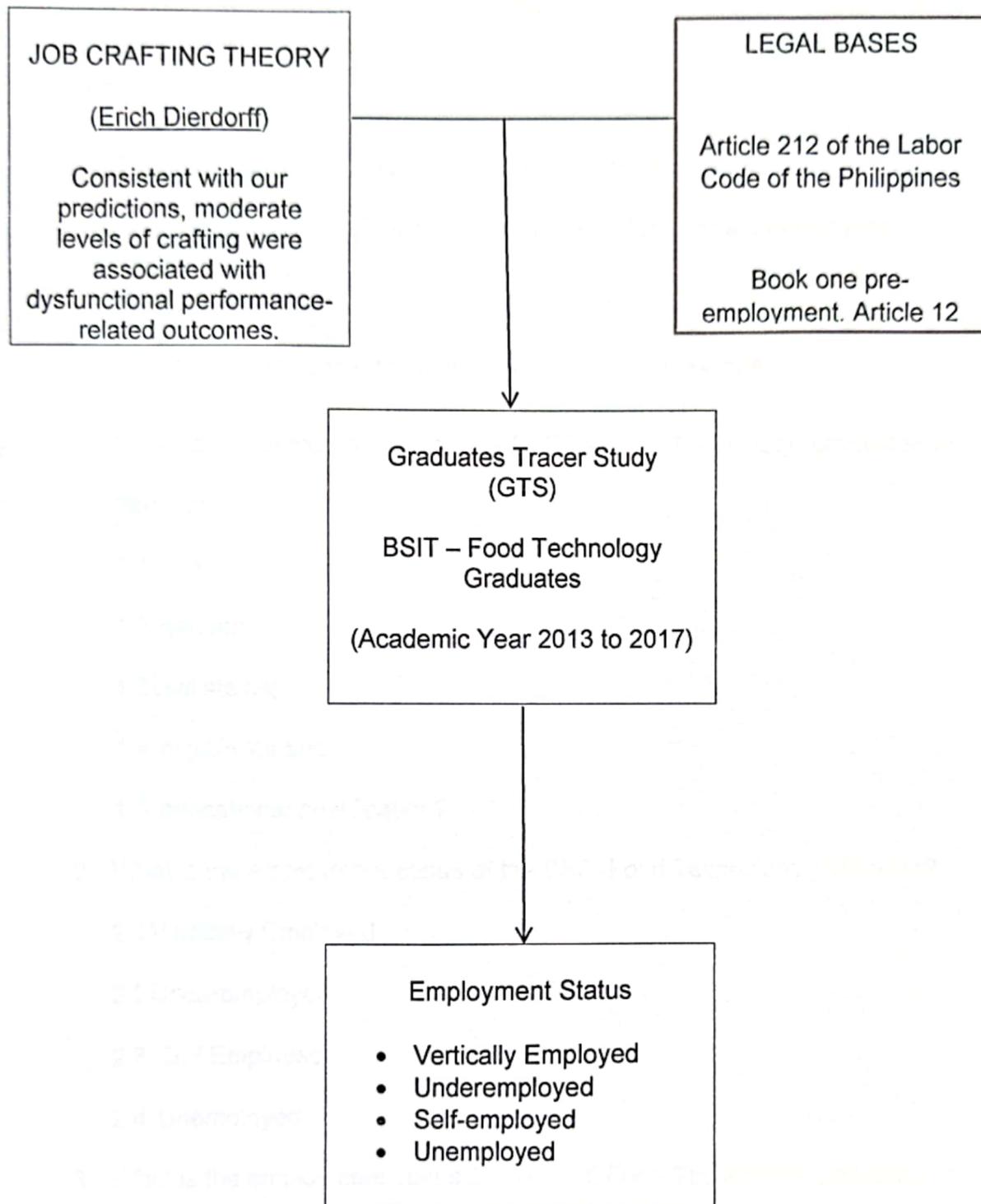


Figure 1 Theoretical and Conceptual Framework

THE PROBLEM

Statement of the Problem

The main purpose of this study was to determine the employment status of Bachelor of Science in Industrial Technology graduates from academic year 2013-2017.

Specifically, this aimed to answer the following questions:

1. What is the demographic profile of BSIT- Food Technology graduates in terms of;
 - 1.1 age;
 - 1.2 gender;
 - 1.3 civil status;
 - 1.4 eligibilities and
 - 1.5 educational qualification?
2. What is the employment status of the BSIT-Food Technology graduates?
 - 2.1 Vertically Employed
 - 2.2 Underemployed
 - 2.3 Self Employed
 - 2.4 Unemployed
3. What is the employment status of the BSIT-Food Technology graduates as describe in the following areas:
 - 3.1 Vertically Employed
 - 3.1.1 length of time in getting the present job

3.1.2 sector of employment

3.1.3 employment status

3.1.4 monthly income and

3.1.5 satisfaction in the present job;

3.2 Underemployed

3. 2.1 length of time in getting the present job

3. 2.2 sector of employment;

3. 2.3 employment status;

3. 2.4 monthly income; and

3. 2.5 satisfaction in the present job.

3. 3 Self Employed

3.31 length of time in getting the present job

3.3.2 monthly income; and

3.3.3 satisfaction on the present job

4. What are the reasons of unemployment?

Significance of the Study

The output of the research endeavor believed to be beneficial to the following;

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

Teachers: The study would help improve their teaching strategies to train competitive students with their field.

Department of Industrial Technology: The finding of the study would be important in planning programs to improve the CTAS Program at the same time it would give direction on what more can be done to prepare the BSIT-FPSM students to meet the demands of food industry.

Graduates: The result of this study would encourage the graduates to find a job in line their field and successful in their chosen job.

School: Through this study, the school can figure out how their graduates are performing in the field. This would further help develop appropriate curricular programs that matches the requirements for both domestic and international job industry.

