

# Tracing the Career Trajectories of BSBA Graduates: An Analytical Study of Professional Pathways and Outcomes

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DOI: <https://doi.org/10.47772/IJRISS.2025.91100539>

Received: 04 December 2025; Accepted: 11 December 2025; Published: 23 December 2025

## ABSTRACT

The study assessed the rate of employment and career progression among the graduates from Bachelor of Science in Business Administration (BSBA) particularly from the Financial Management and Human Resource Management majors of North Eastern Mindanao State University- Tagbina Campus, Academic Year 2022-2023. It is guided by Human Capital and Social Capital Theories, utilized a descriptive quantitative design and a structured questionnaire was adapted from the CHED Graduate Tracer Instrument. Results presented that the total number of respondents represented by women aged 21 to 25 years old, classified as unmarried, and employed within their locality. Most of them acquired their job within six months after graduation, commonly in clerical or entry-level positions, mainly in wholesale, retail or other related industries. Regular or permanent employment were attended by half of the respondent's population. Graduates developed their essential skills such as communication skills, critical thinking, and teamwork during their college years; however, the results did not meet the expectations as it is reflected opposite to their academic training and specific demands of the workplace. These outcomes suggest the necessity in aligning the BSBA curriculum with the employer expectations, along with career guidance enhancement. In spite of these challenges, adaptability and potential were demonstrated by the graduates of BSBA. By enhancing the real-world learning opportunities, and partnerships with employers the employability and readiness will further evolve its job market.

**Keywords:** Tracer study, Career Trajectories, Professional Pathways and Outcomes

## INTRODUCTION

A report from the Philippine Statistics Authority (2025) states that about 2.16 million Filipinos or about 4.3% were considered as unemployed. Difficulties in hunting a stable job specially for the fresh graduates occurred. According to Basca and Taguba (2024), job satisfaction hones the employee's performance. Meanwhile, business administration remains steadfast in providing corporate careers for the students. However, numerous graduates' encounter unemployment or end up with mismatch job opportunities as they did not have the qualities that companies expected. Nowadays, universities carry a burden particularly on teaching relevant theories, keeping economy competitiveness and in aiding graduates to attain both professional goals and social acceptance in their selected fields (Saong & Bonifacio, 2023). Although students celebrate their achievements at graduation as a milestone, yet not everyone's path aligned with their job preferences (Patay, 2023). Employers seek for employability skills as these qualities will help the company or other corporate industries to build teams. Dexterity includes flexibility, transferability, and teachability, honing organizations success (Mainga et al., 2022). Employability among the graduates depends on various factors: self-management, understanding of knowledge, professional abilities, general skills, career planning, and emotional intelligence (Jiang, Chen, & Lei, 2022). Considering the constant increase of higher education cost, the universities currently encounter pressure in assuring their students to achieve their worth in the industries they dreamed of. Thus, employability becomes a key measurement of a university's value (Healy et al., 2022). Management experts highlight that employers consistently express unhappiness with the lack of necessary skills or competencies for a position, suggesting that entrepreneurship education has not been attained (Umoh, 2022).

Graduate tracer studies identify and follow up graduates from higher education institutions worldwide to assess how they view their degree program and transition to the workforce. Universities should prioritize learning from graduates' complex experiences and adapting their training and teaching programs to better graduate education (Odame et al., 2021). Higher education institutions can improve course quality by using a tracer study to establish a long-term learning environment that supports graduates' professional development. A tracer study could be used as a documented analysis to show why institutions should improve their courses. This prepares pupils for the twenty-first century's rapidly changing industrial, technological, social, and educational sectors (Borah et al., 2023).

Some universities now consider employability a fourth goal, along with teaching, community service, and research (Pereira et al. 2020). Business schools are criticized for being disconnected from real managerial techniques, overstating information, and failing to prepare students for real-world challenges (Thomas & Ambrosini, 2021). Tracer studies enable higher education institutions to assess the career trajectories of their graduates by measuring the duration of their job search following graduation. Additionally, it facilitates the analysis of institution-provided training, graduates' career trajectories, types of jobs and positions, professional satisfaction, work satisfaction, and regional distribution (Abana et al., 2021).

