

# Job Satisfaction and Employability of Education Graduates of Western Philippines University-Quezon Campus

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**Abstract**—The study aimed to evaluate and assess the job satisfaction and employability of graduates of the Education graduates of Western Philippines University – Quezon Campus. It aimed to determine the level of education graduates of Western Philippines University Quezon Campus.

This study used descriptive statistics such as frequency counts, percentages; means were used to analyze the data that was gathered through the use of modified CHED Tracer Study survey questionnaire that was personally administered to 57 elementary graduates and 35 secondary graduates served as population in this study from 2007 to 2011.

Results revealed that majority of graduates were employed. The level of employability of education graduates of Western Philippine University- Quezon Campus were described as high.

Respondents are satisfied that their job is challenging and inspires them to do their best and have chance to grow professionally in their present job were described as Very High. Similarly, they are satisfied as to happiness in teaching day in and out of their school and a feeling of belongingness at present work that it would be hard to them to leave.

It means that education graduates have great opportunity and good chance in professional world that both government and private agencies can accommodate them.

Despite of the high employability level of the teacher education graduates of Western Philippines University Quezon Campus, the college of education must still conduct a through graduate assessment program it is important for the university administration to monitor their graduates.

**Keywords**— job satisfaction, employability, employed, teacher education, graduates, and employment status.

## I. INTRODUCTION

For Filipinos teaching is indeed a very challenging job. That is why teacher education course is one of the top choices among many incoming freshmen students. It is because most of the parents from middle class want to have a teacher in the family. Yet, no matter how demanding the responsibilities of a teacher are, this is one of the most rewarding jobs found in the world today. The efforts of teachers do not only lie in educating children but these also contribute in huge circumstances such as training future leaders.

Access to education holds both individual and national implications. Yet many graduates find themselves unemployed after earning a degree, despite the high value and

expectation placed on education. Thousands of young university or college graduates can be seen lining up in job fairs around the country in search of elusive employment opportunities.

In the Philippines, the economy's difficulty in absorbing the high number of new entrants to the labor force is a familiar refrain. Graduates voice their frustration at not being able to land a job, particularly a job that is well-paid and secure. Even with employment opportunities in the business process outsourcing sector, few were hired for these positions.

The employability of graduates from an institution is very important to note. It is through education and proper training that one may get a decent job after graduation. This study intends to show the job satisfaction and employability of education graduates in Western Philippines University-Quezon Campus.

The WPU-Quezon Campus was established to cater the increasing demand of college education in the municipality and nearby community. One of the curricular offering of the external campus are the Bachelor in Secondary Education (BSED) and Bachelor in Elementary Education (BEED).

These two courses produced hundredths of graduates since it had its first batch of graduates in 2007. Thus, this study will examine graduate unemployment in the two courses. It seeks to determine the factors that influence graduate unemployment, to what extent the concept of employability plays a role in this, and to provide recommendations for resolving the challenges.

This is conducted to trace the destination of the teacher education graduates since they left university with a view to establish among others their current activity, utilization of skills, the level of employment and job satisfaction.

In view thereof, this study on assessing the job satisfaction and employability of education graduates. Specifically, it sought to answer the following:

1. What is the level of job satisfaction of teacher education graduates to their present employment?
2. What is the level of employability of teacher education graduates of WPU-Quezon Campus?
3. Is there a significant relationship between the job satisfaction and the employability of teacher education graduates?

II. METHODOLOGY

This study was limited in determining the employability of teacher education graduates of the Western Philippines University-Quezon Campus. The researcher had identified limitations to the study such as the socio-demographic profile of teacher education graduates, job related characteristics, institutional benefits acquired by teacher education graduates, job satisfaction and the level of employability of teacher education graduates of WPU-Quezon Campus.

The population, time and place were limited to the 92 teacher education graduates of the WPU-Quezon Campus from its first batch also graduated in School Year 2006-2007 to 2010-2011.

III. RESULTS AND DISCUSSION

**Job Satisfaction of Teacher Education Graduates to their Present Employment**

TABLE 1. LEVEL OF JOB SATISFACTION OF TEACHER EDUCATION GRADUATES TO THEIR PRESENT EMPLOYMENT.

