



A TRACER STUDY OF BACHELOR IN PUBLIC ADMINISTRATION GRADUATES FROM ACADEMIC YEAR 2018 TO 2023

Khate Jay C. Failagmao, Letty Q. Poliquit, DPA

*Researchers, College of Agriculture, Sciences and Technology
Maniki, Kapalong, Davao Del Norte*

Article DOI: <https://doi.org/10.36713/epra16770>

DOI No: 10.36713/epra16770

ABSTRACT

This quantitative descriptive study aimed to determine the profile of the 118 Bachelor of Public Administration (BPA) graduates from the Academic Year 2018 to 2023 at Kapalong College of Agriculture, Sciences and Technology (KCAST). This tracer study involves the gathering of quantitative information through the use of online survey forms to get the necessary data, the study employed the descriptive quantitative technique of research. According to findings, 65% of graduates are currently employed, with the majority of them holding full-time jobs, the remaining 35% are not working yet because of their job preferences. Further, the results showed that 44% are working full-time, 25% are working on contractual basis, 10% in regular positions, 2% are working part-time, and another 1% are self-employed. Then, 43% are employed in the government, 18% as office-based clerk, 9% as sales agent/representatives, 18% as account specialist, 8% as marketing specialist, and the remaining 4% as call center agent. The level of attitude to work obtained a very high descriptive rating which means that the public administration graduates always manifested the said behavior. The quality education provisions of the institution as well as skills and abilities development obtained a high descriptive rating which means that the public administration graduates manifested the influence of the factor as extensive. It is recommended that to achieve the program's core academic goals and objectives, the institution should strengthen its connections, collaborations, and partnerships with other governmental and non-governmental organizations.

KEYWORDS: *descriptive-quantitative method, graduate tracer study, public administration study*

INTRODUCTION

Rationale

The discipline of public administration is an application of both art and science, not simply one of them. A degree program in public administration trains students for positions in government and public administration. It is meant for students who aspire to dedicate their lives to serving the public in civil society and government (CHED Memorandum Order 6 s. 2010).

A three-year 2006–2008 study of Open University Malaysia (OUM) graduates was conducted in Malaysia. According to their findings, OUM graduates' satisfaction with the institution's services has grown during the previous three years. Graduates' overall development, especially in terms of maturity, independence, and teamwork, was greatly impacted by their study programs. Further evidence of the importance of lifelong learning comes from the fact that over 75% of respondents said they would be interested in continuing their education after graduation (Latif & Bahroom, 2010).

According to the University of Pangasinan's Graduate Tracer Study, recent graduates face difficulties finding employment, which logically causes them to wait longer for positions due to inexperience (Rocaberte, 2016). Additionally, Verona (2011) provides support for the idea that the government should

address labor mismatch concerns, which arise when there is not enough labor available overall to solve the loss in productive labor, particularly in urban or semi-urban areas.

The government, which is the biggest employer in the nation, has to have a steady supply of people who will be devoted and committed public servants notwithstanding the challenges facing public administration. In order to pursue causes aimed at the public benefit, civil society organizations require employees and volunteers who share the same ideals to lead and oversee their advocacy and service delivery programs (CHED Memorandum Order 6 s. 2010).

The Kapalong College of Agriculture, Sciences, and Technology was the first local college in Region XI to receive accreditation from the Association of Local Colleges and Universities – Commission on Accreditation (ALCUCOA) Level 1 upon its establishment in 2005. As part of its ongoing efforts to improve its pedagogies and prepare its graduates for the workforce, the college decided it was appropriate to carry out a tracer study on its professional graduates in order to determine their employability, including their employment status. Additionally, this is to gather information for the institution regarding innovations or enhancements that can be added to the current curriculum to help its young professionals



become even more employable in the field of employability related to their course of study and field of expertise.

Therefore, based on this premise, a tracer study must be carried out to ascertain the employment rate and status of the graduate students as well as their self-rated assessments regarding their work ethic, the institution's quality of education, and the graduates' acquisition of skills and abilities after earning a Bachelor of Public Administration (BPA). This is the institution's way of responding to its ideals and social responsibilities by creating a curriculum that will guarantee students' employment after graduation and strengthen and expanding its ongoing provision of high-quality education.

OBJECTIVES OF THE STUDY

High rates of underemployment and unemployment affects the Philippines. It has 21% of jobless individuals held a college degree in 2012. The country's unemployment rate was 7% at that time (Bureau of Labor and Employment Statistics, 2012). Thus, the target audience for this study was KCAST public administration graduates from the 2018–2023 academic year. Specifically, this study sought to answer the following research objectives:

1. To describe the demographic characteristics of the graduate-respondents in terms of:
 - 1.1. sex;
 - 1.2. civil status;
 - 1.3. age;
 - 1.4. year graduated;
 - 1.5. educational attainment and development; and
 - 1.6. relevance of the degree to their present job;
2. To describe the employment profile and features of the graduate-respondents in terms of:
 - 2.1. employment rate;
 - 2.2. employment status;
 - 2.3. level of income;
 - 2.4. period of seeking the first job after college
 - 2.5. Nature of job;
 - 2.6. relevance of college degree to the present job; and
 - 2.7. job mismatching.
3. What is the level of the graduates-respondent self-rated evaluation with their attitude to work?
4. What is the level of the graduates-respondent self-rated evaluation with the quality of education provision of the institution?
5. What is the level of the graduates-respondent self-rated evaluation with the skills and abilities obtained in the institution and its usability with their present occupation?

METHODS

Research Design

This study employed a quantitative descriptive design. The fundamental nature of descriptive studies is the collecting of quantitative data that can be compiled in numerical form, this

tracer study employed the descriptive technique of research. It is also underlined that the features of the population or phenomenon under study were described using this method. Without emphasizing the reasons behind a certain phenomenon, the primary goal of this research method is to characterize the characteristics of a demographic segment. Also, it discusses the research topic but leaves out the explanation for why it occurs. In order to test theories or find answers, data collection is also necessary. It also ascertains and documents the current state of affairs. Lastly, descriptive research is a subset of scientific study that methodically describes a phenomenon, event, condition, or fact pertaining to a particular region or population (Gay, 2016).

In context of the current study, the descriptive method of research was utilized to describe the employment rate and employment status of the Kapalong College of Agriculture, Sciences, and Technology, Bachelor of Public Administration. This is done in order to quantify graduates' employment rate and to clearly identify their work status and demographic profile, including gender, age, and marital status.

Population and Sample

Primarily, the population and sample of this tracer study were the graduates of Bachelor of Public Administration in Kapalong College of Agriculture, Sciences and Technology from academic year 2018 up until academic year 2023. Hence, the study used complete enumeration random sampling since the very purpose of the study is to track and trace graduates in terms of their employment status and rate. To be specific, in year 2018, there are 32 respondents of which there are 11 males and 21 females; in year 2019, there are 26 males and 26 females; in year 2022, there are 5 males and 14 females; lastly, in year 2023, there are 10 males and 5 females which make a total of 118 respondents. Thus, the total population and sample of this study were 52 males and 66 females for a total of 118 Public Administration respondents.

