

## The Destinations of Recent Masters of Business Administration (MBA)

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### Abstract –

*The purpose of this research was to investigate whether or whether the university's Master of Business Administration program had a similar problem with mismatch, underemployment, and promotion for its graduates. The study focused on graduates from Lyceum University's MBA program (including the university's specialized MBA program) between 2008 and 2012 to ascertain their current job situations. The study also evaluated how much the work values and skills taught at LPU contributed to the graduate's employability and advancement after graduation, as well as the impact of school-related and job-related elements. The purpose of this descriptive study was to track the job opportunities and outcomes for MBA graduates from Lyceum of the Philippines University-Batangas. Researchers found that between 2008 and 2012, M.B.A. graduates had a 96 percent employment rate in local, full-time, professional/managerial roles with regular status. The graduate's professional standing improved as a result of the MBA program. The virtues of faith, honesty, a commitment to the truth, perseverance, and hard effort are essential to their work, as are interpersonal, technical, and communicative abilities. They also report that the professional courses they took, as well as the knowledge and skills they acquired from their LPU -MBA programs, have been quite useful in their careers.*

**Keywords**B.A. in Business, Working, Graduating

### INTRODUCTION

Higher education institutions now have several responsibilities beyond just teaching students, including helping to ensure that the economy remains competitive and, most importantly, ensuring that graduates are able to find employment and achieve professional and personal success. However, graduates often lack the skills and competences demanded by employers, which contributes to their underemployment and job insecurity. According to the National Statistics Office, the unemployment rate in April 2012 is at 6.9 percent or 2.803 million while the underemployment rate is at 19.3 percent (7.312 million). In its April 2012 Labor Force Survey, the NSO revealed that more than half or 51.7 percent of the unemployed were in the age group of 15-24. Of this number, 32.8 percent are high school graduates, 13.8 percent are college undergraduates, and 21.0 percent are college graduates. With this data on hand, the Commission on Higher

Education (CHED) has been closely working with industry

stakeholders to address the job mismatch. Industry representatives are being include assessment-based talent development, faculty immersion, on-the-job training, apprenticeships, and curriculum/standards creation.

To help alleviate this widening employment gap, CHED has tasked universities throughout the Philippines with carrying out the Graduate Tracer Study (GTS) to assess the marketability of recent graduates in different fields of study. CHED aims to evaluate problems related to employability and the usefulness of higher education programs in light of employer expectations through this research. The study's findings will be used to assess whether or not 21st-century skills are being taught to college students, to incentivize institutions, to prioritize or de-prioritize courses, to set the foundation for awarding scholarships, and to track the quality of programs provided by HEIs.

The purpose of this research was to determine whether the university's Master's in Business Administration program likewise had problems with mismatch, underemployment, and promotion for its graduates. OBJECTIVES OF THE RESEARCH

This study aimed to trace the graduates of the Masters in Business Administration Program from 2008-2012 of Lyceum of the Philippines. More specifically, the study aimed to describe the profile of MBA graduates of their employment status after earning the Masters in Business Administration program from 2008-2012; determine the school-related and work skills-related factors that affect the graduate's employability and promotion and assess the extent by which work values and skills provided by LPU contribute to the graduates employability and promotion.

### I. REVIEW OF LITERATURE

Students interested in developing their knowledge and expertise in areas such as business and business law, accounting and finance, marketing and management, the strategic decision making process, and other topics related to business and societal issues should consider enrolling in a Master of Business Administration program. Master of Business Administration (MBA) programs are intensive because, as with any graduate education, it is universally acknowledged that university level study is the pinnacle of one's academic career.

Lyceum of the Philippines University, located in Batangas, began its graduate program in 1983. From its traditional

provision of 2 semesters each year, the Laurel family has expanded to a Trimester program in order to meet the increasing need for highly trained professionals in Batanguenos' growing economy.

and which began in that year (2010). The current mission of LPU's graduate school is to "preserve and promote academic quality in advanced studies designed to build competent and professional in business, public education sectors, in the service of God and Country." LPU's graduate school aspires to produce leaders and managers in the public and private sectors of the Philippines who are competent in management and have developed professionally, as well as to cultivate in them the humanistic universal values that will enable them to serve effectively in these roles.

The Master of Commercial Administration (MBA) program at Lyceum University in Batangas aspires to produce graduates with the professional abilities necessary for leading and managing a business enterprise.

Manila is home to a number of excellent colleges offering Master of Business Administration (MBA) degrees with the goal of producing ethically and morally exemplary business executives on a national and international scale. De la Salle University's curriculum takes a practical, industry-relevant approach to management education. This is so that graduates may be successful in the real world. The goal of the program is to train the next generation of effective and ethical business leaders for today's Philippines. However, an MBA program at UST was dedicated to academic rigor, a love of learning, and a love of giving back to the local community. The goal of the business program at UST is to graduate managers who are well-equipped to tackle the management challenges of the future thanks to a solid grounding in the fundamentals of business as well as an research, that Magnayestongly recommended the need to

Do not consider anybody below a graduate level for academic positions. Realistic business cases for study, practical advice on a variety of business-related topics, and in-depth factory visits are all essential components of this framework.

