

# The Willingness of Twelve (12) Different Companies in Terms of Integrating Senior High School Graduates Within Their Workplace

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**Abstract**—In the Philippines, the government has implemented a new school curriculum that allows students to work after they graduate High School. The study was instigated to know the willingness of various several companies coming from diverse industries. In this case the researchers intend to find out if the industries are ready for the new development. They began their research at the city of Makati located in Metro Manila, Philippines where the researchers have chosen different companies to answer the needed questions for the study. Purposive sampling gave way for the researchers to recognize who is going to be essential for the conduction of fieldwork. The researchers' ample data was quantitative but also qualitative and was designated for analysis and breakdown to gather the fundamental information that builds up this study. In the fieldwork the researchers used written questionnaires with close-ended questions for the respondents to answer. For further profundity, the researchers utilized in-depth interviews to a few of the respondents who were qualified to answer. Descriptive methodology was showcased inside the research, meaning every analysis that the researchers made are in detail. A narrative was written out to narrow down the key parts of the interview. And as for the surveys, the researchers projected statistical analyses on the responses of the respondents. Tables and bar graphs were used to analyze and summarize the data gathered in the study. Bar graphs were illustrated for the quantitative data to be inspected by the researchers for them to know the facts. The interview statements were shown in tables of frequency to scrutinize the answers in numerical format. The results of the study indicate that some of them are not ready but majority of the companies are ready to cater the graduates but it comes with reservations. Recommendations were intended for multiple divisions of people to expand the study.

**Keywords**—Senior High School (SHS), Makati, Purposive Sampling, and Descriptive Methodology

## I. INTRODUCTION

In May 23, 2013, Bro. Armin Luistro the secretary of Department of Education (DepEd) implemented the Republic Act No. 10533 (Senior High School Program) in the Philippines. To match the international standard of twelve (12) years the Senior High School (SHS) was put into operation. By adding two (2) more years from the former 10-year system, it creates new standards in the educational field for the upcoming generations to come.

The researchers started this study to find out if the businesses in the Philippines, mainly in the urban parts of Metro Manila, are ready for this new level of development. This will also aid future Senior High School Graduates in making crucial decisions for their future if ever they decide not to pursue tertiary education and attempt to include their selves in the workforce. The information will also unravel certain views of different companies and different industries in catering Senior High School Graduates.

They started at the city of Makati located at the NCR (National Capital Region) of the country. In the streets of Ayala Avenue, Makati Avenue, and Buendia, these are the boulevards where the companies are located. The researchers started with a minimum of twelve (12) companies in the vicinity to conduct the surveys and interviews needed.

The first companies aimed were retail, food, marketing, as well as a call center. Sledgers, a shoe store located inside the mall Glorietta which is located alongside Ayala Avenue, was a company of choice for the retail sector of the business industries. Matanzas Creamery, sited near Gil Puyat Avenue, a restaurant which focuses in selling ice cream. A trading and services company entitled Semicon Link; it wasn't hard to inquire to the company which gives way to easy access to the HR. The Workforce, Technology, and Consultancy Services Inc. or WTCS for short, a Business Process Outsource (BPO) company where they hire for call centers, in which they've talked with the HR manager as well.

The next set of businesses the researchers chose were banking, insurance, language training, as well as civil service. The Salcedo branch of Metrobank was an option because the researchers contacted the head manager which the manager said yes thus having the chance to conduct a survey on that specific branch. PhilLife, an insurance company situated in the same vicinity as the researcher's school of origin, was also a selection and the researchers had a meeting with the company's HR manager. Berlitz Language Institute, this is a company that teaches international languages, and is in Makati Avenue. The Makati Fire Safety Foundation Inc. is a fire station where they consulted the Human Resource department (HR).

Lastly, the researchers intended to conduct the process in health centers and real estates. Philippine Orthopedic Institute (POI) is a clinic that specializes in physical therapy for the disabled; it's positioned in Salcedo Street. Another clinic is Skin Centraal, it focuses in dermatology and sited inside A. Venue mall alongside Makati Avenue. In the real estates, Century Property located along the corner of Makati Avenue.

The second one is Pinnacle Real Estate Consulting Services Inc. where the firm concentrates on consultations on other real estate companies.

These companies will embody the research itself, meaning that all the data coming from this study will be obtained from the various industries. The limitations are within the range of the twelve (12) different businesses that the researchers selected. Diversity is a must to gather numerous perceptions between different points of views.

## II. DESIGN AND PROCEDURE

### A. *The Research Design*

The researchers aimed to seek the views of different companies when it comes to the employment of the future Senior High School Graduates. The main objective of the researchers is to attain the honest opinions of the companies. They devised multiple surveys and interviews in the different companies that participated in the study. The structure of the design will let the participants answer the survey afterward; the researchers will then proceed to let the participants' voice out their opinions in the interview. The survey gives significant quantitative data for the study, for the in-depth interview it enhances the data for further eminence.