School Administrators: It would help them find the factors that would enhance employees' effectiveness. This would also contribute a lot to the productivity of the community and to the administration.

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

RESEARCH METHODOLOGY

Design

The researchers employed a descriptive survey method using a survey questionnaire to collect the graduates' employment profiles and their responses. The study used the profiles of graduates from the School Year 2013 - 2017. The researchers used descriptive document analysis to acquire the graduates' profiles from the registrar's office.

Environment and Participants

The study was conducted at Bohol Island State University – Bilar Campus, Zamora, Bilar, Bohol. The university offers a College of Technology and Allied Sciences, which provides a Bachelor of Science in Industrial Technology major in Food Technology.

The study participants were students who graduated BSIT-Food Technology from the academic years 2013 to 2017. There were 55 graduates from the academic years 2013 to 2017, broken down as follows: 2013 (12); 2014 (11); 2015 (9); 2016 (10); 2017 (13) graduates respectively.



Figure 2 Map of Bohol

Instrument

The researchers utilized the Graduate Tracer Study (GTS) as the Graduate Tracer Study (GTS) questionnaire. This questionnaire was used as the main tool in determining the personal profile and employment status of the BSIT-Food Technology graduates.

The questionnaire was checked by the adviser before it was administered to the participants and underwent pilot testing.

Procedure

The researcher asked an approval of the conduct of the study from the Campus Director of the institution with the recommendation of the dean of the College of Technology and Allied Sciences noted with the Thesis Adviser. Then, a letter of request sent to the Office of the Registrar to have a list of BSIT-Food Technology graduates from academic year 2013 to 2017.

The researchers distributed the copies of questionnaires to their participants through social media platform because of the community lockdown and the COVID19 cases was soaring high at that time. Participants were given enough time to answer the questionnaire.

Statistical Treatment

The data obtained from survey of the food technology graduates where organized and subjected to statistical analysis using frequency distribution method.

Formula:

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

P=Related Frequency (%)

f= Frequency of Responses

n=No. of Participants

OPERATIONAL DEFINITION OF TERMS

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

Employee. It refer to a person who is hired to work for another or for a business, firm, etc. in return for payment.

Employment. The conditions and the status of the graduates who are having paid work.

Employer. Person who are contractually bound to a worker-the employee- to give that worker money as a salary or wages, in exchange for ongoing work and which the employer directs the work a exercises fundamental control over the work.

Under employed. This pertains to the graduates that landed job not in line their course.

Unemployed. This pertains to the graduates who are not employed.

Vertically employed. Refer to the graduates that landed job in lined with their courses.

Chapter 2

PRESENTATION, ANALYSIS AND INTERPRETATION OF DATA

This chapter presents the findings, analysis and interpretation of data gathered and collected through questionnaires. The information includes personal profile in terms of age, gender, civil status, eligibilities, educational qualification and their employment data. The study was conducted in May-June 2021.

Demographic Profile of the Participants

The succeeding figure illustrated the traced and untraced graduates as participants on the employability status of the graduates from academic year 2013 to 2017. The result revealed that out of 79 graduates there are only 55 graduates traced which makes 70% were traced and 30% were untraced.

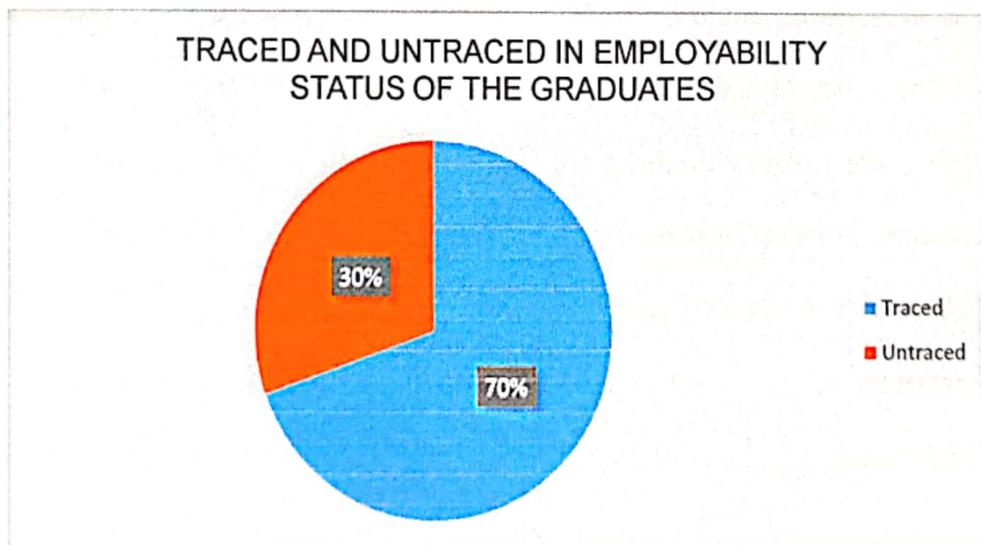


Figure 3 Percentage of Traced Graduates

Table 1 indicated the profile of the participants in terms of age, gender, civil status, eligibilities, and educational qualification.

Age. Data revealed that in the year 2013, ages 29-31 year old got 50%, followed by ages 26-28 year old with 42%, and ages 35-37 years old got the lowest rating of 8%. In the year 2014, ages 26-28 years got the highest rating of 73%, while ages 29-31 got the lowest rating of 27%. While in the succeeding year 2015, both 26-28 years old and 29-31 years old got the rating of 33%, followed by ages 23-25 years old with the rating of 22%, and 32-34 years old got the lowest rating of 11%. In the year 2016, 60% of graduates were ages 26-28 years old, followed by 30% with ages 23-25 years old and the lowest rating of 10% obtain by ages 35-37 years old. For 2017, 69% of the graduates were ages 23-35 years old, 23% ages 26-28 years old, and 10% ages 29-31 years old. It implied that most of the graduates belong to ages 26-28 years with the rating of 45% followed by ages 23-25 years old with 25% and ages 29-31 years old of 24%.