Research Instrument

This study utilized a researchers-made tracer survey questionnaire which was validated by the panel of experts and examiners in order to ascertain the content validity and reliability of the survey questionnaire and to verify if the survey's design and content would accurately measure the study's desired outcome. Experts also determine this by assessing the items' and directions' clarity, presentation and organization, the items' suitability and adequateness within each category, the items' achievement of the intended goal, their impartiality, and the rating system's scale evaluation.

Furthermore, the aim of the tracer survey questionnaire was to track the study's employment history and current status, to keep track of their educational progress, to gauge their level of work-related attitude, to verify their assessment of the institution's quality of education, and, finally, to gauge the degree to which the institution fostered and enhanced their diverse skill set while they were enrolled in KCAST.



The parameter limits below were used in the interpretation of the degree of attitude toward work, evaluation of the quality education provision, and the skills and abilities of the Bachelor of Public Administration graduates in KCAST in order to provide a clear understanding and interpretation of the results and data gathered in this tracer study.

Data Collection Procedure

Data collection is the process of gathering, quantifying, and interpreting precise research insights through the application of established, verified methods. Furthermore, regardless of the research subject, it is typically the first and most crucial phase in the process (Questionpro, 2020). Thus, the following primary steps were taken responsibly to gather the needed data of the study.

First, the researcher asked the college registrar for the total number of graduates from the academic year 2018 to the academic year 2023, since the population and sample of the study includes the institution's graduate students pursuing a bachelor's degree in public administration. This ensures that precise and accurate data are taken into account and given priority.

Second, the researcher developed the survey tracer questionnaire after determining the total number of graduates. This helped to ascertain the graduates' employment rate, employment status, educational attainment and development, work attitude, access to high-quality education, and growth of their skills and abilities.

Third, using Google Forms, the researcher began tracking the graduates to learn about their employment status and rate, educational attainment and development, work attitude, access

to high-quality education, and skill and ability development after creating the survey questionnaire.

Fourth, the researcher grasped the questionnaire and began the tally in order to get ready for the data analysis after completely answered by graduate students.

Finally, the data was examined and processed by the school's designated statistician in order to display the collected data in a tabular and graphical format that would make understanding the outcome easier and better.

Data Analysis

For analyzing the data, mean was used for getting the average score in measuring the level of graduate's attitude to work, evaluation of quality education provision and the development of different skills and abilities.

RESULTS AND DISCUSSION

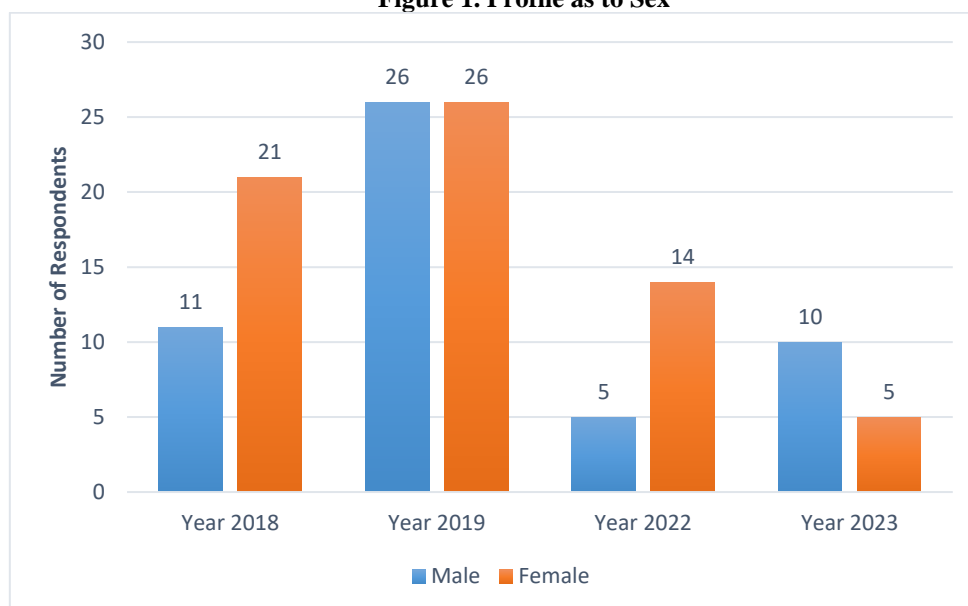
The study's statistical applications led to the discussion of the interpretation and descriptive-quantitative analyses, which were based on the responses obtained from the data gathering instrument and the profile of the BPA graduates.

Demographic Characteristics of the Graduate Respondents

Sex

Figure shows in year 2018, there are 32 respondents of which there are 11 or 34% males and 21 or 66% females; in year 2019, there are 26 or 50% males and another 26 or 50% females; in year 2022, there are 5 or 26% males and 14 or 74% females; lastly, in year 2023, there are 10 or 67% males and 5 or 33% females which make a total of 118 respondents in which 56% were female and 44% were male.

Figure 1. Profile as to Sex

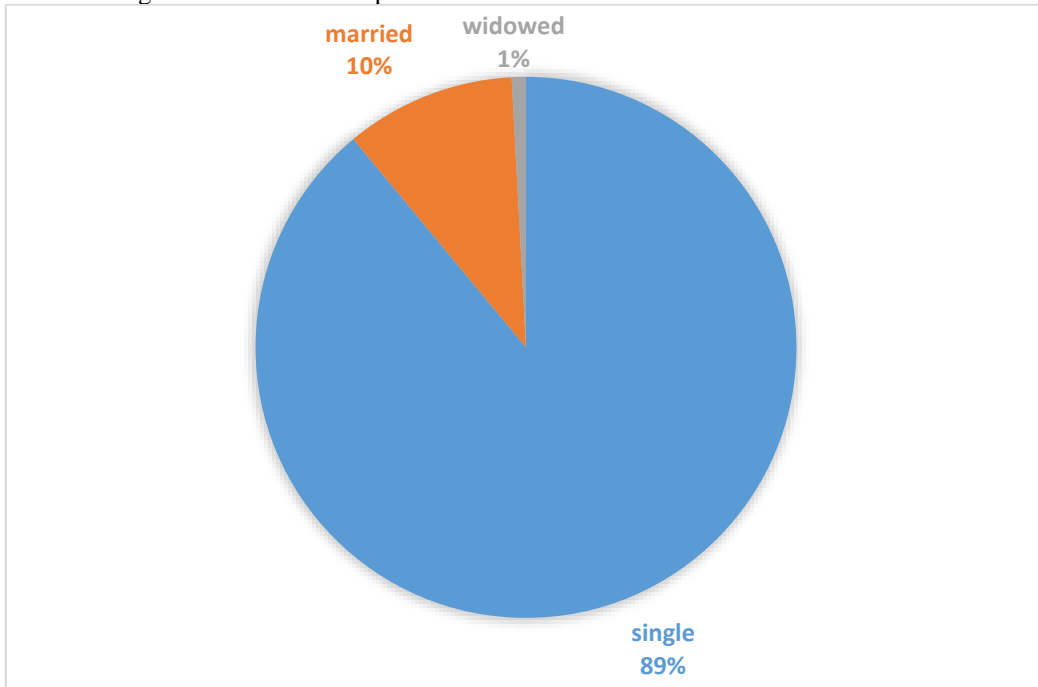




Civil Status

As shown in the figure, the majority of graduate respondents 89% or 105 respondents are single and 10% or 12 respondents

are married, and the remaining 1% or 1 is having the widowed civil status.