This study investigates graduate employability by following professional paths after graduation to find differences between industry expectations and academic preparedness. The urgency results from the growing mismatch between competencies expected in the job market and abilities provided, which causes significant unemployment and underemployment rates among new graduates. Many times, lacking a thorough longitudinal viewpoint, current studies on this topic produce an insufficient depiction of the complexity of career advancement. This paper presents a thorough study of graduate employability, points up particular skill gaps, and provides suggestions to balance the gap between industry and education so strengthening the workforce and boosting graduation results.

### **Purpose of the Study**

This academic research gathers all BSBA FM and HRM alumni who actively declare their unwavering commitment to the establishment of Northeastern Mindanao State University (NEMSU) Tagbina Campus as the firm ground of their post-secondary educational needs as a diverse, innovative, and internationally competitive "glocal" institution. This applied research aims to evaluate the graduate job market for BSBA FM and HRM graduates in the academic year 2022-2023. Specifically, it seeks to:

Determine the demographic profile of the respondents in terms of:

Gender;

Civil Status;

Gross Monthly Income; and

Educational Attainment.

Ascertain the employment profile of the respondents in terms of:

Nature of Employment;

Present Employment Status;

Place of Present Job;

Length of Stay in the First Job;

Length of Time Waited Before Earning the First Job;

Number of Times Employed;

Job Level Position;

Occupational Classification;

Major Line of Business: and

Learned Skills in College.

Map the career trajectories of the respondents in line with CMO 17, series of 2017.

## **METHODOLOGY**

### **Research Design**

The study used a descriptive research approach to follow the career paths and job outcomes of BSBA graduates from North Eastern Mindanao State University, Tagbina campus, for the 2022-2023 academic year. The method stated aided the researchers for the clarity of the details pertaining to graduates' errands after college and provides a firm data shaping basis for future researches (Sirisilla, 2023). The key objective was to observe the university's curriculum efficiency in preparing graduates for their job. This tracer study utilized descriptive methods to delve into graduates' status and their current jobs. Possibility in spotting changes, tracing the rational behind trends, and in highlighting differences among graduates were made through these tools (Özgen & Atay, 2021). Polii (2021) stated that descriptive research provided the stakeholders knowledge in making decisions with real data as its basis, allowing deeper analysis, and in aiding their judgment to how effective the educational programs are.

### **Population and Sample**

Business Administration graduates of North Eastern Mindanao State University batch 2022-2023 were the focused of this study. They specialized in the field of Financial Management and Human Resource Management. Purposive sampling was used instead of random sampling in order to make the researchers specifically select graduates from that academic year and its certain majors. This procedure allowed them zero in on alumni suitable to the study's criteria. Researchers constantly adding respondents until it reached with the data saturation (Hennink & Kaiser, 2022).

### **Research Instrument**

Researchers utilized a structured version of competencies under the CHED graduate tracer guidelines which made the research coordinator and assistant from the BSBA department designed as an instrument for collecting information. The questionnaire consists of 23 items in total. The breakdown of the items goes as follows: items 1 to 7 inquired about the general information of the respondents. Items 8a to 8d asked for their employment profile. Academic achievements followed- questions 9a to 9b. Appeared in items 10 to 14 is the Employment Information. Covering items 15 to 19 instilled occupational positions. Lastly, items 20 to 23, respondents' major line of business were asked. The researchers constructed the questionnaire with the use of basic language, simple to comprehend and read. An expert from the research team crafted the questionnaire, also verified it to simplify the instructions and items, including the clear presentation templates, rating scales, purpose attainment and item appropriateness. Hence, researchers employed descriptive levels and interpretations to respondents' responses.

### **Data Collection**

BSBA graduates' batch 2022-2023 of North Eastern Mindanao State University were the respondents selected by the researchers. A validated document was disseminated to gather approval in investigating the professional progression and career trajectory of the said graduates. The researchers acquired official permission for the collection of signed visas from the graduates, agreed to the involvement of the study. Consent was given, afterwards each participant learned the study's objectives and affirmed to share their personal data.

Questionnaires were sent to both alumni and the school, assuring the appropriateness of the content. In addition, the researchers focused on the important queries to explore the linkage between projected outcomes and selected variables. The main tool for gathering data was a structured questionnaire, assisted the researcher to acquire a precise and relevant answers from the graduates. The respondents are free to fill their responses, making them convenient without disrupting their routines. Additionally, questionnaires were handed to the respondents either in person or electronically, uplifting them to answer the queries without any pressure. After they accomplished their questionnaires, the researcher consolidated the data and statistical analysis were set, allowing a solid evaluation of the graduates' professional achievements.