Gender. Data showed that in the year 2013, most of the participants were female got the rating of 58% while male had a rating of 42%. In the year 2014, 55% of the graduates were male while 45% of the graduates were female. While in the year 2015, 66% of the graduates were female while 33% of the graduates were male. For the year 2016, 80% were female while 20% were male while in 2017, 85% of the graduates were female while 15% of the graduates were male. The data further revealed that female graduates surpassed male graduates in 67% and 33% by the latter.

Civil Status. Data displayed that in the year 2013, graduate-participants have an equal ratio of single and married, for the year 2014, 73% of the graduates were single while 27% were married. In the year 2015, 66% were married while

33% were single. For the year 2016, 70% of the participants were single, while 30% were married. Meanwhile in 2017, 92% of the graduate-participants were single while 8% were married. It showed that in the past 5-year, most of the BSIT major in Food Technology were single.

Eligibilities. The succeeding data revealed that most of the graduates from year 2013 to 2017 were National Certificate (NC) II holder in cookery with the rate of 75%. However, the data showed that there were less number of graduates obtained Bread and Pastry national certificate with only one graduate got in 2013 and two in 2017. Meanwhile, graduates obtained Cruise Passer eligibilities where two graduates obtained in 2013, one in each year 2014 and 2015 and none in the succeeding two years. It implied that most of the graduates were NC II holder in Cookery upon graduating from the degree of BSIT major in Food Technology.

Educational Qualification. Additional qualification of graduates as masteral in their field of specialization was obtained by one graduate in year 2017. Vocational education was obtained by one graduate in the year 2013. Data showed that graduates in the past five year were not interested in taking other degree and/or specialization for upgrading one's knowledge and/or skills.

Table 2 presented the number of employability status of BSIT-Food Technology graduates from the academic year 2013 to 2017 such as vertically employed, underemployed, self-employed and unemployed. There were 3(25%) vertically employed graduates in the year 2013, 1(8%) were underemployed, 3(25%) were self-employed, and 5(42%) were unemployed.

Table 1
Demographic Profile of the BSIT-Food Technology Graduates
from Academic Year 2013 to 2017

CATEGORY	2013		2014		2015		2016		2017		Total	
	F	%	F	%	F	%	F	%	F	%	F	%
AGE												
23-25	0	0	0	0	2	22	3	30	9	69	14	25
26-28	5	42	8	73	3	33	6	60	3	23	25	45
29-31	6	50	3	27	3	33	0	0	1	8	13	24
32-34	0	0	0	0	1	11	0	0	0	0	1	2
35-37	1	8	0	0	0	0	1	10	0	0	2	3
Total	12	100	11	100	9	100	10	100	13	100	55	100
GENDER												
Male	5	42	6	55	3	33	2	20	2	15	18	33
Female	7	58	5	45	6	66	8	80	11	85	37	67
Total:	12	100	11	100	9	100	10	100	13	100	55	100
CIVIL STATUS												
Single	6	50	8	73	3	33	7	70	12	92	36	65
Married	6	50	3	27	6	66	3	30	1	8	19	35
Total:	12	100	11	100	9	100	10	100	13	100	55	100
ELIGIBILITIES												
Cookery NC II	6	67	2	67	5	83	2	100	6	75	21	75
Bread and Pastry	1	11	0	0	0	0	0	0	2	25	3	11
Cruise Passer	2	22	1	33	1	17	0	0	0	0	4	14
Total:	9	100	3	100	6	100	2	100	8	100	28	100
EDUCATIONAL QUALIFICATION												
Masteral	0	0	0	0	0	0	0	0	1	100	1	50
Vocational	1	100	0	0	0	0	0	0	0	0	1	50
Total:	1	100	0	0	0	0	0	0	1	100	2	100

In the 2015, 1(11%) was vertically employed, 2(23%) were underemployed, 3(33%) were self-employed and 3(33%) were unemployed. For the academic year 2016, 40% of the participants were vertically employed, only two participants were underemployed with the rating of 20%, none of the graduate was classified as self-employed while 4 participants were unemployed with the ratings of 40%. In the year 2017, 5(28%) were vertically employed, only 2 participants were underemployed with the ratings of 15% while there were 6 participants who classified as unemployed with the ratings of 46%. It further implied that most of the graduates in the past 5-year were unemployed with the ratings of 45% followed with 28% vertically employed, 16% underemployed and 11% self-employed graduates.

The succeeding figure 4 displayed the employability rate of the employed BSIT-Food Technology graduates in the past 5-year period from 2013 to 2017. The data revealed that the vertically employed graduates were increasing based on the 5-year period even though in the year 2014 and 2015 it decelerate at point 1 but it increased in 2016 and more increased in next year 2017.

Table 2
Employability Status of BSIT-Food Technology Graduates
From Academic Year 2013 to 2017
n = 55

YEAR	VERTICALLY EMPLOYED		SELF-EMPLOYED		UNDER EMPLOYED		UN EMPLOYED		TOTAL	
	F	%	F	%	F	%	F	%	F	%
2013	3	25	3	25	1	8	5	42	12	100
2014	2	18	0	0	2	18	7	64	11	100
2015	1	11	3	33	2	23	3	33	9	100
2016	4	40	0	0	2	20	4	40	10	100
2017	5	38	0	0	2	15	6	46	13	100
Total	15	28%	6	11%	9	16%	25	45%	55	100

The underemployed graduates was stagnant in the years 2014, 2015, 2016 and 2017. Meanwhile the self-employed graduates had form a definite zigzag line in the year 2013 to 2016 and in the 2017 lied flat. The unemployed line was found at the top of all the lines in the 5-year period. It implied that most of the graduates in the past 5-year period were unemployed. Thus, clearly tells the data in previous table 2.