Graduates are seen to have a moderate level of stress tolerance and emotional intelligence, according to a survey of employers (Chung-Khain Wye and Yet-Mee Lim, 2009). Additionally, attributes like honesty and integrity, accountability, a can-do attitude toward work, and timeliness were cited as essential for graduates to find gainful employment.

Martinez (2001) of Cabanatuan City found that their students do well in school and move on to gainful employment in fields related to their education. They also received high marks for the quality of their programs, the breadth of their curriculum, and the quality of their school's infrastructure. It was also suggested that they modify their course content to accommodate the business world's evolving

awareness of the global forces that affect its performance. The state of MBA programs in Batangas City was examined by Magnaye (2008), who found that all graduate institutions there met requirements set by the Commission on Higher Education.

students in this grad school program feel that classes like "Human Behavior in Organization" and "Organization and Management" were quite helpful in their careers.

## II. MATERIALS AND METHODS

The purpose of this descriptive study was to track the employment and employability of MBA graduates from Lyceum of the Philippines University, Batangas.

From 2008-2012, 24 students graduated from the two-year MBA program; four of them participated in the accelerated Fast Track Program. One hundred percent of the specialized MBA curriculum was completed, while eighty percent of the general population was reached using the standard program.

This study's questionnaire was culled from the LPU Research Center; its questions were inspired by CHED requirements for tracking down college grads. The researchers made adjustments so that the study would be more applicable to the situation at hand.

Personal dissemination was facilitated by a network of friends and coworkers. The remaining respondents were located through their email and/or social media profiles. In spite of the researcher's best efforts, just four of the twenty percent who graduated are still in the country; the other eighteen percent are either living in the United States, Abu Dhabi, or Nigeria.

Frequency analysis and the weighted mean were used to process and evaluate the data.

requirements. In their analysis of MBA graduates from 1997 to 2007, Garcia and Menéz (2008) suggest a strengthening of the MBA's value proposition.

## Instrument

The main instrument to be used in the study will be descriptive survey questionnaire. The questionnaire is the official tracer study questionnaire issued by the University Research Center patterned from the tracers study questionnaire of the Commission on Higher Education.

## Procedures

Names, addresses and contact numbers of the graduates from 2008-2012 were obtained from the Office of the Alumni and Career Services of LPU. The researcher administered the entire questionnaire through electronic networking sites.

## Data Analysis

The data were classified, tabulated and coded for analysis. The following statistical tools were employed as frequ

encypercentage,Rankingandweightedmean. employment as walk-in candidates, some via recommendations from friends or colleagues, some from information shared by friends, and one (1) through a school job fair. This demonstrates that a Master's degree holder has a great deal of individual opportunity for gainful employment. Even

Table I presents the MBA graduates profile variables. There is almost an equal number of single and married MBA graduates. Most of them are female with 18 out of 24 residing in Batangas City. Some of them receive academic distinction award, (4) Cum laude (1) and other claimed they received loyalty award for they finished their undergraduate in Lyceum University.

In an interview, most of them pursue advance studies for professional development rather than promotion. Although they admit they might be promoted, they disclosed that earning Master's degree is more of a personal accomplishment. However, in an educational setting, it is not always an avenue for possible positions since vacancy for a higher position depends upon not solely on educational qualification but also on performance and attitude.

### Employment Status

Table 3 below presents the employment status of the MBA (13) are in a private education settings. In as far as previous tracer study in concerned, there is a remarkable change of graduates of 2009 – 2012, as there is none of them who belong to work not related and jobless compared to graduates of 1997

– 2007 which posted 3 undergraduate, 2 self employed and 1 unemployed, (Garcia & Menez, 2008).

This result is an implication that MBA graduates of Lyceum University from 2009 – 2012, even in a fast-track or Customized Curriculum are employed, there is no issue of mismatch and underemployment.

Table 4 below presents the job level position of graduates before and after earning MBA degree, and their reasons for changing their job.

believed that their skills acquired is counted as contributory to their efficiency and effectiveness in performing their new task.

### Relevance of School Related, Work Skills and Work Related Values to Graduates Employment

Table 5 presents the school related factors and skills relevant to graduates employability. According to the respondents, curriculum and instruction (4.5) and professional subject (4.2) were very relevant.