Statement	Mean	DR
I am happy in teaching day in and out in this school.	3.96	S
I find fulfilment in my present work.	3.93	S
<b>My present job is challenging and inspires me to do my very best.</b>	<b>4.16</b>	<b>S</b>
I have chance to grow professionally in my present job.	4.04	S
I feel belong so well in my present work, that it would be hard to leave.	3.94	S
My present income is adequate for normal expenses.	3.25	MS
My current salary provides for luxuries.	2.76	MS
I barely live on my income.	3.11	MS
I feel that my salary is just right amount for the work that I do.	3.08	MS
I am well paid for my level of education and kind of work.	3.17	MS
<b>Over-All Mean:</b>	<b>3.54</b>	<b>S</b>

Legend:

Numerical Weight	Interval Estimate	Descriptive Rating
5	4.51 – 5.00	Very Satisfied (VS)
4	3.51 – 4.50	Satisfied (S)
3	2.51 – 3.50	Moderately Satisfied
2	1.51 – 2.5	Unsatisfied (US)
1	1.00 – 1.50	Very Unsatisfied (VU)

It reveals that the respondents are satisfied that their present job is challenging and inspires them to do their very best and have chance to grow professionally in their present job with mean rating of 4.16 and 4.04 respectively.

Similarly, they are satisfied as to the happiness in teaching day in and out of their school and a feeling of belongingness at present work that it would be hard them to leave with mean rating of 3.96 and 3.94 respectively. Accordingly, they are satisfied as to the fulfillment in their present work with mean rating of 3.93.

On the other hand, the respondents are moderately satisfied that their present income is adequate for normal expenses with mean rating of 3.25 and to the compensation

according to their level of education and kind of work with mean rating of 3.17.

Accordingly, they are moderately satisfied that they are barely live on their income (3.11), a feeling that that their salary is just right amount for the work that they do (3.08) and their current salary provides for luxuries (2.76).

Based on the weighted mean of 3.54 that describe as “satisfied” implies that the teacher education graduates of WPU Quezon Campus were contented in their present type of job. It can be noted that majority of the respondents are working as contractual and have an income of PhP. 5,000.00 to PhP. 10,000.00

In the study of Cook (1999) as cited by Buriol (2010) stated that job satisfaction is conceptualized as a multi-dimensional measure on a continuum ranging from not satisfied at all to very satisfied and is composed of several components such as satisfaction with pay, promotion opportunities, and relationships with management and coworkers. The assumption is made that people will not like all aspects of their jobs equally.

In the study of Smith (2003) as cited by Buriol (2010) stated that employees are more satisfied when they have challenging opportunities at work. This includes chances to participate in interesting projects, jobs with a satisfying degree of challenge and opportunities for increased responsibility. This is not simply "promotional opportunity." As organizations have become flatter, promotions can be rare. People have found challenge through projects, team leadership, special assignments-as well as promotions.

He added that employees are more satisfied when their entire workgroup takes pride in the quality of its work. On the other hand employees are more satisfied when they feel they are rewarded fairly for the work they do. Consider employee responsibilities, the effort they have put forth, the work they have done well and the demands of their jobs.

TABLE 2. LEVEL OF EMPLOYABILITY OF TEACHER EDUCATION GRADUATES OF WPU-QUEZON, CAMPUS.

Statement	Mean	DR
It is easily to look for a job if you are education graduate.	3.76	High
Education graduate can work in any agency or organization.	3.86	High
Opportunity is available at all times for education graduate.	3.55	High
Education graduate can apply in any type of job.	3.64	High
Education graduate is popular among offices.	3.77	High
Education graduate can work in a great deal of behind-the-scenes activity.	3.86	High
Government offices preferred to accept education graduate.	3.69	High
Business establishment preferred to hire education graduate.	3.34	Fair
Education graduate can acquired work/job in a short period of time.	3.63	High
Being an education graduate you can enjoy job advantage in any kind of work.	3.78	High
<b>Over-All Mean:</b>	<b>3.69</b>	<b>High</b>

Legend:

Numerical Weight	Interval Estimate	Descriptive Rating (DR)
5	4.51 – 5.0	Very High ( VH )
4	3.51 – 4.50	High ( H )
3	2.51 – 3.50	Fair ( F )
2	1.51 – 2.50	Low ( L )
1	1.00 – 1.50	Very Low ( VL )

**Level of Employability of Teacher Education Graduates of WPU-Quezon, Campus**

Table 2 shows the level of employability of teacher education graduates of WPU-Quezon, Campus.