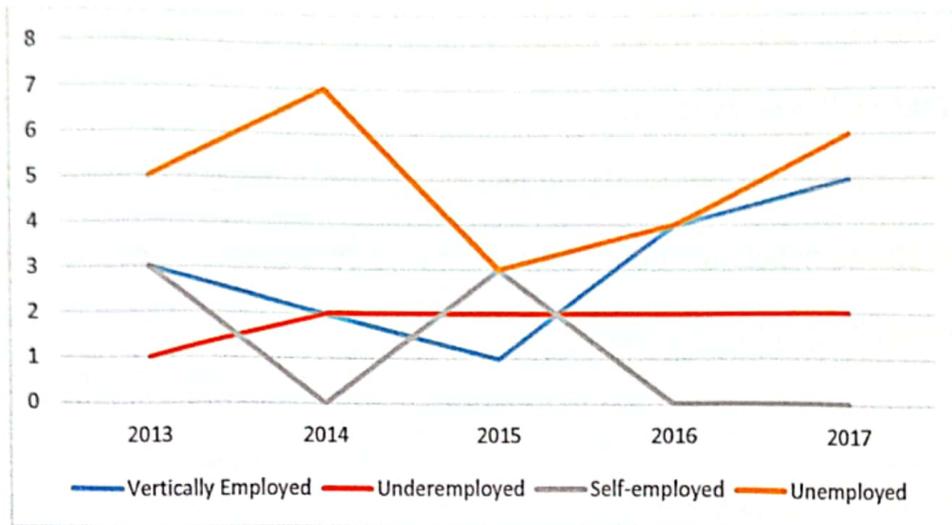


Figure 4 Employability Rate of the Employed Participants

Table 3.1 showed the employability status of the 15 participants who were vertically employed as described in the following areas.

Length of Time. It was found out that in the year 2013, participants got their job in varying period of 0-5 months, 11-15 months, and 16-20 months all rated 33.3%. In the year 2014, graduates were employed after 10 months of applying for a job. In 2015, a participants got a job after 0-5 months. In the year 2015, 0-5 months got the 100% of the graduates. In the year 2016, 50% of the graduates landed a job within 6-10 months, 25% of the participants employed within 0-5 months and the other 25% in the period of 11-15 months. In the year 2017, 40% of the graduates got the job within the period of 11-15 months and another 40% within the period of 16-20 months, while 20% of the graduates employed after 6-10 months. It implied that most of the graduates were get their job from 0 to 15 months.

Sector of Employment. In the year 2013, 2014, and 2015 data revealed that 100% of the graduates were employed in the public sector while in the year 2016, graduates were employed in both public and private sector and got a respective rating of 50%. In the year 2017, 80% graduates were in landed in private sector while 20% were in public sector. It further implied that 60% of the graduates were employed in public.

Tenure Status. In the 5-year period, graduates were employed in fulltime basis except in the year 2016 wherein one graduates worked as temporary and/or contractual basis.

Monthly Income. It was found out that in the year 2013, graduates received their monthly income in varying range of amount where 33.3% had an income of P11,000-P15,000.00 and same percentage in the monthly income of P21,000-P25,000.00 and P26,000-30,000.00. The range of P11,000-P15,000.00 and P16,000-P20,000.00 were the monthly earning of the two participants in the year 2014. In 2015, data revealed that one graduate earned P31,000-P35,000.00 as a monthly income. In the year 2016, 50% graduates earned P5,000-P10,000.00 while 25% of the graduates earned P11,000-15,000 .00 and another 25% had an income of P16,000-P20,000.00 per month. For 2017, 80% of the graduate earned P11,000-P15,000.00 and 20% earned P5,000-P10,000.00. It implicated that most of the graduates had a monthly earning of P11,000-P15,000.00.

Job Satisfaction. Study revealed that in the 5-year period 100% of the graduates were satisfied to their work.

Table 3.1
Employability Status of Vertically Employed Graduates
In Academic Year 2013 to 2017

CATEGORY	ACADEMIC YEAR											
	2013		2014		2015		2016		2017		TOTAL:	
	F	%	F	%	F	%	F	%	F	%	F	%
LENGTH OF TIME IN GETTING THE PRESENT JOB												
0 to 5	1	33	1	50	1	100	1	25	0	0	4	27
6 to 10	0	0	1	50	0	0	2	50	1	20	4	27
11 to 15	1	33	0	0	0	0	1	25	2	40	4	27
16 to 20	1	33	0	0	0	0	0	0	2	40	3	20
TOTAL:	3	100	2	100	1	100	4	100	5	100	15	
SECTOR OF EMPLOYMENT												
Public	3	100	2	100	1	100	2	50	1	20	9	60
Private	0	0	0	0	0	0	2	50	4	80	6	40
TOTAL:	3	100	2	100	1	100	4	100	5	100	15	100
TENURE STATUS												
Full time	3	100	2	100	1	100	3	75	5	100	14	93
Temporary/Contractual	0	0	0	0	0	0	1	25	0	0	1	7
TOTAL:	3	100	2	100	1	100	4	100	5	100	15	100
MONTHLY INCOME												
5,000-10,000	0	0	0	0	0	0	2	50	1	20	3	20
11,000-15,000	1	33	1	50	0	0	1	25	4	80	7	46
16,000-20,000	0	0	1	50	0	0	1	25	0	0	2	13
21,000-25,000	1	33	0	0	0	0	0	0	0	0	1	7
26,000-30,000	1	33	0	0	0	0	0	0	0	0	1	7
31,000-35,000	0	0	0	0	1	100	0	0	0	0	1	7
TOTAL:	3	100	2	100	1	100	4	100	5	100	15	100
JOB SATISFACTION												
Satisfied	3	100	2	100	1	100	4	100	5	100	15	100
Not satisfied	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL:	3	100	2	100	1	0	4	100	5	100	15	100

Table 3.2 showed the employability status of underemployed participants as responded by 9 traced graduates as classified under this category and described as follows.