Since curriculum and professional subjects taken were found to be very relevant among MBA graduates, such result is an avenue of continues improvement in gaining and retaining the graduates. The stiff competition is a perspective for the organization to use this result to

if you are a walk-in candidate, MBA respondents are certain that they will be hired since most firms, public and private, favor hiring those with master's degrees because they are more likely to be successful leaders and managers.

graduates. According to the MBA students, they search their Majority of the respondents who are locally employed (22), are gainfully employed (23) and their job is related to their field of specialization. However there is still one contractual from the respondent. When interviewed, he mentioned that he just took up his Master degree after his 20 years of service to a university. He already retired and being rehired as a contractual employee. Regardless of his age and status in his work, he claimed earning Master degree is a self-fulfillment. Since most of the employed MBA is deployed in a private, educational, institution they took the program as part of their educational benefits, and consider their enrolment a profitable personal venture.

As to nature of present employment, there are two (2) respondents working in Hotel and Restaurant in Singapore, seven (7) are office clerks in a private organization, two (2) are professional managers of a private organization and thirteen

prioritize avenues needed by the graduates.

Respondents, before earning their Master in Business Administration posted 15 who belong to professional technical and supervisor, 7 Rank or Clerical, and 2 Manager or Executive. After completing their MBA degree there is one (1) promoted to management or Executive while 4 from clerical was promoted to supervisor or professional group.

This statistic is quite important because there is an avenue for advancement after acquiring MBA degree. Through some are not promoted, it maybe credited that jobs especially in an educational environment relies on the demand of the institution and the vacancy of the position suiting qualification of the regular member's workers. In the instance of two (2) respondents who are in Singapore, they confessed that Master degree is not a guarantee of advancement in this nation. It is more of their passion and commitment to their profession, because Singapore is a country where the Supreme authority is in the Ministry of Employment (MOM) regardless of performance or degree but more so of your nationality

As to reasons for changing the work, MBA graduates said it is due to professional challenge, pay and perks, connected to their talents, not on proximity to dwellings. Such reasons is an attitude of a more developed person who wants to study and explore career prospects as a challenge despite income also comprises job position. Graduates of Master's degree indication that the environment of LPU in an Outcomes-Based Education (OBE) has been cascaded to the

students" level.

Graduates noted that despite they found Research extremely intriguing topic, it required time, attention and abilities to study it seriously. They acknowledged to dedicate only very little time and effort to community outreach of the University owing to weekend full-time dedication to their topics and weekdays to their various occupations.

On the other side, the abilities or competences regarded particularly valuable by MBA graduates in their employment are communication and human relations skills.

Human relations abilities obtained by the MBA graduates maybe founded from the care and personalized attention offered by this institution to graduate school students. Such comprises approachability and accessibility of the graduates to varied needs to the office of the graduate schools and that of other office as service providers in the institution. These sort of connection is assertive conduct worthy to be replicated and most of the graduates acknowledge highly beneficial as they successfully and efficiently accomplish their duty.

It is extremely interesting that findings on job related values perceived to be significant to the graduates centered on Love for God (3.4), persistence and hard effort (3.3) honesty and love for truth (3.28). (3.28). This is an inference that the "Pro deo Et Patria" - Veritas et Fortitudo have been adopted by graduate level students in Lyceum University. As they attach priority on such wonderful principles to their job, advancement is ahead of them.

### **III. CONCLUSIONS AND RECOMMENDATIONS**

Most Masters in Business Administration graduates of 2008-2012 are gainfully employed locally with regular status and are holding professional and management roles. The MBA course has contributed to the graduate"s professional progress.

Communication, human and technical abilities and the principles of Love of God, honesty, love for truth and perseverance and hardwork are particularly relevant to their employment. They also report that the professional courses they took, as well as the knowledge and skills they acquired from their LPU -MBA programs, have been quite useful in their careers.

It is advised that the LPU Graduate school may continually benchmark with other institutions to guarantee the competitiveness of its program. The Office of research and connections may undertake tie-ups either locally or globally with industrial entities for cooperation and partnerships. The Human resource office of private firms may evaluate their rules on promotion for a clearer career pathing of their personnel. Future researchers may undertake follow study on employer"s appraisal of LPU- MBA graduates on their performance as managers or leaders in their respective sector.

### **REFERENCES**

The vast majority of those who earned their MBA between 2008 and 2012 are now successfully engaged in professional or managerial capacities in their home

countries. The graduate's career trajectory has been aided by the MBA training.

Particularly applicable to their profession are communication skills, human and technological aptitudes, and the values of faith in God, honesty, a desire for the truth, tenacity, and hard work. They also say that the information and abilities they gained in their LPU-MBA degrees, as well as the professional courses they completed, have been very helpful in their professions.

The Graduate School at LPU is encouraged to regularly compare itself to other universities in order to maintain a competitive curriculum. Depending on the needs of the organization, the Office of Research and Connections may form collaborations with regional or international businesses. Businesses might benefit from a more defined career path for their employees by having their human resources department review their promotion policies. Researchers in the future may want to look at how companies rate the leadership and management abilities of LPU MBA grads.