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RESEARCH ARTICLE

MARKETABLE WORK-RELATED SKILLS: ITS RELATION TO THE EMPLOYMENT STATUS OF BACHELOR OF SCIENCE IN INDUSTRIAL EDUCATION GRADUATES

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Abstract

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Introduction:-

Education plays an important role to be a productive individual. In the Philippines today it marks that 92 % among Filipinos are literate through attending formal education whether if it is in a four corners of a room, painted with colorful design, complete facilities or even just having a roof or a shade out of leaves of different plants.

Through the years the education sectors find ways and means to improve its function especially in the higher educational institution. The advancement of technology makes the learner develop their physical, social, political and even the economical aspect.

The Laguna State Polytechnic University Main Campus, Sta.Cruz, Laguna formerly known as Laguna College of Arts and Trades offer Bachelor of Science in Industrial Education through DECS Order No. 33 series 1994 up to present with today's mission to be a center of technical, professional and advance education in agriculture, fisheries, forestry, industrial and information technology, teacher education and arts and sciences.

The Commission on Higher Education together with the Laguna State Polytechnic University has made to realize if the curriculum is suited for the graduates or not. It is also the reason of the researchers to study the work related skills of the BSIE graduates to be employed. The total population of two- hundred and sixty-seven (267) BSIE Graduates from 2005 – 2009 serve as respondents of this study.

Research Problem:

1. What is the profile of the BSIE graduates in terms of age, sex, field of specialization and work experience?
2. What is the level of Marketable Related Skills in terms of Interpersonal Skills, Communication Skills and of Problem Solving Skill of BSIE Graduates?
3. Is there a significant relation between the profile and employment Status of BSIE
4. Graduates?
5. Is there a significant relation between the marketable work related skills and
6. employment status of BSIE graduates?

Integrated Review of Related Literature and Studies:

Ageing (British English) or aging (American English) is the accumulation of changes in a person over time. Ageing in humans refers to a multidimensional process of physical, psychological, and social change. The age of an individual can be useful in the development of their marketable work related skills so that they can easily deal with other people in their workplace.

According to Zulueta (2004) the more mature an individual becomes, the more experience he is expected to have; however, it does not always follow, that in all instances, the mature individual is always better than the less mature.

Salvador (2006) in her study found out that the older the pupils the more matured and prepared they become for school and therefore achieve greater academic achievement.

Age has been reported to relate productivity with younger faculty being rated as higher producers. Senior faculty members are active in research.

However, productivity may decelerate with the change in increased responsibility for service indicative of tenured faculty. National study with human resource faculty, showed no relationship to age and productivity. Similar results were found with group of university career and technical educators.

Productive employees are those young faculty who are rated as higher producer while senior faculty are active in the field of research but age has no relation with regard to productivity of employees. (Literacy in the information Age - Highlights., <http://www.hrsdc.gc.ca/asp/gateway.asp>)

La Haye (1998) wrote that God is not respecter of age, sex or position. He is able to be all-sufficient for single as well as married men and women. Everyone is given equal rights and privileges to improve and enrich whatever talents and abilities God has apportioned them.

Newstrom & Davis (1993) wrote that the level of satisfaction of the employees revolved around the key variables such as age, occupational level and organizational size. As the teachers grow older, they initially intend to be slightly more satisfied with their job. Apparently, they lower their expectation to more realistic level and adjust themselves better to their work satisfaction. Later their satisfaction may suffer as promotions are less frequent and they face the realities of retirement.

On the contrary when people are promoted early, they reach their terminal position early. By the time they reach forty onward, they are bored, cynical, frustrated, and no longer excited about their job and its challenges and their performance is affected.

Very few graduate students are in the ages of 40 and above because their strength and enthusiasm are declining. By the time the master's degree program is completed, they are already advanced in age. If by chance a promotion is given, they would enjoy the fruit of their labor and apply what they have learned for only a short period of time.

Younger graduate students nowadays are enthusiastic but most of them don't feel the urgency of completing the degree because they feel they have plenty of time to do it and the pressure they get is not that much compared to those who are in their midlife. "Time is very precious and therefore should not be wasted on not so relevant activities. Time should be invested wisely if you have to succeed in your career." These are common line often heard from those who are already advanced in age "why hurry when you can take things so easy and lightly; Enjoy life while you are still young." These are, on the other hand, the common line often heard from the younger ones. In fairness to the younger ones most of them if not all are not as determined and dead serious in completing their chosen field of specialization.