Length of Time in Getting the Present Job. Data revealed that in the year 2013 and 2017, only one graduate in each year responded that they were employed in the range of 16-20 months. In the year 2014 and 2015, two graduates in each year were landed a job in a period of 6-10 months while in the year 2016, 50% of the graduates were employed in 0-5 months and other 50% of the graduates were landed a job in the period of 6-10 months. Thus, it revealed that graduates got their job in the period of 6 to 10 months.

Sector of Employment. Sixty-two percent of the graduates were employed in public sector while 38% were landed in the private sector. Graduates in the year 2013, 2016 and 2017 were working in private while graduates in the year 2014 and 2015 were holding their work in public sector.

Tenure Status. Most of the graduates in the year 2013, 2014 and 2017 were working in full time with the rating of 62% while only 38% were working as temporary and/or contractual.

Monthly Income. In the year 2013, 100% of the graduates earned P11,000-P15,000.00. In the year 2014, 2015, and 2016, 50% of the graduates had earned P5,000-P10,000.00 and 50% of the graduates earned P16,000-P20,000.00. And in the year 2017, 100% of the graduates earned P5,000-P10,000.00. As implied,

most of the graduates earned a monthly income of P5,000-P10,000.00 and followed with the range income of P16,000- P20,000.00.

Job Satisfaction. In the year 2013, 2016 and 2017, 100% of the graduates were satisfied. While in the year 2014 and 2015, 50% of the graduates were satisfied and 50% of them were not satisfied.

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Table 3.2
Employability Status of Underemployed Graduates
In Academic Year 2013 to 2017

CATEGORY	ACADEMIC YEAR											
	2013		2014		2015		2016		2017		TOTAL	
	F	%	F	%	F	%	F	%	F	%	F	%
LENGTH OF TIME IN GETTING THE PRESENT JOB												
0 to 5	0	0	0	0	0	0	1	50	0	0	1	13
6 to 10	0	0	2	100	2	100	1	50	0	0	5	62
11 to 15	0	0	0	0	0	0	0	0	0	0	0	0
16 to 20	1	100	0	0	0	0	0	0	1	100	2	25
TOTAL	1	100	2	100	2	100	2	100	1	100	8	100
SECTOR OF EMPLOYMENT												
Public	0	0	2	100	2	100	1	50	0	0	5	62
Private	1	100	0	0	0	0	1	50	1	100	3	38
TOTAL	1	100	2	100	2	100	2	100	1	100	8	100
TENURE STATUS												
Full time	1	100	2	100	0	0	1	50	1	100	5	62
Temporary/Contractual	0	0	0	0	2	100	1	50	0	0	3	38
TOTAL	1	100	2	100	2	100	2	100	1	100	8	100
MONTHLY INCOME												
5,000-10,000	0	0	1	50	1	50	1	50	1	100	4	50
11,000-15,000	1	100	0	0	0	0	0	0	0	0	1	13
16,000-20,000	0	0	1	50	1	50	1	50	0	0	3	37
21,000-25,000	0	0	0	0	0	0	0	0	0	0	0	0
26,000-30,000	0	0	0	0	0	0	0	0	0	0	0	0
31,000-35,000	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	1	100	2	100	2	100	2	100	1	100	8	100
JOB SATISFACTION												
Satisfied	1	100	1	50	1	50	2	100	1	100	6	75
Not satisfied	0	0	1	50	1	50	0	0	0	0	2	25
TOTAL	1	100	2	100	2	100	2	100	1	100	8	100

The following **table 3.3** showed the employability status of six(6) self-employed participants as described below.

Length of Time. Data revealed that in the year 2013, 100% of the graduates realized in the period of 16-20 to established their own business same response of one graduate in 2015. Meanwhile, 67% of the graduates in 2015 discerned to engaged in self entrepreneurial activity in the period of 11-15 months. It implicated that graduates decided to had their own business in the period of 16 to 20 months.

Sector of Employment. Most of the graduates were working in private sector

Tenure Status. Hundred percent of the graduates were working in full time.

Monthly Income. Sixty-seven percent of the graduates earned P5,000-P10,000.00 and 33% of the participants earned P11,000-P15,000.00 both in monthly basis.

Job Satisfaction. Two graduates in the year 2013 and three in 2015 were satisfied to their present job and obtain the rating of 83% of the graduates were satisfied and one graduates in 2013 was not satisfied to his job.

Table 3.3
Employability Status of Self-Employed Graduates
In Academic Year 2013 to 2017

CATEGORY	ACADEMIC YEAR											
	2013		2014		2015		2016		2017		TOTAL	
	F	%	F	%	F	%	F	%	F	%	F	%
LENGTH OF TIME IN GETTING THE PRESENT JOB												
0 to 5	0	0	0	0	0	0	0	0	0	0	0	0
6 to 10	0	0	0	0	0	0	0	0	0	0	0	0
11 to 15	0	0	0	0	2	67	0	0	0	0	2	33
16 to 20	3	100	0	0	1	33	0	0	0	0	4	67
TOTAL	3	100	0	0	3	100	0	0	0	0	6	100
SECTOR OF EMPLOYMENT												
Public	2	67	0	0	1	33	0	0	0	0	3	50
Private	1	33	0	0	2	67	0	0	0	0	3	50
TOTAL	3	100	0	0	3	100	0	0	0	0	6	100
TENURE STATUS												
Full time	3	100	0	0	3	100	0	0	0	0	6	100
Temporary/Contractual	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	3	100	0	0	3	100	0	0	0	0	0	0
MONTHLY INCOME												
5,000-10,000	3	100	0	0	1	33	0	0	0	0	4	67
11,000-15,000	0	0	0	0	2	67	0	0	0	0	2	33
16,000-20,000	0	0	0	0	0	0	0	0	0	0	0	0
21,000-25,000	0	0	0	0	0	0	0	0	0	0	0	0
26,000-30,000	0	0	0	0	0	0	0	0	0	0	0	0
31,000-35,000	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	3	100	0	0	3	100	0	0	0	0	0	100
JOB SATISFACTION												
Satisfied	2	67	0	0	3	100	0	0	0	0	5	83
Not satisfied	1	33	0	0	0	0	0	0	0	0	1	17
TOTAL	3	100	0	0	3	100	0	0	0	0	6	100