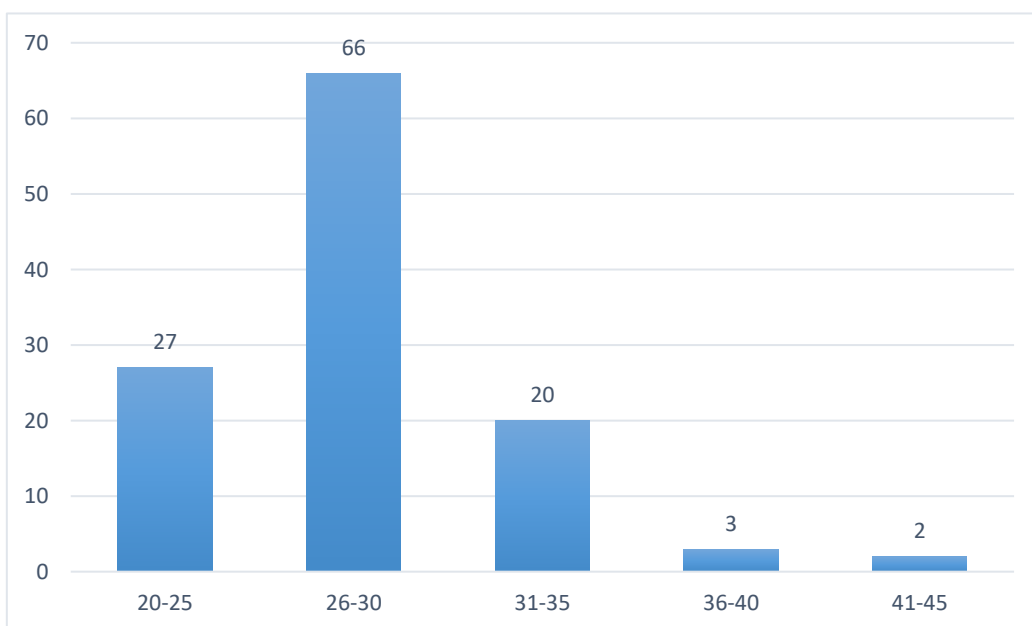


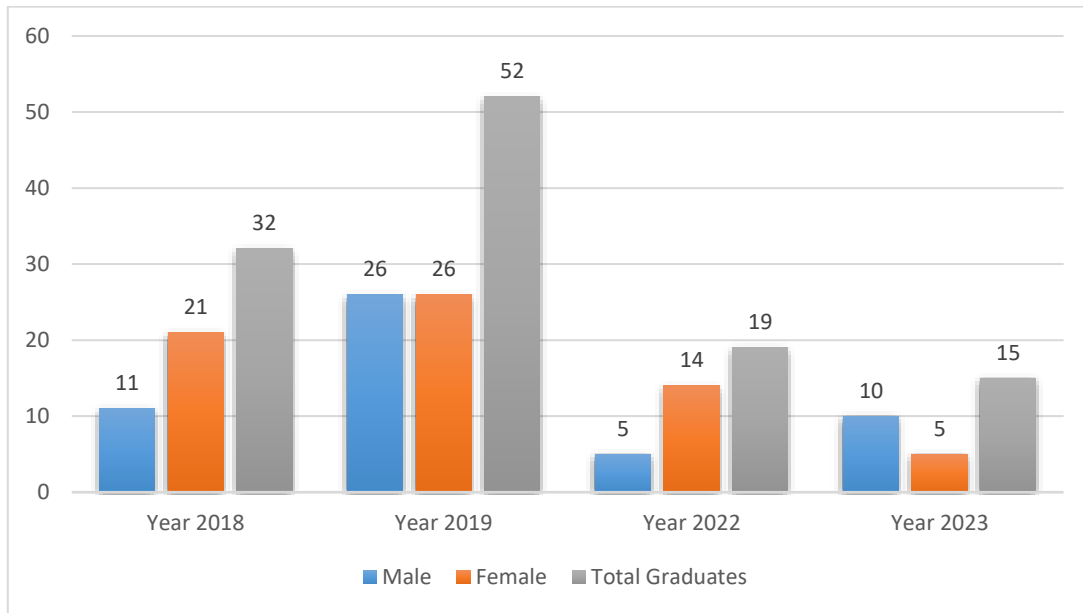
Age

Shown in the figure is the age of the Bachelor of Public Administration from academic year 2017-2018 to 2022-2023. From the total of 118 graduates who responded to the online survey conducted through google forms, there are 27 graduates whose age ranges from 20-25, another 66 graduates whose age ranges from 26-30 and 20 graduates whose age ranges from 31-35 and there are 3 graduates whose age ranges from 36-40 and lastly, the remaining 2 graduates whose age ranges from 41-45.

Year Graduated

Shown in the figure is the total number of Bachelor of Public Administration from academic year 2017-2018 to 2022-2023. For the year 2018, there are 32 respondents of which 21 are males and 11 are females. In 2019, there are 52 respondents and 26 of this are males and another 26 are females. In 2022, there are 19 respondents which composed of 5 males and 14 females. Lastly, in 2019, there are 15 respondents which composed of 10 males and 5 females.