### Statistical Tools

The following tools were used by the researcher in analyzing the data gathered.

**Frequency Counts.** Assisted the researchers in tabulating unique answers or responses consolidated from the graduates. This assured the researchers to spot the employment status of the respondents, varying demographics or other career mobility made after graduation.

**Mean.** Researchers leaned on this tool to identify the “average” of graduates' employment background, satisfaction levels, and the number of graduates who advanced to the next level of their educational endeavor. The mean provides a clarity uniting every aspect and showing what was typical across the board.

**Percentage.** Utilized to represent the proportion of graduates classified to their respective characteristics or attainments including employment, graduate studies, or job satisfaction. By having a means to do comparison between group and categories, it improved the evaluation of the represented trends and frequency of the total population.

## RESULTS

### Demographic Profile of the Financial Management Graduates

Displayed in the Table 1 are the demographic breakdown for Financial Management graduates. Majority of them are young having 44 out of 60 (73%) age ranges between 21 to 25 years old. Then, 13 (22%) were considered to the age group of 26 to 30 years old. Only 3% (2 persons) has the age range of 31 to 35, and 1 person (2%) is 36 years old. When you look at gender, the gap is hard to miss: 46 respondents (77%) are female, while only 14 (23%) are male. Almost everyone is single too—57 out of 60 (95%). Only one person is married, and two are single parents. Concerning gross monthly income, a substantial 28 respondents (61%) earn between 10,001 to less than 15,000, while 14 respondents (31%) earn between 15,001 to less than 20,001. The remaining respondents report lower earnings, with 2 earning between 20,001 to less than 25,001 (4%), 2 earning between 25,001 to less than 30, 001 (4%). Lastly, the 60 respondents (100%) are graduates of BSBA Financial Management, which proves the homogeneity of the level of their education.

**Table 1 Demographic Profile of the Financial Management Graduates**

Demographic Profile	Frequency	%
Age		
21-25	44	73
26-30	13	22
31-35	2	3
36 and above	1	2

<b>Total</b>	<b>60</b>	<b>100</b>
<b>Gender</b>		
Male	14	23
Female	46	77
<b>Total</b>	<b>60</b>	<b>100</b>
<b>Civil Status</b>		
Single	57	95
Married	1	2
Single parent but not married	2	3
<b>Total</b>	<b>60</b>	<b>100</b>
<b>Gross Monthly Income (presently employed)</b>		
₱10,001 to less than ₱15,000	28	61
₱15,001 to less than ₱20,001	14	31
₱20,001 to less than ₱25,001	2	4
₱25,001 to less than ₱30,001	2	4
₱30,001 and above	0	0
<b>Total</b>	<b>46</b>	<b>100</b>
<b>Educational Attainment</b>		
BSBA FM Graduate	60	100
<b>Overall</b>	<b>60</b>	<b>100</b>

#### Demographic Profile of the Human Resource Management Graduates

Presented in Table 2 is the Demographic profile of the Human Resource Management graduates. The demographic profile of the BSBA Human Resource Management graduates indicates that the majority of respondents, 46 out of 60 (77%), are aged 21–25 years. This is followed by 13 respondents (22%) aged 26–30 years, with only 1 respondent (1%) in the 31–35 age group and none aged 36 and above. Most of the people who answered were women (44, or 73%), while 15 (25%) were men, and only 1 (2%) said they were gay. In terms of civil status, 57 respondents (95%) are single, 2 (3%) are married, and 1 (2%) is a single parent but not married. The biggest group of the 50 people who are currently working makes between ₱10,001 to less than ₱15,000 a month (30 people, or 60%). The next biggest group makes between ₱15,001 to less than ₱20,001 a month (12 people, or 24%). Four (4) people (8%) make between ₱20,001 to less than ₱25,001 a month, one (1) person (2%) makes between ₱25,001 to less than ₱30,001 a month, and three (3) people (6%) make more than ₱30,001 a month. Finally, all 60 respondents (100%) have a BSBA HRM degree, which shows that they have completed their studies.