The succeeding table 4 below revealed the reasons of twenty-five (25) unemployed graduate participants. The study revealed that out of 25 graduates only 24 responded the survey. Of the 5-year period, there were 15 (62%) participants resigned from the previous work and in the year 2013 got highest of graduates, followed in the year 2017 and none in 2015. The next reason why graduates were idle was end of their contract with 21% responded participants where mainly from graduates in the year 2014 with 57% and year 2015 with 33%. While the last motive why graduates don't have the job was company closure with the rating of 17% from the graduates in 2015 with 66% and 34% in 2017.

**Table 4 Employability Status of Unemployed Graduates
In Academic Year 2013 to 2017**

CATEGORY	2013		2014		2015		2016		2017		Total	
	F	%	F	%	F	%	F	%	F	%	F	%
Resign from the previous work	5	100	3	43	0	0	3	100	4	66	15	62
Company closure	0	0	0	0	2	66	0	0	2	33	4	17
End of contract	0	0	4	57	1	33	0	0	0	0	5	21
Total	5	100	7	100	3	100	3	100	6	100	24	100

Chapter 3

SUMMARY OF FINDINGS, CONCLUSION AND RECOMMENDATION

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

Summary

The main purpose of this study is to determine and evaluate the employment status of Bachelor of Science in Industrial Technology major in Food Technology graduates from academic year 2013 to 2017 of the Department of Hospitality Management and Industrial Technology. The researchers employ the revised survey questionnaire, the Graduate Tracer Study (GTS) Questionnaire comprises two parts. The first part focus on the demographic profile of the participants. While the second parts was the employment status of the graduates as to vertically employed, under employed, self-employed and unemployed. The study was conducted to comprehensively monitor the graduates and assess their qualitative competencies with their present job. Moreover, the research was conducted in Mya-June 2021.

Findings

The following are the findings of the study. Based on the demographic profile of the participants as to age of the graduates 45% belongs to the range of 26-28 years old while the lowest rating of 2% of the age ranges 32-34 years old. Most of the participants are the female graduates with 67% while the male obtain the 33%. Sixty-five percent of the graduates are single and 35% are married. Meanwhile, 75% of the participants are Cookery NC II holder, 14% are Cruise passer and the 11%

are competent in Bread and Pastry. Only one of the graduate obtain masteral degree and have the vocational degree course.

The employability status of BSIT-Food Technology graduates from the academic year 2013 to 2017 are classified as vertically employed, underemployed, self-employed and unemployed. It implies that most of the graduates in the past 5-year were 45% unemployed, 28% vertically employed, 16% underemployed and 11% self-employed. Thus, shows in the graph the unemployed line position at the top of all the lines.

However, the 15 vertically employed participants get their present job in the varying ranges of period 0 to 15 months, mostly are working in public sector in full time basis with the monthly income of P11,000-P15,000.00 and 100% satisfied with their current work.

Yet, the underemployed graduate participants find their job in the period of 6 to 10 months, hired in public sector as full time employee, with monthly earnings of P5,000-P10,000.00 and satisfied with present job.

Nevertheless, the self-employed graduate decide to engage in business owned by themselves after the 16 to 20 months, privately owned entrepreneurial activity in full time basis with the monthly income of P5,000-P10,000.00 and being satisfied of the current work.

Finally, the most number of graduates belong to unemployed category over the 5-year period. There reasons of being unemployed is mainly on the resignation

from the previous work followed by the end of their contract and the last is the company closure.

Conclusion

Based on the findings presented, the researchers concluded:

1. Most of the graduates in the academic year 2013 to 2017 are in the ages 26-28 years old, female, single and Cookery NC II holder but has no interest in acquiring other degree program.
2. Most of the graduates in the past 5-year were 45% unemployed, 28% vertically employed, 16% underemployed and 11% self-employed.
3. Most of the graduates are able to land a job that could suffice to their daily needs and they also enjoy some fringe benefits like insurances, allowance and bonuses.
4. There is still a mismatch on the graduates produced by the school to the needs of the industries due to the fact that the graduates cannot land for a job in a short period and only 28% working align to their field of specialization.
5. Most of the reasons of unemployment were resign from the previous work and closure due to pandemic.

Recommendations

The researchers arrived to the following recommendations:

1. Tracer studies should be done periodically to monitor on the performance and achievements of the graduates while they are already employed and it would actually help on the future improvements of the existing curricular program of the academe and thus improve the mode of learning process to have a competent and adept graduates in their field of specialization and can be able to produce a productive and globally competitive graduates.
2. Having of linkages with other colleges, universities and/or other private establishments that can provide employment opportunities to the graduates and thus maintain higher employability rate of the graduates.
3. School encourages to have a program on language proficiency to enhance their language and also the ability to communicate with those who speak other languages can be conducive to the overall achievement of career goals.

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APPENDIX A
Survey Questionnaire



Republic of the Philippines
BOHOL ISLAND STATE UNIVERSITY
Zamora, Bilar, Bohol

Dear Graduate:

Good day! Please complete this GTS questionnaire as accurately & frankly as possible by checking (√) the item corresponding 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 & other universities/colleges in the Philippines. Your answers to this survey will be treated confidentially.