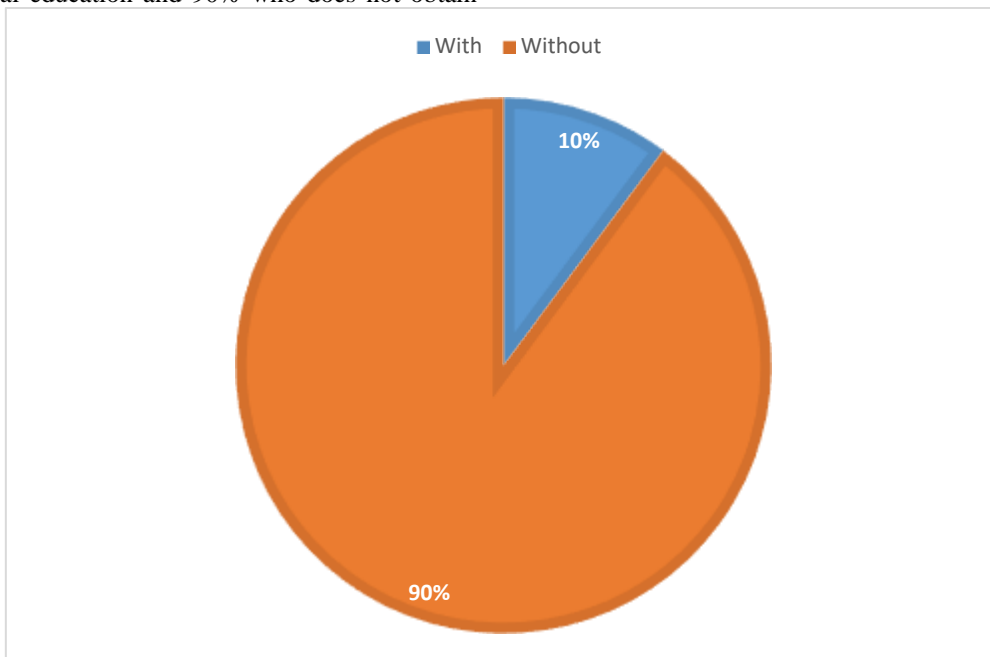




Educational Attainment and Development

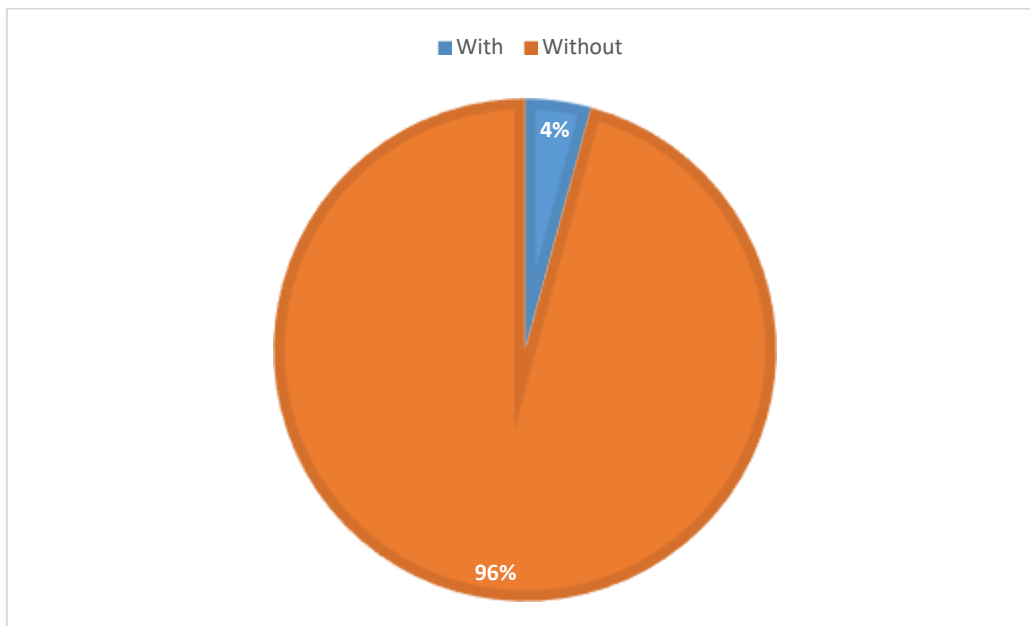
Shown in the figure is the total number of Bachelor of Public Administration from academic year 2017-2018 to 2022-2023 who obtained a vocational education and/or national certificate. The survey reported that there are 10% of the graduates who obtained vocational education and 90% who does not obtain

vocational education. This vocational education includes Automotive Servicing, Massage Therapy, Electrical Installation and Maintenance, Trainers Methodology, Health Care Service, Computer Science, Computer Hardware Servicing, Driving, Electrician and Computer Technology.



Shown in the figure is the total number of Bachelor of Public Administration from academic year 2017-2018 to 2022-2023 who obtained and undergone post graduate degree or studies. The survey reported that there are only 4% of the respondents who obtained and undergone post graduate studies or degree and there are 96% who do not proceed to further studies. Further, survey reported that there are only two degrees which

graduates obtained and these are the ongoing Master in Public Administration, and earning units of Bachelor of Secondary Education major in Social Studies to which the source of their funding is their work and family income, and the institution which they enrolled are Kapalong College of Agriculture, Sciences and Technology, North Davao College of Tagum and University of Mindanao.

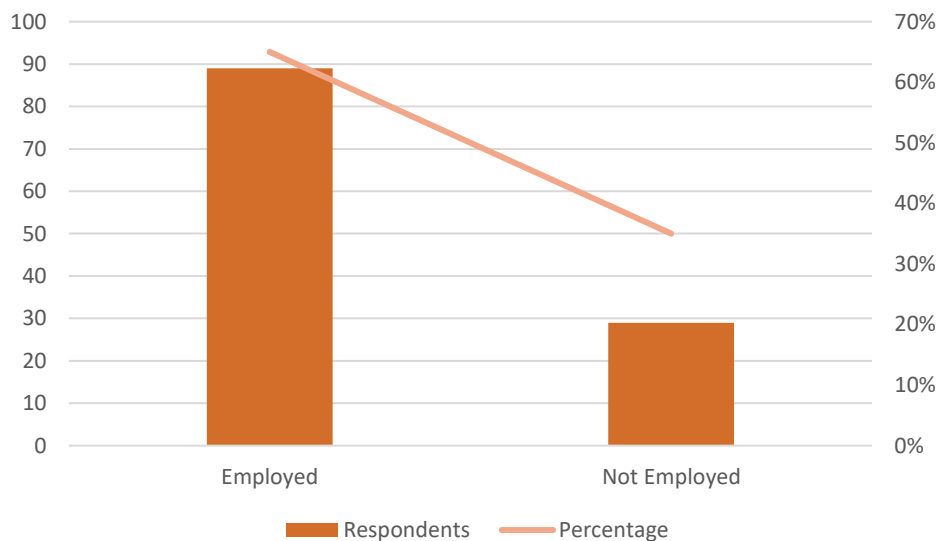


Employment Profile and Features of BPA Graduates

The second research objective of this tracer study is to determine the employment profile and features of the Bachelor of Public Administration from academic year 2017-2018 to 2022-2023 which includes the following: employment rate; employment status; level of income; period of seeking the first job after college; relevance of college degree to the present job; and job mismatching.

Employment Rate

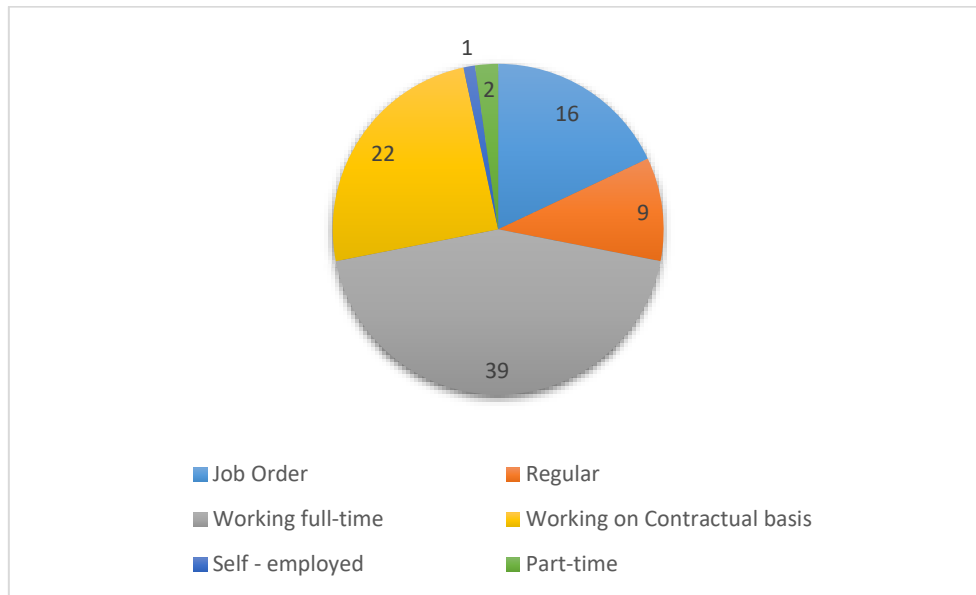
As to the employment rate of the respondents of Bachelor of Public Administration, shown in the figure from academic year 2017-2018 to 2022-2023, approximately 89 or 65% of the graduates are working both public and private field, and 29 or 35% are not working yet because of their job preferences.