As people advance in age and change, their work values also change. Different values appeal to different individuals and definitely people differ in what they value.

In a study of work values across eight cultures: Germany, Holland, USA, Israel, Korea, Taiwan, China, and Hungary, Elizur et al, as cited by Doctor (1998) surveyed supervisors, managers and college graduates between 21-29 years of age. They found out that the highest ranked among 24 values were: achievement, interest in work, advancement, personal growth, and esteem. Salary was ranked in the middle with the lowest ranked values being job status, contribution to society, work conditions, opportunity for people interaction, and influence in the organization.

The statements above proved that the younger the employee is the more productive they are than the senior ones. Similarly, this study tries to prove that the graduates' productivity is related to their age.

According to Borgatta, EF Montgomery RJV (2000), Gender is the division of people into two categories, men and women, through interaction with caretakers, socialization in childhood, peer pressure in adolescence, and gendered work and family roles women and men are socially constructed to be different in behavior, attitudes and emotions. The gender social order is based on and maintained these differences.

Gender in different workplace may increase productivity based on the kind of work of each categories.

Gender is a social construction. It is a product of society's adaptation to the material condition in which it finds itself. Gender differentiation originates from the different functions assigned to men and women by society, which in turn are based on their sex differences. Socialization has been influential in shaping gender role concepts in society. The individual's self-image, personality and social roles are developed early in life by the family, the peer group and community. They are reinforced by institutions of mass socialization-education, religion, art and mass media.

A Swiss study suggests that when men and women are both presented with the same types of choices, the differences in approaching decisions are negligible. It was observed that there are no gender differences in risk propensity toward financial decision. The results suggest that...gender stereotype may not reflect male and female attitudes toward financial risks, no longer are a large number of employment closed to the women. Indeed, many occupation and types of position has become women's special province.

Their place in the world of education is established. Just as they need no longer to imitate the severity of men's clothing, so they need not attempt to pattern themselves after the professional working men in other ways. Women want to be treated as workers, and not those requiring special assistance and personal occasions. The courtesy granted them should be sufficient to satisfy the respect accorded their sex, but not so much as to emphasize and underline their femininity. (Linthicum, Md. April 2002)

"Working women just like men, received protection by the state by providing safe and healthful working conditions," Organista& Rivera (1999).

Lupdag (1991) states that sex differences have been found in the occupational choice although conclusive results in their verbal ability and numerical ability of Filipinos have not been established. Studies suggest that females are better in verbal ability while males excel in numerical ability.

Women are becoming more aggressive and determined than men when it comes to career development . Women are future oriented, that is the amount of effort and money invested in the graduate studies would be compensated in the near future. Men in general are more interested in earning income at present and the thought of going back to school for further studies would be very tedious and time consuming.

Statistically speaking, there are more female educators than male. Women are competing against men in the leadership position in our society; naturally, there are more female graduate students in most colleges and universities. Women strongly believe that quality preparation at present profession is a wise investment with sure abundant returns in the future. Sexism, which is stereotyping individual roles and behavior on the basis of gender, treating or depicting females as if they were inherently inferior to males, is no longer a reality nowadays. (Dictionary of Education, 1997)

The statements above proved that males and females have their own fields where they excel. This study aims to identify who among them can be more productive after finishing their BS degree.

According to Villanueva (2011)"We have many college graduates, but sometimes their diplomas offer little value for employment, because what companies and employers need more are the skilled workers,". It is true but the researchers believe that diploma plus the skills that the students acquired in attending tertiary education specifically the Bachelor of Science in Industrial Education indeed is what the educational and industrial sector that they are looking for.

According to Villanueva (2011), to be employed graduates should have a marketable related skills and the Cisco Networking Academy program complements TESDA's (Technical Education and Skills Development Authority)

existing Technical and Vocational Education and Training and gives successful students the competencies to compete in the global IT market.”

Interpersonal skill is the skills used by a person to properly interact with others. In the business domain, the term generally refers to an employee's ability to get along with others while getting the job done. Interpersonal skills include everything from communication and listening skills to attitude and deportment. Good interpersonal skills are a prerequisite for many positions in an organization.