According to the respondents the education graduate can work in a great deal of behind-the-scenes activity and can work in any agency or organization with mean rating of 3.86 which described as “high.”

Similarly, respondents reveal that education graduates are popular among offices (3.77) and enjoy job advantage in any kind of work (3.78). They also give a “high” rating as to the statements that: “easily to look for a job if you are education graduate” with mean rating of 3.76.

They give a “high” rating that government offices preferred to accept education graduate (3.69), education graduate can apply in any type of job (3.64), education graduate can acquired work/job in a short period of time (3.63), opportunity is available at all times for education graduate (3.55) and business establishment preferred to hire education graduate (3.34).

Based on the obtained weighted mean of 3.69 describe as ‘high’, implies that the employability level of teacher education graduates of WPU Quezon Campus is very satisfactory. It means that education graduates have great opportunity and good chance in professional world that both government and private agencies can accommodate them.

TABLE 3. RELATIONSHIP BETWEEN THE JOB SATISFACTION AND THE EMPLOYABILITY OF TEACHER EDUCATION GRADUATES.

Variable	Mean	SD	Pearson r
Job Satisfaction	3.54	0.68	0.318**
Employability	3.69	0.57	

  

P-value	
Decision	0.003 Ho: Reject

Legend:  
 \* - significant at  $\alpha = 0.05$   
 \*\* - significant at  $\alpha = 0.01$

**Relationship between the Job Satisfaction and the Employability of Teacher Education Graduates**

The relationship between the job satisfaction and the employability of teacher education graduates is presented in table 6.

It reveals that the obtained P-value of 0.003 is lower than 0.05 level of significance. Therefore, it rejects the null hypothesis that there is no significant relationship between the job satisfaction and employability of teacher education graduates.

The rejection of null hypothesis indicates that the employability of the course can be considered as influencing factor of job satisfaction. It also connotes that the satisfaction

of the respondents in their respective job was associated with the employability level of the course.

**IV. CONCLUSION**

Anchored on the findings, the following conclusions were deduced.

1. The respondents were young professionals and productive that can handle responsibilities as required by their respective employer. They were employed in different government and private institutions.
2. The respondents were employed in the different educational institution either in public or private schools. Although they are education graduates but some of them are working in private institution as their personal choice.
3. The respondents acquired and have skills as to the aspects of human relations, communication, problem solving, critical thinking, information technology and entrepreneurial skills. It means that they effective and efficient employees as they possessed the high quality of professional characteristics.
4. The teacher education graduates of WPU Quezon Campus were satisfied in their present type of job.
5. The teacher education graduates of WPU Quezon Campus have high employability level. It means that education graduates have great opportunity and good chance in professional world that both government and private agencies can accommodate them.
6. The job satisfaction of the respondents in their respective job was associated with the employability level of the course.

**V. FUTURE DIRECTIONS**

For the Administration of WPU Quezon

1. Conduct a graduate assessment program it is important for the university administration to take up this issue so as to be able to monitor their graduates and hence make changes to the teacher education program from the perspective of those in the field.
2. There is a need to further improve the condition of teacher education in the external campus in order to enhance the overall capacity for the provision of vital equipment, study facilities and off study program, thereby strengthening its study provisions and conditions profile.

For Teacher Education Graduates

1. Each of them should develop plans that foster self-assessment, improvement of practice, professional growth and improve themselves constantly to maintain the standard of a highly respected profession.
2. Graduates should further enhance their professional growth by taking graduate studies and finish what they had started in graduate studies.

**For Future Research and Researchers**

1. Findings from this study should be used in future graduate tracer study and use as reference for the graduate assessment program.
2. Results should be used for curriculum development program of the university as well as for accreditation program.
3. Results of this study should be presented to the WPU Administration.
4. Conduct a related study on job satisfaction and employability of graduates of other programs using other variables or factors that affects the employability of graduates.

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#### BIOGRAPHICAL SKETCH



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