GRADUATE TRACER STUDY (GTS)

**BACHELOR OF SCIENCE IN INDUSTRIAL TECHNOLOGY major in FOOD
TECHNOLOGY GRADUATES OF ACADEMIC YEAR 2013 to 2017**

1. DEMOGRAPHIC PROFILE OF THE GRADUATES

Name (optional) : _____

Permanent Address : _____

Age : _____ Gender : () Male () Female

Civil Status : () Single () Married

Eligibilities Acquired : _____

Educational Qualification: _____

2. EMPLOYMENT STATUS

- Vertically Employed
- Underemployed
- Self-employed
- Unemployed

(QUESTIONS FOR VERTICALLY EMPLOYED ONLY)**3.1 EMPLOYABILITY STATUS** *(For those work is aligned based on chosen field of study)***3.1.1 Length of the time in getting the present job:**

Please specify _____

3.1.2 Sector of employment at present

- Public Private

3.1.3 Employment Status at Present

- Permanent Contractual

3.1.4 Monthly Income:

(QUESTIONS FOR UNDEREMPLOYED ONLY)**3.2 EMPLOYABILITY STATUS** *(For those work not aligned based on chosen field of study).***3.1.1 Length of the time in getting the present job:**

Please specify _____

3.1.2 Sector of employment at present

Government Private**3.1.3 Employment Status at Present** Permanent Contractual**3.1.4 Monthly Income:**

(QUESTIONS FOR SELF-EMPLOYED ONLY)**3.3 SELF-EMPLOYED** (For those who earns their living from any independent pursuit of economic activity)**3.3.1 Monthly Income:**

(QUESTIONS FOR UNEMPLOYED ONLY)**2. Please state reason(s) why you are not employed. You may check (√) more than one answer.** COVID-19 Pandemic Advance or further study Family concern and decided not to find a job Health related reason(s) Lack of work experience No job opportunity Did not look for a job Other reason(s), please specify _____



APPENDIX B
Letters
Republic of the Philippines
BOHOL ISLAND STATE UNIVERSITY-Bilar Campus
Zamora, Bilar, Bohol

April 12, 2021

MARIETTA C. MACALOLOT, Ph.D.
Campus Director
BISU-Bilar Campus

Greetings!

We, the third year college students of Bohol Island State University pursuing the degree in Bachelor of Science in Industrial Technology major in Food Preparation Service Management (BSIT-FPSM3) and currently enrolled in Technology Research II in the S.Y. 2020-2021. In partial fulfillment of the degree, the researchers are asking permission from your good office to conduct a study entitled "EMPLOYMENT STATUS OF THE BSIT-FOOD TECHNOLOGY GRADUATES S.Y 2013-2017".

In line with this, we would like to ask permission from your humble office to allow us to distribute and gather the data necessary in this study. We the researchers assure that this undertaking will follow the health protocols set upon by the university in the distribution and retrieval of the data for safety purposes for both parties.

We are looking forward for your approval.

Thank you so much and God Bless!

Very truly yours,,
Agodo, Emilou
Dalogdog, Marjorie
Pogoy, Eunice Ann
Sarte, Marie Joy
Tagadi-ad, Jamica
Researchers

Noted by:

JENEVEB D. ECAT
Adviser

Recommending Approval:

ARLEN B. GUDMALIN, Ph.D.
Dean, CTAS

Approved by:

MARIETTA C. MACALOLOT, Ph.D.
Campus Director



Bohol Republic of the Philippines
Island State University
Zamora Bilar Bohol

Marietta C. Macalolot, PhD
Campus Director
Bohol Island State University-Bilar Campus
Zamora, Bilar, Bohol
March 10, 2021

Greetings!

We the third year students of Bachelor of Science in Industrial Technology major in Food Preparation Service Management would like to access the list of students who graduated on S.Y 2013-2017 from Bachelor of Science in Industrial Technology major in Food Technology for our study entitled "EMPLOYEMENT STATUS OF THE BSIT-FOOD TECHNOLOGY GRADUATES S.Y 2013-2017." The data retrieved will be taken only for the purpose of this study and will be treated with utmost confidentiality.

We are hoping for a positive response regarding this request.

Thank you and God bless!

Respectfully yours,

AGODO, EMILOU
DALOGDOG, MARJORIE
POGOY, EUNICE ANN
SARTE, MARIE JOY
TAGADI-AD, JAMICA

Noted by:

NELIA Q. CATAYAS
Research Adviser

Recommending Approval:

ARLEN B. GUDMALIN, Ph.D
Dean, CTAS

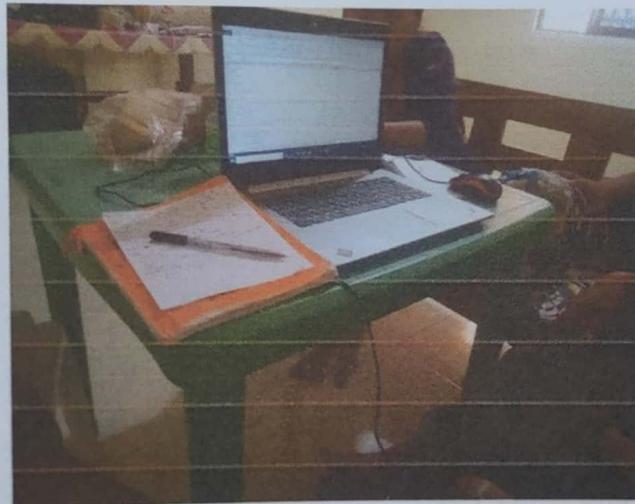
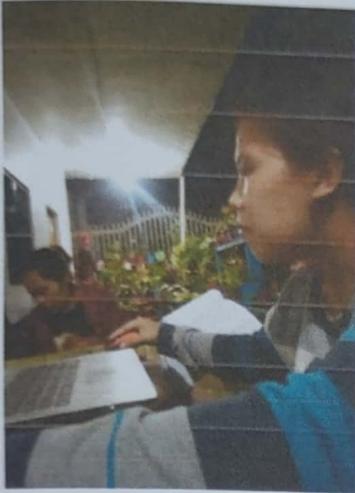
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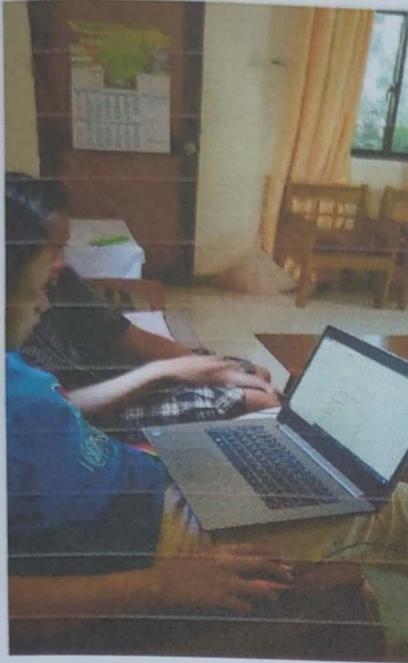
MARIETTA C. MACALOLOLOT, PhD
Campus Director
BISU-BILAR