Investopedia (2012) explains 'Interpersonal Skills' is somewhat of a misnomer, because it refers to character traits possessed by an individual rather than skills that can be taught in a classroom. Within an organization, employees with good interpersonal skills are likely be more productive than those with poor interpersonal skills, because of their propensity to project a positive attitude and look for solutions to problems.

Interpersonal skills are all about working with other people it includes support and encourage others, being able to give and receive constructive criticism as well as being able to negotiate. They are also skills where you listen to and value other's opinions, and are able to convey your points to a group.

Interpersonal skills sometimes overlap with spoken communication skills. This is because communication is crucial to good interpersonal skills.

Interpersonal skills are actually characteristic traits an individual should possessed rather than skills that can be taught in a classroom. Manners, attitude, courtesy, habits, behavior and appearance, are sometimes inherited if not influenced by parents, friends and society. In a business setting, the term generally refers to an employee's ability to get along with others while performing his job. Interpersonal skills can include everything from his ability to be a good listener and communicator, to his attitude and appearance on the job.

To improve the interpersonal skills a person should practice the following: put on a happy face, show that you care, be considerate of colleagues, be an active listener, promote togetherness, settle disputes, be a great communicator, make them laugh, put yourself in their shoes and lastly don't be a whiner.

Windle and Warren (2012) quoted the statement below

"We all use language to communicate, to express ourselves, to get our ideas across, and to connect with the person to whom we are speaking. When a relationship is working, the act of communicating seems to flow relatively effortlessly. When a relationship is deteriorating, the act of communicating can be as frustrating as climbing a hill of sand."

-Chip Rose, attorney and mediator

Man is a social being thus he needs to interact with people. Almost every individual has experienced, in one way or another, how it is to work in a group - from his childhood games to wherever he is now earning his living. Unfortunately, not every group succeeds in its objectives or goals. Failure is a possible consequence whenever we get into a challenge. However, we can always avoid this much dreaded "failure" if every member of a group would not fail to use or exercise TEAMWORK or the Interpersonal skills.

Communication is the activity of conveying meaningful information. Communication requires a sender, a message, and an intended recipient, although the receiver need not be present or aware of the sender's intent to communicate at the time of communication; thus communication can occur across vast distances in time and space. Communication requires that the communicating parties share an area of communicative commonality. The communication process is complete once the receiver has understood the message of the sender.

Communication skill is one of the important factors of an applicant to be hired in any prospective agency. Interpersonal communication skills are the tools we use to let others know what we think, feel, need and want. And they are how we let others know that we understand what they think, feel, need and want.

Even those who are individual contributors in the workplace need to be able to communicate effectively with bosses and customers. Most people have colleagues with whom they need to communicate in order to be successful at their job. Every one of us has her/his own preferred style of communicating with others. In addition, given our unique

histories, we have different strategies for communicating in different types of situations. As a result, there is a very real possibility that when two individuals get together there are certain circumstances in which they are less effective at communicating with each other than they would like be. By increasing the repertoire of interpersonal communication skills, an individual can increase his overall effectiveness and perhaps his job satisfaction.

Problem solving is a mental process and is part of the larger problem process that includes problem finding and problem shaping. Considered the most complex of all intellectual functions, problem solving has been defined as higher-order cognitive process that requires the modulation and control of more routine or fundamental skills. Problem solving occurs when an organism or an artificial intelligence system needs to move from a given state to a desired goal state.

It is important to an employee to have these skills since he will decide sometimes without asking his boss or employer.

According to legal dictionary contract is an agreement with specific terms between two or more persons or entities in which there is a promise to do something in return for a valuable benefit known as consideration. Since the law of contract is at the heart of most business dealings, it is one of the three or four most significant areas of legal concern can involve variations on circumstances and complexities. The existence of a contract requires finding the following factual elements: a. an offer, b. an acceptance of that offer which results in a meeting of the minds, c. a promise to perform, d. a valuable consideration (which can be a promise or payment in some form), e. a time .

Some businesses hire regular employees, others hire contract workers. It's important to know the differences between types of workers, since contractors are responsible for a lot of their own costs.

In civil service law, permanent status is issued to a person who meets the requirements for the position to which he is being appointed, including the appropriate eligibility prescribed in accordance with the provisions of law, rules and standard promulgated in pursuance thereof.