Table 2 Demographic Profile of the Human Resource Management Graduates

Demographic Profile	Frequency	%
<b>Age</b>		
21-25	46	77
26-30	13	22
31-35	1	1
36 and above	0	0
<b>Total</b>	<b>60</b>	<b>100</b>
<b>Gender</b>		
Male	15	25
Female	44	73
Gay	1	2
<b>Total</b>	<b>60</b>	<b>100</b>
<b>Civil Status</b>		
Single	57	95
Married	2	3
Single parent but not married	1	2
<b>Total</b>	<b>60</b>	<b>100</b>
<b>Gross Monthly Income (presently employed)</b>		
₱10,001 to less than ₱15,000	30	60
₱15,001 to less than ₱20,001	12	24
₱20,001 to less than ₱25,001	4	8
₱25,001 to less than ₱30,001	1	2
₱30,001 and above	3	6
<b>Total</b>	<b>50</b>	<b>100</b>
<b>Educational Attainment</b>		
BSBA HRM Graduate	60	100
<b>Overall</b>	<b>60</b>	<b>100</b>



## Nature of Employment of the Financial Management Graduates

Depicted in Table 3 is the nature of employment of the Financial Management graduates, showing that the majority, 77% (46 respondents), are presently employed, while 13% (8 respondents) are not presently employed but with previous employment experiences. A small percentage, 7% (4 respondents), have never been employed after college due to family concerns, and 3% (2) are self-employed or currently managing a business. This implies that most of the respondents took part of the workforce, some are unemployed, self-employed, or had no participations to labor market.

Table 3 Nature of Employment of the Financial Management Graduates

	Frequency	%
Presently Employed	46	77
Not Presently Employed but with Previous Employment Experience/s	8	13
Never been employed after college due to health-related Concerns	0	0
Never been employed after College due to Family Concerns	4	7
Currently Managing one's Business	2	3
<b>Overall</b>	<b>60</b>	<b>100</b>

## Nature of Employment of the Human Resource Management Graduates

Table 4 revealed the nature of employment of the Human Resource Management graduates. Shown in the table, majority of them represented by 50 respondents (83%), are currently employed. While 3 persons (5%) presently not working, but had already an experience to jobs. Some people (10% of the respondent's population) had no jobs since their college graduation, for some reason involving their family's status. Lastly, 2% (one person) is managing their own business, and no responses for health problems related matters. Thus, majority of the graduates are employed, fewer people were unemployed commonly for personal or family reasons.

Table 4 Nature of Employment of the Human Resource Management Graduates

	Frequency	%
Presently Employed	50	83
Not presently employed but with Previous Employment experience/s	3	5
Never been employed after college due to health-related concerns	0	0
Never been employed after College due to Family Concerns	6	10
Currently Managing one's Business	1	2
<b>Overall</b>	<b>60</b>	<b>100</b>

## Present Employment Status of the Financial Management Graduates

Table 5 revealed the Financial Management graduates' employment status. Majority of them represented by 29 people (63%) have regular or permanent jobs. Other graduates with 10 respondents (22%) are still on probation, then 7 more (15%) are working on contracts or in other industrial roles. Hence, even most of the graduates landed with regular jobs, there are some who work on less secured situations.

Table 5 Present Employment Status of the Financial Management Graduates

	Frequency	%
Regular or Permanent	29	63
Probationary or Temporary	10	22
Contractual or Casual	7	15
<b>Overall</b>	<b>46</b>	<b>100</b>

## Present Employment Status of the Human Resource Management Graduates

Table 6 showed that Human Resource Management graduates had their respective jobs in the present. Majority of them for about 29 people (58%) landed with permanent jobs. On the other hand, 12 graduates (24%) still work in probationary roles, while 9 graduates (18%) are considered as contractual. Thus, most them secured stable jobs, while small portions were in casual positions, highlighting their potential for career stable and in transitional jobs.

Table 6 Present Employment Status of the Human Resource Management Graduates

	Frequency	%
Regular or Permanent	29	58
Probationary or Temporary	12	24
Contractual or Casual	9	18
<b>Overall</b>	<b>50</b>	<b>100</b>

## Place of Present Job of the Financial Management Graduates

Presented in the Table 7 the Financial Management graduates' employment status. All 46 graduates—every single one—worked within the country. Not a single respondent landed a job abroad. So, their employment was entirely domestic; no one went overseas.

Table 7 Place of Present Job of the Financial Management Graduates

	Frequency	%
Local	46	100
Abroad	0	0
<b>Overall</b>	<b>46</b>	<b>100</b>



## Place of Present Job of the Human Resource Management Graduates

Depicted in Table 8 is the place of present job of the Human Resource Management graduates, revealing that 96% (48 respondents) were employed domestically, whereas merely 4% (2 respondents) were engaged in overseas positions. This indicated that although the majority of graduates secured jobs domestically, a minor percentage had the chance to work internationally, demonstrating a modest occurrence of global employment among HRM graduates.

