ABSTRACT
This paper delved on the survey of the university BS Tourism Management graduates’ profile, employment and their employability. Descriptive method was used to study their profile and how they fared in employment. Correlation and test of independence were used to determine the factors influencing graduates’ employability. Results revealed high employment rate and had an ease of entry to the workplace. But as observed, there were mismatch in the kind of employment they are in. Data revealed salary is modest as they assumed their first job. Many of them changed jobs and stayed in their jobs due to salaries, benefits, and challenges on the job. Also, while the majority of the graduates are employed locally in the metropolis, the rest have moved to other countries. A clear vertical movement from one job to the next higher level job in a short span of time was observed. The movement between jobs gave them the opportunity to earn better and assume higher positions. Using the Fisher Exact Test, the civil status and employment status cross tabulation revealed that civil status is a good indicator of employability. The correlation between the salary and personal demeanor of the graduates and how they interact with their co-workers showed a fairly high probability that the salary will also increase. Having better personal demeanor is also related with the length of stay on the job. 

Keywords: tourism graduates, employment, employability

1. INTRODUCTION
The report noted that the Philippines has a high level of female graduates from courses in services, under which tourism is classified. Specifically, 82.1% of such graduates in the Philippines are women, compared to an Asian average of 46.3% and 45.3% for the regions covered by the study, namely: Asia, Africa, the Caribbean, Latin America and Oceania (Women in Tourism mapped, 2011).

With the dynamism and complexity of the sectors in tourism, the possibilities of having several careers and employment opportunities are within reach (Cruz 2006). But having to look at the employability, it is not the same as gaining a graduate job, rather it is something about the capacity of the graduate to function in a job and be able to move between jobs, thus remaining employable throughout their life (The University of Edinburgh 2016).

In this study, the researchers aspired to answer the question - how do the BS Tourism Management graduates of the Bataan Peninsula State University fare in employment and how could they be more employable?

Specifically, the study aimed to answer the following research objectives:
1. To identify the profile of the graduates in terms of
   1.1 sex;
   1.2 age;
   1.3 civil status and
   1.4 awards
2. To describe how graduates fare in employment in terms of:
   2.1 source of information from which they find their first job;
2.2 waiting time in landing their first job;
2.3 length of service in first job and number of jobs since graduation;
2.4 current employment status and reason for unemployment;
2.5 type of work establishments where they are currently working
2.6 positions held, vertical and geographic mobility;
2.7 initial monthly income in first job and in current job.
2.8 reason for staying on the job and reason for changing jobs

3. To determine graduates’ employability, by assessing the:
3.1 sex versus employment status;
3.2 civil status versus employment status
3.3 awards versus employment status;
3.4 correlation between salary and personal demeanors/how they interact with co-workers;
3.5 correlation between salary and self-esteem;
3.6 correlation between salary and openness to new experiences;
3.7 correlation of length of service in first job and personal demeanor/how they interact with co-workers
3.8 correlation of length of service in first job and self-esteem;
3.9 correlation of length of service in first job and openness to new experiences

2. METHODOLOGY AND MATERIALS
From the census of class 2013 and 2014 graduates of the lone state university in Bataan, Philippines, the standardized Graduate Tracer Survey form of the Philippine Commission on Higher Education (CHED) and the validated questionnaire pertaining to personal demeanor and how they interact with co-workers, self-esteem and openness to new experiences were used. Strategies used to reach the respondents were home visitation, use of e-mail, phone calls, short message services, the use of social networking sites and the use of online survey. The descriptive method was used to understand their profile and how they get on with their employment. To understand the data, with the use of the R Program, the statistical treatments used were frequency count and percentage. Fisher exact test, factor analysis and Pearson’s product-moment correlation were used to study their employability.

3. RESULTS AND FINDINGS
Based on table 1, it shows a total of 89 respondents or 76.07% out of the total target of 117 graduates.

Table 1: Sample Population and Percentage of Respondents

<table>
<thead>
<tr>
<th>Year</th>
<th>Graduates (out of total graduates)</th>
<th>Graduates of 2014 (out of total graduates)</th>
<th>Total Number of Sample</th>
<th>% (out of 117 total graduates)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013</td>
<td>47</td>
<td>42</td>
<td>89</td>
<td>76.07</td>
</tr>
</tbody>
</table>

3.1 Profile of the Respondents in Terms of Age, Sex, Civil Status and Awards
Data shows that majority of respondents were in the 23 to 25 age bracket at the time of survey. There were 85 or 95.51% female respondents which reflect an unequal gender distribution in the population of tourism graduates (Costa et al. 2013; King et al. 2003). As to civil status, there were 75 or 84.27% respondents who are single, 9 who are married and 5 single parents. Noted as follows were number of graduates with awards: 11 cum laude and 2 magna cum laude.