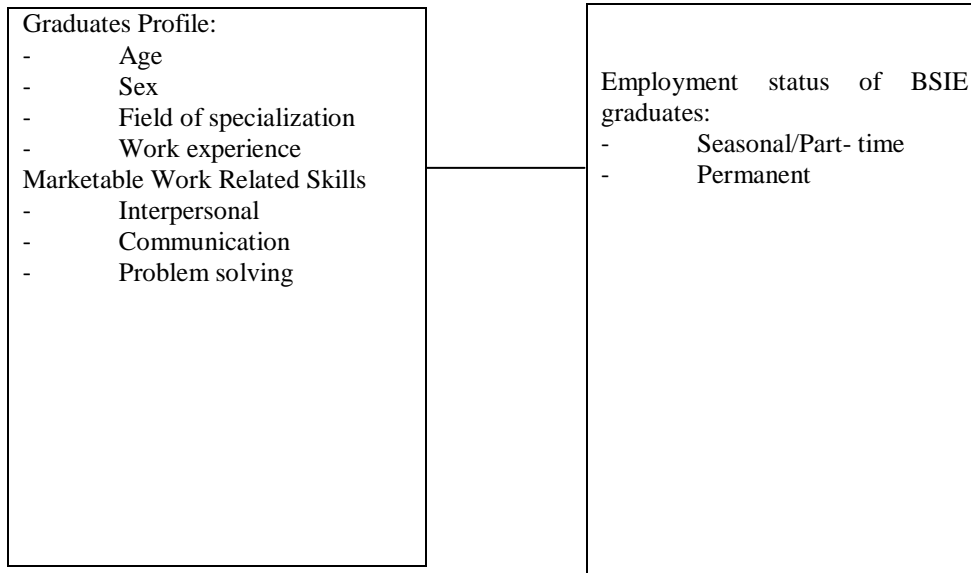
An individual to be hired in a permanent position must comply with the above guidelines. It is important that employees in a permanent status especially in a government service must pass any of the career or professional examination.

This is related to the present study since it is important to an employee to determine his employment status in order for him to look for a better job or opportunities.

Theoretical and Conceptual Framework:

Erik Erikson's Psychosocial Development states that care and affection become a highly motivating experience of an individual. Each period is defined by crises that need solutions with this regard parents and educators helps in shaping the personality to be a complete and productive individual from nurturing their physical characteristics, social, emotional and even their moral development to be a responsive child and citizen of the nation.

The students upon receiving their diploma from four years in college will face on another book of their lives and that is to find job. Generating income from the fruit of their hardship will be enough to payback their parents and may be the feeling of satisfaction upon being employed. But if this could not happen what will be their next steps to be employed.

Conceptual Framework:**Significant Findings:**

In view on the data analysis of the present study, the findings are the following:

Profile of the BSIE Graduates:

The graduate respondents was under the age bracket of thirty to thirty-two (30 -32), most of the graduates are female, Home Economics Major with six to eight years of working experience.

Level of Interpersonal Work Related Skills of BSIE Graduates:

It indicated that the level of marketable work related skills in terms interpersonal skills was “Always” manifest by the respondents.

Level of Communication Skill of BSIE Graduates:

The graduate respondents “Always” did courtesousness while speaking to anyone in the work place, whether senior or junior; it remark that the graduate respondents “Always” a good listener.

Level of Problem Solving Skill of BSIE Graduates

The graduate respondents “frequently” capable in dealing the problem on their own, analyze things closely before identifying the problem, familiarize themselves with every aspect of the problem, think creatively and logically on how to solve the problem and take an active role in implementing the solutions to the problem.

Significant Relation Between the Profile and Employment Status of BSIE graduates

The graduate’s profile as to age, gender and work experience has no significant relationship to employment status. However, the field of Specialization has a significant relationship to the employment status of BSIE graduates.

Significant Relation Between the Marketable Work Related Skills and Employment Status of BSIE graduates:

Only the Interpersonal Skill has no significant relationship to the employment status of BSIE graduates. While communication skill and problem solving have significant relationship to the employment status of BSIE graduates.

Recommendations:-

On the basis of the major findings and conclusions of the study, the following recommendations are advanced.

1. Students must bear in mind that the field of specialization is important since the start of their learning lives so they may wisely choose the course they would like to be in following their road to success.
2. The learning institution may encourage the learners to absorb the marketable work related skills for them to be employed permanently.

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