Employment Status

Shown in the figure is the employment status of Bachelor of Public Administration from academic year 2017-2018 to 2022-2023. Result of the survey showed that from the 118

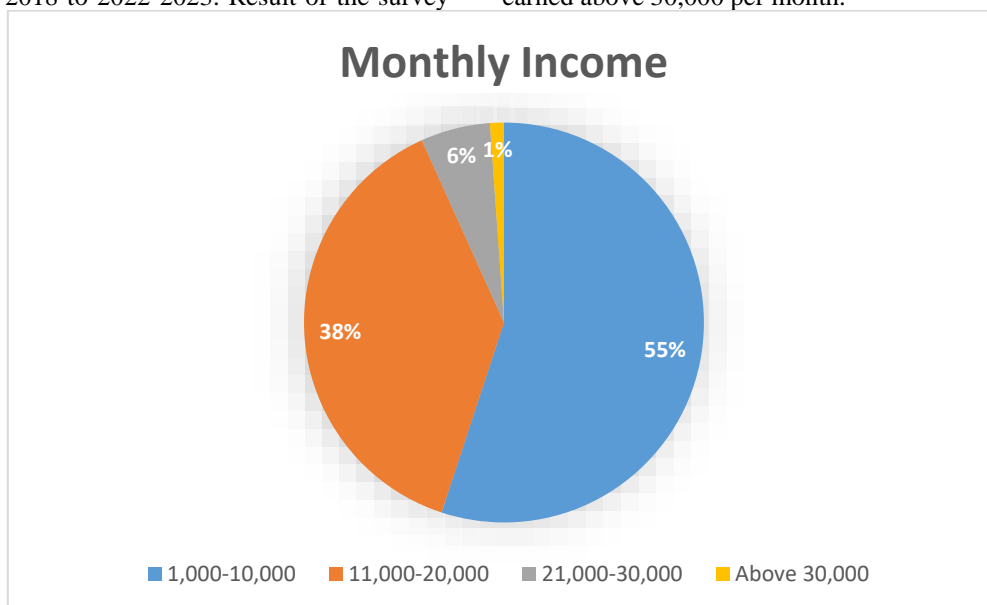
respondents in this aspect, 39 of them are working full-time, 22 are on a contractual basis, another 16 working in job order, the other 9 working as regular employee, 2 are working part-time and lastly, the remaining 1 respondent is self-employed.



Level of Income

Pertaining to the level of income of the respondents as shown in the figure of Bachelor of Public Administration from academic year 2017-2018 to 2022-2023. Result of the survey

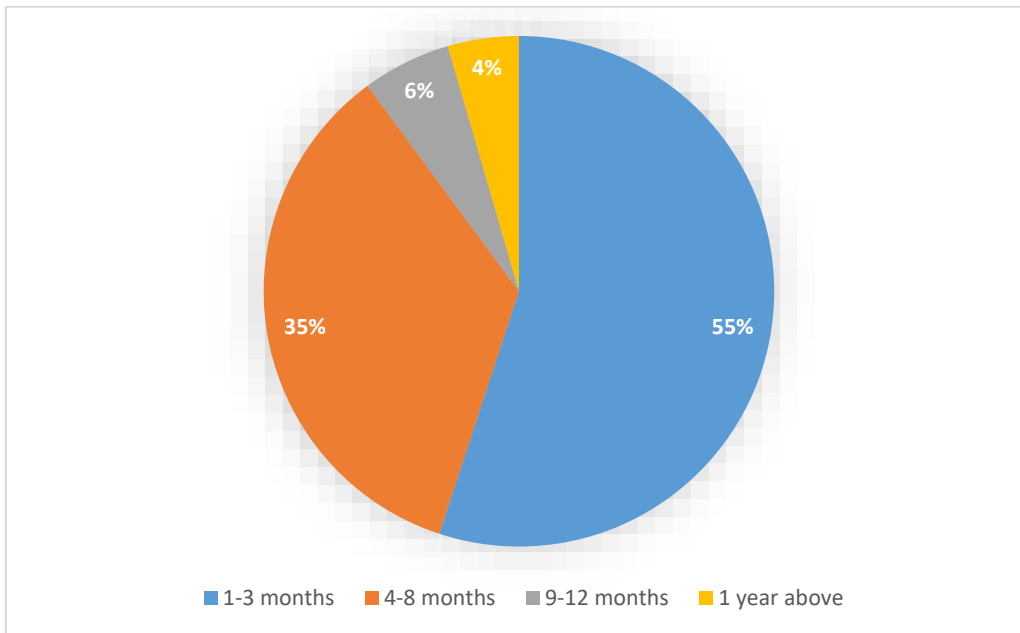
showed that 49 or 55% earned 1,000-10,000 salary every month, 34 or 38% who earned 11,000-20,000 a month and another 5 or 6% 21,000-30,000 a month and lastly, there is 1 or 1% who earned above 30,000 per month.



Period Seeking of Job after College

Data in figure further established the period seeking of job after college of Bachelor of Public Administration from academic year 2017-2018 to 2022-2023. Result of the survey showed that

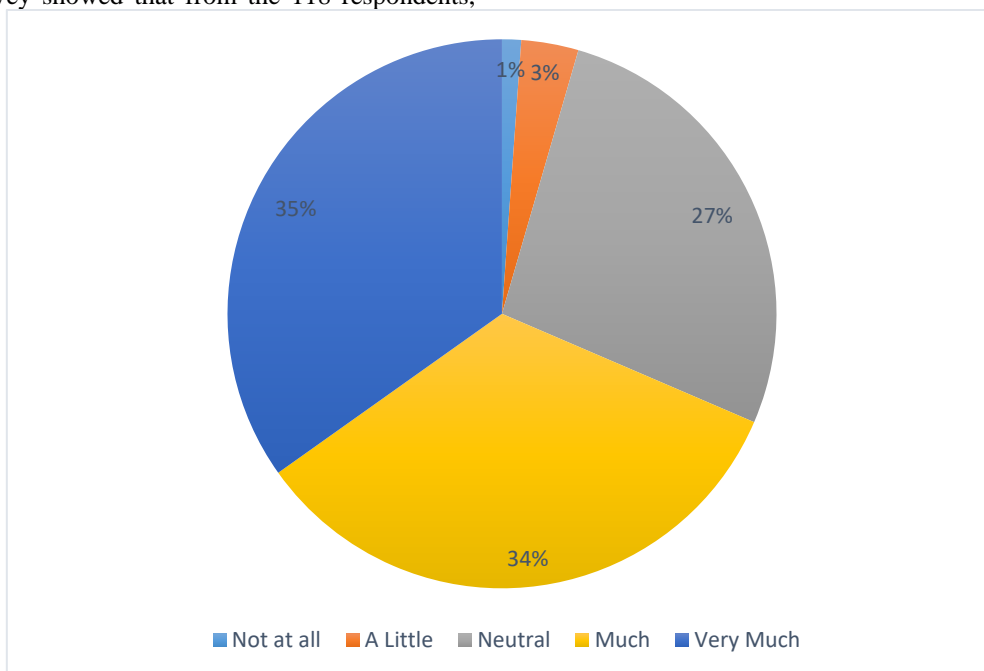
from 118 respondents in this aspect, there are 49 or 55% was already earning 1-3 months after graduation, 31 or 35% was hired in 4-8 months after graduation, 5 or 6% within 9-12 months and lastly, 4 or 4% landed a job after a year already.