3.2 Employment
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3.2.1 Source of Information From Which They Find Their First Job. Majority of respondents found their jobs through recommendations, as walk-in applicants or through job fairs. This suggests that finding jobs for the graduates was not difficult. However, respondents did less use of advertisement, the internet and on-the-job training.

3.2.2 Waiting Time in Landing First Job. There were 65 out of the 89 respondents who were able to land on their first job within the first six months after graduation and notable was, more than half of them were able to get a job in one month after graduation. This is an indication that tourism management graduates are way easy to be employed. It concurred that entry level jobs in the Philippines require no prior to minimal level of experience (BS in Tourism in the Philippines”, n.d.).

3.2.3 Length of Service in First Job and Number of Jobs Since Graduation. In less than one year, 40 respondents left their first job and this may be due to the rampant contractualization in the Philippines. Hiring contractual workers means saving on labor costs, as contractual workers are paid less than regular counterparts and are denied the full package of benefits (Bernabe et al. 2014). Moreover, the 40 respondents who stayed for one or more years may imply something about the capacity of the graduate to function in their job, their satisfaction and they may have the characteristics needed to stay longer on the job.

During the time of survey, 63 or 70.79% respondents had already changed jobs and already held two jobs. The remaining 26 or 29.21% respondents who stayed on their first job may indicate that they function way good in their first job and satisfied.

3.2.4 Current Employment Status and Reason for Unemployment. As of the time of survey in 2017, 78 or 87.64% respondents were employed. It revealed that Tourism Management graduates enjoy high employment rates (McKercher et al. 1999). There were 50 regular, 18 contractual, 5 self-employed, 4 casual and 1 temporary status in employment. The high employment rate does not seem to guarantee protection from employment due to their employment status. However, 11 or 12.36% were not employed which is higher than the national unemployment rate of 5.7% in 2017 in the Philippines (Bersales 2017). Women in the Philippines, leave more often their work when it is about household concerns or personal reasons which were revealed in the reasons of unemployment of the respondents, such as pregnancy and caring for the child or parent is sick.

3.2.5 The Type of Work Establishments Where Graduates are Currently Working. It was observed that 28 of the respondents are working in hotels, resorts and restaurants and 10 are connected with travels and tours industry. It appeared that majority could not use their skills due to the kind of work establishments they are engaged with. There may be already too many tourism management graduates in the Philippines, same as in the UK for the jobs available in the industry (Evans 1993). The results may indicate that a big gap exists between supply and demand for personnel as the tourism industry is growing (Lam and Xiao 2000).

3.2.6 Positions Held, Vertical and Geographic Mobility. It can be noted that majority are in the rank or clerical positions in their first job and in the current job. But after observing the values after changing job, there was a clear vertical mobility in employment of the respondents, lesser frequencies in the rank and clerical positions, yet having more frequencies in the professional/technical/supervisory level positions. It was also observed an increase in the number of graduates holding managerial positions and self-employment. Geographically, 66 or 84.62% of the respondents are employed locally, but while they may be seen in the local arena, these graduates have moved to the metropolis for employment. There were also 12 or 15.38% respondents who have moved to other countries to work. It seems that even before graduates are highly mobile in the workforce as found by McKercher et al. (1999) in the study about the career progress of recent tourism graduates.
3.2.7 Initial Monthly Income in First Job and in Current Job. As seen from the pay in the first job and current job, it revealed modest pay for the majority. But for those who have changed their job, a noticeable change from the modest salary to a higher salary was observed, as indicated by the change in frequencies for salaries in the higher ranges.

3.2.8 Reason for Staying on the Job and Reason for Changing Job. It can be deduced that the primary reasons for staying on the job and reasons for changing job are the same, which has something to do with salary, benefits and challenges associated in the job.

3.3 Employability

3.3.1 Sex Versus Employment Status. Fisher’s Exact Test was employed for sex and employment status. It tests the null hypothesis that sex is independent of employability. A p-value of .42 was obtained. And since the p-value is not less than 0.05 (level of significance), the null hypothesis is not rejected.