This will be discerning in the research and not only will it benefit the researchers, it will also benefit the Senior High School students. The topic "What are the Perceptions of Different Companies in Hiring Senior High School Graduates?" is a broad outline of twelve (12) companies and their perspective. Their thoughts are placed throughout detailed surveys and intricate interviews.

### B. *Tradition of Inquiry*

The most suitable tradition of inquiry is the Case Study. This will enable access to a bigger platform in terms of the content and the data that will be presented. The research is about real-life phenomena, as a case study should. The occurrence of the new educational system in the country and the numerous possibilities this will serve as an outcome. The objectives and conclusions will be derived by the researchers throughout the span of their fieldwork and research.

Furthermore, a case study allocates the researchers in the view point of the problem solvers and will be befitting and advantageous in knowing the current happenings. A case study will also provide continuous elaborated analysis on the said topic. It brings general-to-specific ideas to the table and it simplifies complex concepts by narrowing down possible results of the research.

### C. *The Participants/Key Informants and the Selection Technique*

The researchers assessed the twelve (12) companies selected present in Makati City. Within those establishments, they have pragmatically chosen the branch in the business, by inspecting the possible divisions that will match the researchers' endeavors along with the conceivable data to augment the research further. The selection technique utilized was purposive sampling wherein each participant has been chosen due to various factors

such as competence, position and experience in their line of work.

These were systematic interviews and surveys because the researchers gave the participants ample time being that they received mails and notifications on what will they be answering. These were conducted throughout the fieldwork and were focused mainly on the Human Resource (HR) Department and the managers of the scoped companies. The researchers have decided to consult the said people after deliberating the possible participants and the magnitude of their input in accordance to the study. The researchers interviewed people in different levels of management inside the companies.

Mr. Elmer L. Garcia, the branch manager of the retail shoe store Sledgers, located in Glorietta. He is professional at his work and he was one of the few contributors who were participative in the fieldwork. Mr. Philip Sayas, the owner of Matansaz Creamery is a graduate of Polytechnic University of the Philippines as a scholar. He has been in the food industry for twenty (20) years and he was persistent in answering the questions of the interview. Mr. Jose Francisco Chico, the president of SemiconLink for sixteen (16) years, is a graduate from Informatics College with the courses of Information and technology. Mr. Jester Condez, the head consultant of WTCS Inc.; he graduated in De La Salle University Manila.

The next sets of participants are from Metrobank, PhilLife, Makati Fire Safety Foundation Inc., and Berlitz Language Institute. Ms. Rajni Ramchand the branch operations manager of the Salcedo branch of Metrobank graduated from Assumption College San Lazaro and has twelve (12) years of experience. Mrs. Fatima Robles is the Senior Manager of the PhilLife Company present in the same vicinity as the researchers' place of education. Ms. Marieta Capundag has had fourteen (14) years of experience in her job as a part of the Makati Fire Safety Foundation Inc. and she also graduated from Metropolitan College of Nursing. Mr. Michael Martin the owner of Berlitz Language Institute; his answers were straight to the point.

The last sets of participants are from Philippine Orthopedic Institute (POI), Skin Centraal, Pinnacle Real Estate Consulting Services Inc., and Century Property. Mr. Eugene Del Rosario the owner and operations manager of Skin Centraal, moreover he is a Summa Cum Laude of Ateneo De Manila. Ms. Romina Francis Tiu, the interviewee from Century Properties graduated from St. Scholastica's College and she's a project director in Asia and Europe. Last but not the least, is Ms. Enna Que the HR manager of Pinnacle, she has been in the company for more than a year.

### D. *Data Generation Report*

During the fieldwork that was commenced in the various companies, the researchers prompted in-depth interviews to a few participants from the businesses. The questions in the interview were centralized in their judgments and viewpoint on the researchers said topic. The survey questionnaire also revolves around the companies' opinions and standpoint.

The timespan of the fieldwork per each company did not take long; the researchers directed their surveys and answered any inquiries that the participants asked. A short interview was initiated for a few of the participants after answering the

researchers' survey. The interviews lasted between three (3) to ten (10) minutes depending on the answers of the participants.

The researchers invested a lot of time in inquiring for multiple companies due to the companies' hectic schedule and their tendency to pass the researchers' inquiries from one personnel to another. Although this occurred, the companies that are present in this study were still direct in participating with the researchers' requisitions which was compensated for the time lost.

### III. SUMMARY OF RESULTS

In this study the researchers have formulated the results and conclusions of the study. These results and conclusions bring forth the consensus of all the collected data from the research. For future usage of the study, the recommendations are assigned aimed at specific divisions.

#### A. Summary of Results

This is the outline of the purpose of the study, how the data was gathered, and the final results of the records.

##### 1. Readiness of Companies

The rationale of this study was to know the diverse opinions and points of the chosen companies regarding their readiness in adjusting and accommodating the new Senior High School Program. To achieve this goal the researchers needed to set necessary objectives. They devised questions for them to answer throughout the study. Determining the readiness of the companies as well as the things to consider in hiring are key components in the process of this study.