Relevance of College Degree to the Present Job

Shown in the figure is the relevance the college degree of the respondents of Bachelor of Public Administration from academic year 2017-2018 to 2022-2023 to their present job. Result of the survey showed that from the 118 respondents,

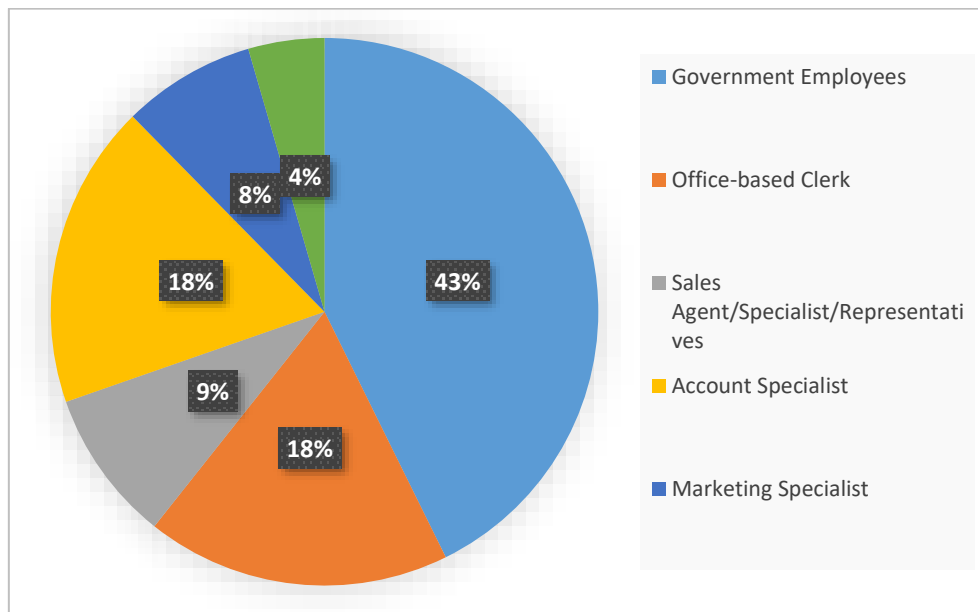
there are 31 or 35% chose very much relevance of the degree to their job, 30 or 34% chose much relevant and another 24 or 27% chose neither. The other 3 or 3% chose a little relevant and lastly, the remaining 1 or 1% chose not at all.



Job Mismatching

Shown in the figure gathered from the respondents of the Bachelor of Public Administration from academic year 2018-2023. Result of the survey showed that from the 118 graduates, respondents are employed in the government that has 38 or 43% which includes instructor, teacher, administrative staff/aide, liason officer, facilitator, mayor's secretary, Barangay Kagawad, executive assistant, enlisted personnel (private), fire

officer, enumerator, and social welfare aide. The respondents working in private sector which is 16 or 18% was working in the office-based clerk, there are 8 or 9% working as sales agent/specialist/representatives, another 16 or 18% working as account specialist, the other 7 or 8% working as marketing specialist. Lastly, the remaining 4 or 4% are working as call center agent and/or representative.



Level of the Bachelor of Public Administration Graduates Attitude to Work

Shown in Table 1 is the level of the Bachelor of Public Administration graduates with their attitude to work which obtained and earned an overall mean score of 4.36 described as very high. This implied that the level of graduates-respondent self-rated evaluation with their attitude to work is always manifested since the respondents strongly agree to all the identified sub-questions under attitude to work.

The overall mean score was based from the very high mean and to the very low mean. In the table, it showed that of all the ten sub-questions, item number 3 stating - *I accepted assignments and tasks given to me at work without complaints* with the mean score of 4.51 or very high got the highest mean connoted that the attitude to work influence of the factor is very extensive. And also, item number 1 - *I am very interested, happy and satisfied with my work and it is very important for me* with the mean score 4.22 got the lowest mean among all which connoted that the attitude to work influence of the factor is still very extensive.

Table 1: Level of the Bachelor of Public Administration Graduates Attitude to Work

Items	Mean	Descriptive Equivalent
1. I am very interested, happy and satisfied with my work and it is very important for me.	4.22	Very High
2. I like the kind of job and work I am doing.	4.25	Very High
3. I accepted assignments and tasks given to me at work without complaints.	4.51	Very High
4. I arrived on time to prepare my work and extend working hours if necessary.	4.34	Very High
5. I can work better and functional under different working environment and situations.	4.31	Very High
6. I participated in all activities and events inside my workplace.	4.32	Very High
7. I have a good relationship with my colleagues and co-employees.	4.37	Very High
8. I submitted necessary documents and papers on time and beat deadlines.	4.46	Very High
9. I performed my task and job with excellence and outstanding quality.	4.37	Very High
10. I seek assistance and help from others whenever I have clarifications and queries.	4.37	Very High
Overall	4.36	Very High



Level of the Bachelor of Public Administration Graduates Quality Education Provisions

Shown in Table 2 is the level of the Bachelor of Public Administration graduates with quality education provision which obtained and earned an overall mean score of 4.14 described as high. This descriptive meaning and equivalent entails that the quality of education provision in the institution influence of the factor is extensive since the respondents always agree to all of the identified sub-questions under quality education provision.

From the ten sub-questions, item number 8 stating *well-trained and self-renewing faculty members and staffs*, with the mean score of 4.21 or very high which connotes that the influence of the factor is always extensive. Further, item number 5 stating *quality of learning facilities for first-hand and direct experiences like of different laboratories* got the lowest mean among all. This connoted that the quality of education provision influence of the factor is still manifested.

Table 2: Level of the Bachelor of Public Administration Graduates Quality Education Provisions

Items	Mean	Descriptive Equivalent
1. Availability of course materials and different learning resources needed for our studies.	4.14	High
2. Quality of course contents from courses offered as well as the teaching and learning process.	4.13	High
3. Conduciveness of the learning environment and atmosphere.	4.10	High
4. Provision of quality practicum guidelines and activities that develops more my skills and abilities from different industry partners and linkages.	4.18	High
5. Quality of learning facilities for first-hand and direct experiences like of different laboratories.	4.02	High
6. Quality of different courses offered in the program that develops the total sum of the student skills.	4.14	High
7. Level of optimum interaction and contact with my fellow students through different in-campus activities.	4.17	High
8. Well-trained and self-renewing Faculty members and staffs.	4.21	Very High
9. Different trainings, seminars and workshops that prepare students for employment.	4.19	High
10. Varied learning assessments and instructions which assess students' progress and learning fairly and equally.	4.14	High
Overall	4.14	High

Level of the Bachelor of Public Administration Graduates Skills and Abilities Development

Shown in Table 3 is the level of the Bachelor of Public Administration graduates with skills and abilities development obtained in the institution and its usability with their present occupation. The data manifested an overall mean score of 4.17 this implied that the level of skills and abilities was high.