3.3.2 Civil Status Versus Employment Status. In Table 2, Fisher’s Exact Test was used in the cross tabulation of civil status versus employment status. It tests the null hypothesis that civil status is independent of employability.

Table 2. Cross Tabulation of Civil Status Versus Employment Status

<table>
<thead>
<tr>
<th>Civil Status</th>
<th>Employed?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Yes</td>
</tr>
<tr>
<td>Married</td>
<td>6</td>
</tr>
<tr>
<td>Single</td>
<td>70</td>
</tr>
<tr>
<td>Single Parent (Born a child but not married)</td>
<td>2</td>
</tr>
</tbody>
</table>

A p-value of .001469 was obtained. And since the p-value is less than 0.05 (level of significance), the null hypothesis is rejected. Civil status is dependent of employability. This could be due to the fact that those who are single but with children are not employed.

3.3.3 Awards Versus Employment Status. The Fisher’s Exact Test was employed in the cross tabulation of awards versus employment status. It tests the null hypothesis that having received an award from college is independent of employability. A p-value of .4979 was obtained. And since the p-value is not less than 0.05 (level of significance), the null hypothesis is not rejected.

3.3.4 Correlation of Salary and Personal Demeanors/Interaction with Co-workers. Table 3 shows the correlation between salary and personal demeanors/interaction with co-workers.

Table 3. Correlation of Salary and Personal Demeanors/Interaction with Co-workers

<table>
<thead>
<tr>
<th>Correlation</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary and Personal Demeanors/Interaction with Co-workers</td>
<td>0.5491088</td>
</tr>
</tbody>
</table>

A correlation of .55 between salary and competencies pertaining to personal demeanors and how they interact with co-workers was observed from the respondents. The correlation is not close to 0, so there is a relationship between the two which means that if a person’s demeanor is more positive, there is a fairly high probability that the salary will also increase.

3.3.5 Correlation of Salary and Self-esteem. A correlation of -0.1851914 indicates that there is no significant correlation between salary and competencies pertaining to self-esteem.
3.3.6 Correlation of Salary and Openness to New Experiences. A correlation of .2160102 means no significant correlation between salary and competencies pertaining to openness to new experiences.

3.3.7 Correlation of Length of Service in First Job and Personal Demeanors/Interaction with Co-workers. Table 4 reveals a correlation of 0.45 between the length of service in first job of the graduates and their personal demeanors/interaction with co-workers.

Table 4. Correlation of Length of Service in First Job and Personal Demeanors/Interaction with Co-workers

<table>
<thead>
<tr>
<th>Correlation</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Length of Service in First Job and Personal Demeanors/Interaction with Co-workers</td>
<td>0.4465872</td>
</tr>
</tbody>
</table>

This implies a significant relationship between the length of stay and competencies pertaining to personal demeanor, and how they interact with co-workers. This means that as the demeanor of a person gets better, it is more likely that he/she will be able to stay longer in that specific job. While exhibiting negative demeanor may cause the length of stay in that job to shorten.

3.3.8 Correlation of Length of Service in First Job and Self-esteem. There is no significant correlation between the length of stay and competencies pertaining to self-esteem, as revealed in a value of 0.03563115.

3.3.9 Correlation of Length of Service in First Job and Openness to New Experiences. A correlation of 0.2781294 means no significant correlation between length of stay and competencies pertaining to openness to new experiences.

4. CONCLUSION

The following conclusions were drawn from the results of the study:
The unequal gender distribution of students enrolled in Tourism Management is a proof that more women will be more found working in tourism-related employment. Graduates experienced the ease of entry level employment but it does not mean that graduates will be employed in tourism and other tourism-related jobs. The university must be aware that there might be over-production of BS Tourism Management graduates and should study if the program should still be offered or limit enrollees so it could respond proactively in this mismatch in employment. Due to personal and family concerns, it appeared that civil status affects the employability of the graduates. Satisfaction in salaries, benefits and challenges in the job also influenced their length of employment. The work experience was found to influence the employment opportunities of the respondents as seen in the increase in salary as well as in vertical mobility in their career. Better personal demeanor and better interaction with co-workers were also found to influence the pay and the length of employment.

5. ACKNOWLEDGEMENTS

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6. CITATIONS AND REFERENCES