Table 8 Place of Present Job of the Human Resource Management Graduates

	Frequency	%
Local	48	96
Abroad	2	4
<b>Overall</b>	<b>50</b>	<b>100</b>

## Length of Stay in the First Job of the Financial Management Graduates

Presented in Table 9 is the waiting period of the Financial Management graduates before obtaining their first employment. Most of them, 52% (28 respondents), stayed in their first work for one (1) year to less than two (2) years. At the same time, 20% (11 respondents) stayed for 4 to 6 months, and 11% (6 respondents each) stayed for 1 to 3 months or 7 to 9 months. A lesser percentage, 4% (2 respondents), lasted for 10 to 12 months, while only 2% (1 respondent) departed their first employment in less than a month. This showed that most graduates of Financial Management stayed in their initial position for a long time, which showed a level of stability and dedication before looking for other jobs.

Table 9 Length of Stay in the First Job of the Financial Management Graduates

	Frequency	%
Less than a month	1	2
1 to 3 months	6	11
4 to 6 months	11	20
7 to 9 months	6	11
10 to 12 months	2	4
1 year to less than 2 years	28	52
<b>Overall</b>	<b>54</b>	<b>100</b>

## Length of Stay in the First Job of the Human Resource Management Graduates

Demonstrated in Table 10 is the duration of the Human Resource Management graduates staying in their first job. The findings show that most of the people who answered (54%, or 29) stayed in their first job for one (1) year to less than two (2) years. At the same time, 15% (8 respondents) stayed for 1 to 3 months, while 13% (7 respondents) stayed for 4 to 6 months. Only 8% (4 respondents) quit their first employment in less than a month, while 6% (3 respondents) lasted for 10 to 12 months. The smallest number, 4% (2 responders), stayed for 7 to 9 months. This shows that most Human Resource Management graduates stayed in their first position for at least a year, which means they were rather stable.

Table 10 Length of Stay in the First Job of the Human Resource Management Graduates

	Frequency	%
Less than a month	4	8
1 to 3 months	8	15
4 to 6 months	7	13
7 to 9 months	2	4
10 to 12 months	3	6
1 year to less than 2 years	29	54
<b>Overall</b>	<b>53</b>	<b>100</b>

### Length of Time Waited before Earning the First Job of the Financial Management Graduates

Presented in Table 11 is the length how long it took Financial Management graduates to get their first employment. The results show that the largest group, 40% (22 respondents), got their first work between 1 to 6 months, and 30% (16 respondents) found a job in less than a month. Meanwhile, 19% (10 respondents) waited between 1 and 2 years to get their first employment, while the least, 11% (6 respondents), waited between 7 and 11 months. This means that most of the people who graduated with a degree in Financial Management were able to find work easily after graduation. More than two-thirds of them found work within six months, which shows that there are good job possibilities in the industry.

Table 11 Length of Time Waited before Earning the First Job of the Financial Management Graduates

	Frequency	%
Less than a month	16	30
1 to 6 months	22	40
7 to 11 months	6	11
1 year to less than 2 years	10	19
<b>Overall</b>	<b>54</b>	<b>100</b>

### Length of Time Waited before Earning the First Job of the Human Resource Management Graduates

Illustrated in Table 12 is how long it took for Human Resource Management graduates to get their first employment. Most of the people who answered 43% (23 respondents) were able to find work in less than a month, and 42% (22 respondents) were able to find work in 1 to 6 months. On the other hand, 11% (6 respondents) waited between 1 and 2 years, and just 4% (2 respondents) waited between 7 and 11 months. This shows that most graduates of Human Resource Management programs were able to obtain jobs quickly, with a large number of them doing so in a short amount of time following graduation. This shows that they are quite employable in their industry.