##### 2. Gathering of Data

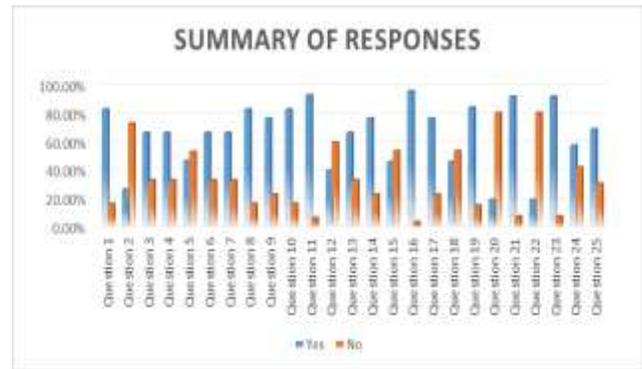
The study fieldwork happened in Makati City during the months of late October to early December. The researchers used purposive survey questionnaires and in-depth interviews to verify the needed information. To conduct these methods of research the researchers prompted to speak to the Human Resource department or the administrative side of the chosen companies, in order for them to answer the survey and it gives the researchers an opportunity to carry out the interview. Choosing the respondents and interviewees of this study was planned by the researchers that they will opt to the HR department or the admin.

##### 3. Interpretation of Data

Statistics were shown in tables and bar graphs for the quantitative part of the study which are the surveys with a total of thirty (30) respondents and a narrative on the qualitative part of the study which are the interviews with twelve (12) interviewees.

#### B. Summary of Quantitative Analysis

The summation of the analysis is rounded up in a final figure where all of the initial twenty-five (25) questions of the survey are entered. The final table shows all of the response from the respondents.



For the data analysis in the survey the researchers can presume that majority of them agree on the questions that the researchers provided. From the data the researchers can also project that there were a few who hold opposing views in some questions.

#### C. Summary of Qualitative Analysis

In the citation of information in the interviews, the researchers can conclude that most of them are ready to hire SHS graduates with a ratio of 10:2. Some interviewees were sure of their answers but some were still unsure due to the lack of time that the SHS program has been active. Multiple helpful facts were given by the interviewees to further deepen the study.

### IV. CONCLUSIONS

The conclusion of the study answers the three (3) objectives. After the conducting of the surveys and interviews the researchers have a current hypothesis to present. This hypothesis branches out to reach the answers of the three (3) objectives.

1. The researchers can safely conclude that majority of the businesses that have volunteered in the conduction of the fieldwork are ready for the new development. Basing on the answered surveys and as well as the narratives of the interviews most of the companies specifically ten (10) out of twelve (12) said that they can accommodate the Senior High School graduates.

2. The next conclusion is to aid the Senior High School graduates in making the choice of whether they pursue college or take up a low ranking job. The answers given by the participants indicate that they will most likely choose a college graduate than a Senior High School graduate.

3. Lastly, to learn the views of the different companies. These companies in the study stated that they will cater the Senior High School graduates however there are exceptions and reservations. For example, the Senior High School graduate employees only have limited options when it comes to promotion. Another one is that they will only accept the graduates as rank and file employees. This concludes that even if the companies are willing to accept the graduates it comes with terms and conditions.

### V. RECOMMENDATIONS

To expand and improve the research further the following recommendations are proposed:

The following recommendations are offered for future researchers. The first one is to increase the range of the companies for more perspectives and viewpoints to enhance the research. Additionally, supply further questions in the surveys and interviews to elaborate more data into the study. Lastly, enlarge the scope and limitations of the study by conducting it in different cities and possibly more industries.

1. The recommendation for the Senior High School Graduates is them taking up higher education. Even though that a lot of companies agreed that they can accommodate the Senior High School Graduates, these come with exceptions and conditions. The safest route is to pursue a college degree to enhance the specialized occupation desired. These industries are willing to cater Senior High School Graduates but they need more time to adjust and adapt to the new setup of the school curriculum. Another one is that the government does not endorse the Senior High School Program towards companies for them to have a heads up or basic knowledge in the Senior High School Graduates.

2. The recommendation for the schools is for them to partner with companies and give the students prior information and the needed skills for them to be job ready. A good example of this is on-the-job training (OJT) for the SHS students. Just like the researchers' chosen company Pinnacle Real Estate, the company is partnered with schools for accepting students as OJTs. Partnering schools with companies provide a better connection and help for the future Senior High School graduates. This also gives schools a boost of assurance on their side of the matter.

3. The recommendation for DepEd is to make sure that all or most of the companies are aware about the system of the Senior High School Program. Enlightening the industries with the new development guarantees that it gives the companies time and proper knowledge to adjust. Advertising the Senior High School program towards companies can clarify what is needed for adjustment inside the companies. In doing this the companies will be able to have information about the said program and it gives the companies room for accommodation. The DepEd could also, enlist the possible industries that the SHS graduates can enter for work. Separating the industries that the graduates can apply like the BPO and Food industry and the ones that they are not allowed example given is the medical field. This gives the SHS graduates certainty on what they can go into occupation.

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