The overall mean score was based from the very high mean and to the very low mean, as to item number 5 stating *time management and decision-making skills* has the highest mean score of 4.25 or very high. This connoted that the influence of the factor is very extensive. Additionally, item number 9 stating *technical and entrepreneurial skills* with the lowest mean score obtained 4.06 or high. This connotes that the technical and entrepreneurial skills influence of the factor is manifested.

Table 3: Level of the Bachelor of Public Administration Graduates Skills and Abilities Development

Items	Mean	Descriptive Equivalent
1. Organizational and leadership skill.	4.12	High
2. Problem solving and critical thinking skills	4.20	Very High
3. Ability to work independently as well as team work and team play.	4.18	High
4. Creative thinking and creativity, initiative and taking a risk if necessary.	4.18	High
5. Time Management and decision-making skills.	4.25	Very High
6. Writing competence and skills including technical	4.10	High



writing.		
7. Communication and interpersonal skills.	4.15	High
8. Computer and ICT Skills	4.18	High
9. Technical and Entrepreneurial Skills	4.06	High
10. Ability to work under pressure.	4.22	Very High
11. Ability to write the essentials and basics of effective community planning.	4.13	High
12. Code of ethical standards applied in my profession.	4.24	Very High
13. Knowledge in public leadership and good governance through seminars and workshop.	4.19	High
14. Expertise about research and development for good governance.	4.17	High
15. Skills and organizational management in public relation.	4.18	High
Overall	4.17	High

DISCUSSION

Below is the summary of findings based on the gathered data conducted through online survey using google forms, the conclusions drawn and the recommendations.

Demographic Profile of the Bachelor of Public Administration Graduates

The first research objective of the study was to identify the demographic profile of the Bachelor of Public Administration graduates from batch 2018 to batch 2023. Result of the survey showed that most of the respondents were female and majority working in the private sector which is also part of the context of public administration. Given that the distribution is almost equal, the respondents' composition is beneficial because both sexes are adequately represented. Also, more than half of the total population were single and their age ranges from 26-30.

The findings could be explained by a survey finding that many millennials desire to establish their place in the world financially and professionally because of the uncertain state of the global economy. Because of this, a lot of young professionals don't get married (Power of Positivity). As stated (Rachelle, 2012), among other things, information about the graduates' professional careers, status, and income is needed, as is information about the value of and connection between knowledge and skills, job needs, location of the workplace, and position.

According to studies, a person's sex can have an impact on their employment. A study on young people's employment revealed the disparities between the employed and unemployed youth in terms of sex, gender identity, and how these factors interact with views of employability. Women appear to be more optimistic about their chances of finding work when they are unemployed when it comes to sex. Men, on the other hand, are more optimistic than women about their prospects of finding work in their company (Cifre et al., 2018).

Another claim clarified why it's more difficult for women than for males to find employment when they wish to work. With almost 16% of women unemployed, Northern Africa and the Arab States are severely affected by this issue. Moreover,

although vulnerable employment is common for both men and women, there are some vulnerable job categories where women are prominent compared to men: women are more likely to assist in their homes or in the businesses of their relatives, whereas men are more likely to work in own-account employment (International Labor Organisation, 2017).

Furthermore, a study pointed out and discovered that married women with small children at home who could work part-time reported higher levels of satisfaction with their work-life balance than older women without children. This study shows that married women who choose to work part-time tend to be more successful than those who remarry and have no kids. On the other hand, mothers of little children who work full-time experience is opposite (Kifle et al., 2014).

Similarly, a different study found a statistically significant three-way interaction with statistically significant differences in the mean applicant rating scores for females. Lesbian women were rated higher when they were single than when they were married, and heterosexual females were rated higher when they were alone. It is imperative for recruiting managers to acknowledge that biases related to marital status, gender, and sexual orientation might influence hiring decisions and introduce unintentional bias. In order to ensure that non-job-relevant factors do not affect their hiring decisions, hiring managers should also adopt preventative measures (Nadler & Kufahl, 2016).

In the meantime, studies have shown that people who are more willing to try a new experience will be more likely to switch careers. In addition, it has been pointed out that factors influencing career mobility and career change are both individual characteristics and the labor market. As a result, when people were younger, they were more likely to change their organization, industry, and profession, with age having the strongest influence (University of East Anglia, 2018).

Finally, another study showed that younger workers are more concerned with the variety of tasks as opposed to older workers. For example, a survey has shown that younger workers with a higher variety of tasks are more satisfied with their work, as



they are able to perform a variety of tasks. In contrast, older workers are more likely than younger workers to be attracted to work that has a higher level of significance for their tasks, contrary to the idea that younger workers have greater attraction to jobs with lower levels of importance (Zacher et al., 2017).

Educational Attainment and Development

The tracer study also describes the degree of education acquired by Bachelor of Public Administration graduates who, according to the results of the survey, 10% have completed and attained a diploma or higher national certificate level II.

This includes a national certificate in automotive servicing, massage therapy, electrical installation and maintenance, trainer methodology, health care service, computer science, computer hardware servicing, driving, electrician and computer technology. Moreover, some graduates have continued their studies and acquired degrees from the Faculty of Public Administration as Master of Social Studies or earned units for a bachelor's secondary education degree.

The majority of respondents want to improve their skills in order to secure employment in the future, especially in the Public Sector, as well as enhance their competences and qualifications. According to Loughlin & Barling (2001), there are two main arguments as to how experience affects one's views on a job. The first argument is that the motivation of the employee is a response to the company; that is, the employee's attitudes are likely to change as a result of the company.

This suggests that after they start working, those with no prior work experience will no longer have their idealistic expectations. First, consider salary as an example: someone joining the government agency could find that their wages are too low. A man who has decided to remain with the company may undergo a process of rationalization in order to convince himself that massive income is not his first priority (Houston, 2000).

Employment Profile and Features of Bachelor of Public Administration Graduates

Based on the result of the survey of this tracer study, more than half of the graduates are already employed and majority of them are working in the private sector as part of the context of public administration however, some are working in the government, in call center agents, office-based clerk, sales agent, account & marketing specialist. Moreover, they work fulltime jobs that pay from 1000 to 20,000 a month.

Moreover, the tracer study also showed that graduates have a job within less than one month of their graduation and are currently employed with salaries ranging from P10,000.00 to less than P15,000.00 per month. Similarly, according to Lalican (2007) standpoint, she stressed that gaining knowledge in a field of specialization together with skills and competencies can help graduates become more productive, efficient, and knowledgeable in their current roles.