Table 12 Length of Time Waited before Earning the First Job of the Human Resource Management Graduates

	Frequency	%
Less than a month	23	43
1 to 6 months	22	42
7 to 11 months	2	4
1 year to less than 2 years	6	11
<b>Overall</b>	<b>53</b>	<b>100</b>

### Number of Times Employed of the Financial Management Graduates

Displayed in Table 13 are the data on the number of job transitions among graduates in Financial Management. The results indicated that the majority of respondents, 63% (34 respondents), remained in their initial employment, which continued to serve as their current role. At the same time, 28% (15 respondents) had already started a second job, and a smaller percentage, 9% (5 respondents), said they had achieved a third job. Not a single respondent answered having a fourth job. This demonstrates that most graduates of Financial Management stay in their first position, which shows that they have some work stability. However, a smaller minority has shown that they are willing to move about to find new job opportunities.

Table 13 Number of Times Employed of the Financial Management Graduates

	Frequency	%
First job as well as my present job	34	63
Second job	15	28
Third Job	5	9
Fourth Job	0	0
<b>Overall</b>	<b>54</b>	<b>100</b>

### Number of Times Employed of the Human Resource Management Graduates

Indicated in Table 14 are the number of times Human Resource Management graduates have been employed. Fifty-five percent (55%) of the 29 respondents who answered said that their initial job is also their current job. In the meantime, 28% (15 respondents) had already moved on to a second job, and 15% (8 respondents) said they had already moved on to a third job. Only 2% (1 respondent) had a fourth job. This means that more than half of the graduates showed job stability by staying in their first job, while a significant number looked for new jobs. This shows that Human Resource Management graduates had a balance between stability and career mobility.

Table 14 Number of Times Employed of the Human Resource Management Graduates

	Frequency	%
First job as well as my present job	29	55
Second job	15	28

Third Job	8	15
Fourth Job	1	2
<b>Overall</b>	<b>53</b>	<b>100</b>

### Job Level Position of the Financial Management Graduates in their Previous Jobs

Shown in Table 15 are the Financial Management graduates who landed in their recent jobs. Most of them represented by 44 people (81%) begun in clerical positions. Meanwhile 6 graduates (11%), managed to get technical supervisory, or professional roles. Lastly, 4 people (8%), landed into managerial or executive jobs. Therefore, majority of the Financial Management graduates start their respective careers at the lower positions as expected for the new graduates, fewer graduates were lucky enough to land in higher-level roles, clearly moving up in this field takes time.

Table 15 Job Level Position of the Financial Management Graduates in their Previous Jobs

	Frequency	%
Rank or Clerical	44	81
Professional, Technical, Supervisory	6	11
Managerial or Executive	4	8
<b>Overall</b>	<b>54</b>	<b>100</b>

### Job Level Position of the Human Resource Management Graduates in their Previous Jobs

Table 16 shows where Human Resource Management graduates landed in their previous jobs. Most—72% (38 people)—started out in rank-and-file or clerical roles. Another 26% (14 people) found themselves in professional, technical, or managerial positions. Only one person, just 2%, reached a management or executive job right away. So, most HRM graduates begin their careers at entry level, which lines up with what you'd expect for fresh graduates. Still, a notable number managed to step into higher positions early on, which points to real opportunities for advancement in this field.

Table 16 Job Level Position of the Human Resource Management Graduates in their Previous Jobs

	Frequency	%
Rank or Clerical	38	72
Professional, Technical, Supervisory	14	26
Managerial or Executive	1	2
<b>Overall</b>	<b>53</b>	<b>100</b>

### Job Level Position of the Financial Management Graduates in their Present Jobs

The current careers of Financial Management graduates were shown in the table 17. Majority of them with total number of 35 people (76%) landed on an administrative or clerical positions. Few of them represented by 7 graduates (15%), hold professional, supervisory or technical roles. While only 4 people (9%) had reached

managerial or executive positions. In conclusion, while the majority begin with entry-level jobs, some are in high-level positions, it is clear that the field are aligned with their growth and advancement in the opportunities they took.

Table 17 Job Level Position of the Financial Management Graduates in their Present Jobs

	Frequency	%
Rank or Clerical	35	76
Professional, Technical, Supervisory	7	15
Managerial or Executive	4	9
<b>Overall</b>	<b>46</b>	<b>100</b>

#### Job Level Position of the Human Resource Management Graduates in their Present Jobs

Presented in Table 18, the current employment status of Human Resource Management graduates. Majority of them with 33 people (66%) landed on clerical jobs. Twelve graduates (24%) hold professional, technical, or supervisory roles. There are only 5 people (10%) have reached managerial or executive positions. Therefore, majority of the graduates begin with entry-level jobs, some made it to management, showing indicators of career growth in the field.