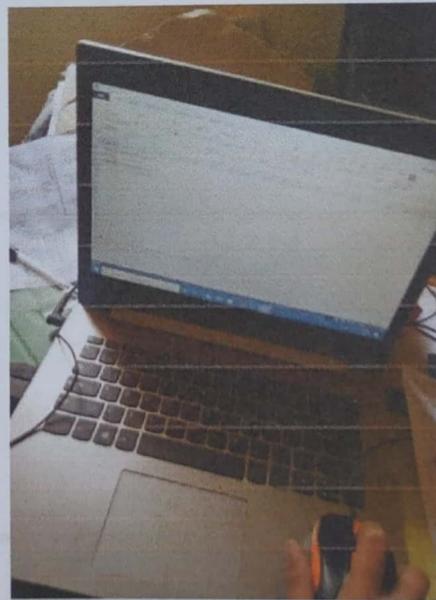
ARLEN B. GUDMALIN, PhD.
Dean, CT

APPENDIX C

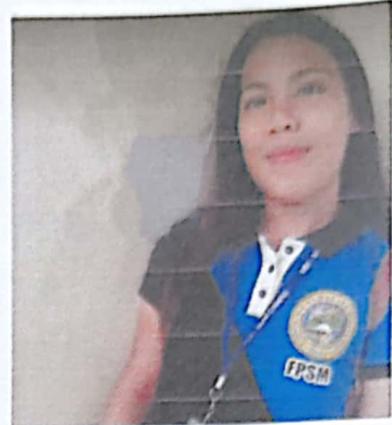
Documentation







APPENDIX G
RESEARCHER'S BIODATA



PERSONAL BACKGROUND

Name : EMILOU AGODO
Age : 22
Home Address : Poblacion Norte, Carmen, Bohol
Date of Birth : December 31, 1998
Place of Birth : Poblacion Norte, Carmen, Bohol
Religion : Roman Catholic
Citizenship : Filipino
Civil Status : Single
Name of Father : Norberto Agodo
Name of Mother : Gabriela Agodo

EDUCATIONAL BACKGROUND

Elementary : Poblacion Sur, Elementary School
Secondary : Saint Anthony's Academy, Carmen Bohol
College : Bohol Island State University- Bilar
Campus, Zamora, Bilar, Bohol

APPENDIX G
RESEARCHER'S BIODATA



PERSONAL BACKGROUND

Name : MARJORIE DALOGDOG
Age : 25
Home Address : Tamboan, Carmen, Bohol
Date of Birth : December 22, 1995
Place of Birth : Poblacion Sur, Carmen, Bohol
Religion : Roman Catholic
Citizenship : Filipino
Civil Status : Single
Name of Father : Romeo Dalogdog
Name of Mother : Lucia Dalogdog

EDUCATIONAL BACKGROUND

Elementary : Tamboan, Elementary School
Secondary : Katipunan National High School
College : Bohol Island State University- Bilar
Campus, Zamora, Bilar, Bohol

APPENDIX G
RESEARCHER'S BIODATA



PERSONAL BACKGROUND

Name : EUNICE ANN POGOY
Age : 21
Home Address : Katipunan, Carmen, Bohol
Date of Birth : April 14,, 2000
Place of Birth : Tagbilaran, Bohol
Religion : Roman Catholic
Citizenship : Filipino
Civil Status : Single
Name of Father : Pedro Pogoy
Name of Mother : Norma Pogoy

EDUCATIONAL BACKGROUND

Elementary : Katipunan, Elementary School
Secondary : Katipunan National High School
College : Bohol Island State University- Bilar
Campus, Zamora, Bilar, Bohol

APPENDIX G
RESEARCHER'S BIODATA



PERSONAL BACKGROUND

Name : MARIE JOY SARTE
Age : 21
Home Address : Poblacion Sur, Carmen, Bohol
Date of Birth : October 23, 1999
Place of Birth : San Jacinto Pangasinan
Religion : Roman Catholic
Citizenship : Filipino
Civil Status : Single
Name of Father : Jerome Tito Sarte
Name of Mother : Marivic Sarte

EDUCATIONAL BACKGROUND

Elementary : Poblacion Sur, Elementary School
Secondary : Saint Anthony's Academy, Carmen Bohol
College : Bohol Island State University- Bilar
Campus, Zamora, Bilar, Bohol

APPENDIX G
RESEARCHER'S BIODATA



PERSONAL BACKGROUND

Name : JAMICA TAGADI-AD
Age : 21
Home Address : La Libertad, Carmen, Bohol
Date of Birth : February 7, 2000
Place of Birth : Carmen, Bohol
Religion : Roman Catholic
Citizenship : Filipino
Civil Status : Single
Name of Father : Malaquias Tagadiad
Name of Mother : Julita Tagadiad

EDUCATIONAL BACKGROUND

Elementary : La Libertad, Elementary School
Secondary : Saint Anthony's Academy, Carmen Bohol
College : Bohol Island State University- Bilar
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