There were only 4 pursuing Master of Public Administration degrees as their highest educational attainment and none among the respondents who were holders of Doctor of Public Administration. In terms of employment status, 39 fulltime workers, 22 contract workers, 16 occupational orders, 9 regular workers, 2 part-time workers and 1 unemployed worker were employed. The curriculum relevance according to the respondents was 31 and those who answered NO did not give any suggestions to further improve the curriculum. Among the competencies measured, time management skills ranked 1st, code of ethical standards ranked 2nd while work under pressure ranked 3rd. In addition to information on the value and correlation of knowledge and skills, job requirements or places of employment, Rachele (2012) pointed out that graduates should also be aware of their professional career, status and income.

Due to a large underemployed and unemployment rate, the Philippines, a developing country, is facing the same problems that have plagued it for decades. The rate of population growth and labour force expansion is still above the level of officially created jobs. However, the creation of jobs is not the same as the granting of degrees by universities (De Ocampo et al., 2012). This will provide graduates with a chance to succeed, find work and be recognized in their fields as well as the capacity to act as valuable resources on a market which is highly competitive (Menez, 2014).

Menez (2014) claims that higher education institutions are not only focused on teaching, but also have a key role in maintaining competitive economies as well as ensuring graduates' desire to find employment, gain societal recognition and succeed in their chosen fields.

Typical factors that contribute to this mismatch between industry demand and education supply are the lack of existing labour market information on student choice, course selection or staffing plans as well as an insufficient level of training for graduates in view of Industry's limited involvement in teaching and curriculum development.

Level of the Bachelor of Public Administration Graduates Attitude to Work

It was noted that the degree of bachelor of public administration graduates was very high in terms of their attitude to work. This indicates that, as the respondents strongly agree with all of the identified sub-questions on the attitude to work, the respondents' own assessments of the attitudes of the graduates to work are always manifested.

In addition, according to Moreland (2006), employability is a combination of skills, knowledge, and character traits that increase a person's chances of securing and succeeding in his or her chosen career for the benefit of himself, his family, the workforce, and the economy. In order to get a job, graduates must have the majority of their skills required by employers. In order to participate in the knowledge economy, which will increase their economic status and national prosperity, they must also be able to make use of what they learn from college.



Level of the Bachelor of Public Administration Graduates Quality Education Provisions

It was noted that the level of graduates with a degree in public administration with quality education was high. This descriptive meaning and equivalent entails that the level of the BPA graduates' quality education provision is manifested since the respondents agree to all of the identified sub-questions under quality education provision.

In the real world of academic, the role of higher education institutions extends beyond providing instruction; they are also responsible for ensuring that their graduates succeed in their fields, are employable, and are valuable assets in a market that is highly competitive. However, one of the main causes of underemployment and the challenge of obtaining work is graduates' incapacity to satisfy the industry's requirements for skills and competencies. Higher education institutions play an important role in the academic world beyond providing training; they also bear responsibility for ensuring that their graduates are able to find employment, and have valuable assets on a market which is highly competitive. However, the lack of graduates who are able to fulfil industry requirements in terms of skills and competences is one of the major causes for underemployment and job challenges (Menez, 2014). Moreover, higher education is one of the most important tools to adapt to changes in 21st century's complex and evolving character. In addition to the additional functions of research, higher education is an important and strategic part of development as it fulfils a trilateral role in production, research and teaching.

Level of the Bachelor of Public Administration Graduates Skills and Abilities Development

The level of a bachelor's degree in public administration with developing skills and abilities is high. The level of skills and abilities developed by BPA graduates needs to be reflected in this descriptive meaning and equivalent is manifested.

One of the main challenges facing today's universities is to link training with employability. In order to gain a deeper understanding of these ideas, the researcher relies on several theories concerning the relationship between education and employability in graduate studies. One of these theories is the human capital hypothesis, which argues that education gives people a means to acquire useful abilities. In the area of education, this theory claims that knowledge and skills which directly affect workers' work are acquired by training (Becker, 2002).

In addition, another study has shown that today's society is in need of appropriate and proper implementation of life skills training. Facilitating the teaching of life skill to students can help, because it addresses children's needs in a specific way and provides them with motivation for learning how to change their lives: Practical, mental, emotion, social and management knowledge. Furthermore, it is noted that providing students with life skills training has a positive impact on changing their attitudes, thinking and behaviour by giving them an environment where they are supported (Ravindra et al., 2017).

Summary of Findings

The results of the survey, which was successful in answering more than half of the respondents, are summarized as follows: the institution, Kapalong College of Agriculture, Science and Technology produced a total of 118 graduates consisting of 52 males and 66 females. In terms of civil status, the survey showed that 89% of the graduates is single and 10% is married, and the remaining 1% is widowed. About age, the majority of graduates aged 26 to 30, only two people who are over 41 years old above. In addition, the highest number of respondents was 52 graduates in class 2019 and the lowest were 15 respondents in class 2023. Lastly, there are 10% of the graduates obtained a vocational course or national certificate and only 4% of the graduate proceed to further studies.

In terms of employment, 65% of graduates are employed, while 35% are unemployed. The survey also revealed that nearly half of the graduates responding to the survey are employed full-time, while the remaining are employed contractual, part-time, regular, on a job order, or as self-employed workers. Further, most of the graduates have a monthly income of 1,000 to 10,000 and there are only few who earned at least 30,000 above monthly and most of them took 0-3 and 4-8 months to land a job after college to which most graduates agreed that their college degree is very much relevant with their present as it obtained a total of 35%. Lastly, the number of graduates who responded to this survey working in government stands at 43%.

The survey also showed that graduates of the Bachelor in Public Administration have a very high level of attitude towards their work, the level of quality of education provided by the institution is good and that the level of skills and abilities is high.

CONCLUSION

After the conduct of the survey, the following were the conclusions drawn: the employment rate of the BPA graduates from batch 2018-2023 is 65% which can be gleaned that three-fourth of the graduates is competent enough to look for and to land a job. And most of the graduates are working on full-time basis.

Finally, it can be noted that the institution offers a quality education with courses and disciplines that prepare graduates to enter the labour market, given that the survey showed that the college degree is very important to the job.

In addition, the level of the attitude of work of the graduates' students obtained a descriptive equivalent of strongly agree to which it signifies that the graduates' students perform their tasks and responsibilities efficiently and effectively.

In addition, the level of the institution's quality education provision has been described as good enough to indicate that KCAST offers quality education to most of its graduates through the provision of different trainings and seminars, the provision of different learning resources and materials, as well as qualified and experienced faculty and staff.



Finally, the degree of skills and abilities developed by graduates is high which indicates that KCAST was able to develop, fine tune and enhance a variety of interests, competences and capabilities within its students during their studies in this institution.

RECOMMENDATIONS

The following recommendations are based upon the summary findings and conclusions of the study: First, in order to meet the basic academic goals and objectives of the program, it is recommended that public administration pursue partnerships, collaboration or partnership with other government and non-governmental organizations. This is particularly important since the current implementation of education based on outcomes is being carried out by public authorities.

Secondly, the program of Public Administration will continue to offer program which respond to students' different needs whether or not they are connected with government bodies.

Finally, more research on tracer studies should be carried out by future researchers on the wide range of methods for obtaining the best feedback from graduates and on the skills developed by graduates.

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