Table 18 Job Level Position of the Human Resource Management Graduates in their Present Jobs

	Frequency	%
Rank or Clerical	33	66
Professional, Technical, Supervisory	12	24
Managerial or Executive	5	10
<b>Overall</b>	<b>50</b>	<b>100</b>

#### Occupational Classification of the Financial Management Graduates

Table 19 displayed classification of the Financial Management graduates' respective occupation. With 26 respondents listed, 57% hold clerical support roles as expected for new graduates. Professionals are only about 7 people (15%), while 6 people (13%) made to the managerial and service sales. One person (2%) reported as technician or associate professional. Hence, there is a huge percentage as to the graduates who are in clerical jobs after graduation, some are already at professional or managerial positions, clearly stating that there is a room for growth and development in this field.

Table 19 Occupational Classification of the Financial Management Graduates

	Frequency	%
Managers	6	13
Professionals	7	15
Technicians and Associate Professionals	1	2

Clerical Support Workers	26	57
Service Sales Workers	6	13
<b>Overall</b>	<b>46</b>	<b>100</b>

### Occupational Classification of the Human Resource Management Graduates

Presented in Table 20, the current employment status of Human Resource Management graduates. Majority of the respondents garnering 44% (22 people) hold clerical support jobs. The other 11 graduates (11%) are in service sales roles. Only 6 people (12%) were considered as professionals. While five graduates (10%), hold managerial positions, then 4 people (8%) become technicians or associate professionals. Only one graduate (2%) misaligned to the field, working in the armed forces. Thus, it is clearly presented that most of the graduates starts with clerical and service jobs, some graduates move into professional or managerial roles, indicating that graduates had potential to both entry-level options and high-level opportunities had real chances to moved up.

Table 20 Occupational Classification of the Human Resource Management Graduates

	Frequency	%
Managers	5	10
Professionals	6	12
Technicians and Associate Professionals	4	8
Clerical Support Workers	22	44
Service Sales Workers	11	22
Craft and Related Trade Workers	1	2
Armed Forces	1	2
<b>Overall</b>	<b>50</b>	<b>100</b>

### Length of Stay in the Present Job of the Financial Management Graduates

Table 21 presented, the work duration among Financial Management graduates in their respective jobs. The findings revealed that most of the 24 respondents (52%) have been in their current job for 1 year to less than 2 years. In the meantime, 20% (9 respondents) said they stayed for 4 to 6 months, and 13% (6 respondents) said they stayed for 7 to 9 months. 11% (5 respondents) lasted for 1 to 3 months, while 4% (2 respondents) had been in their employment for 10 to 12 months. No one who answered said they stayed for less than a month. This shows that most of the people who graduated from Financial Management are stable in their current jobs, with more than half of them staying in the same job for at least a year. This shows that they are committed and want to stay in their careers.

Table 21 Length of Stay in the Present Job of the Financial Management Graduates

	Frequency	%
Less than a month	0	0
1 to 3 months	5	11

4 to 6 months	9	20
7 to 9 months	6	13
10 to 12 months	2	4
1 year to less than 2 years	24	52
<b>Overall</b>	<b>46</b>	<b>100</b>

### Length of Stay in the Present Job of the Human Resource Management Graduates

Displayed in Table 22, the length of stay in the present job of Human Resource Management graduates. The data revealed that the majority of the respondents, 58% (29 respondents), had stayed in their current job for between one (1) and two (2) years. At the same time, 16% (8 respondents) have worked for 1 to 3 months, 8% (4 respondents each) have worked for 4 to 6 months, and 7 to 9 months. A smaller percentage, 6% (3 respondents), said they stayed for less than a month, while 4% (2 respondents) said they stayed for 10 to 12 months. This demonstrates that most Human Resource Management graduates have stayed in their jobs for a long time, with more than half of them staying in their jobs for at least a year. A smaller group, on the other hand, has a lower job duration, which shows that different people have different experiences with keeping their jobs.

Table 22 Length of Stay in the Present Job of the Human Resource Management Graduates

	<b>Frequency</b>	<b>%</b>
Less than a month	3	6
1 to 3 months	8	16
4 to 6 months	4	8
7 to 9 months	4	8
10 to 12 months	2	4
1 year to less than 2 years	29	58
<b>Overall</b>	<b>50</b>	<b>100</b>

### Major Line of Business of the Private Employees of the Financial Management Graduates

Revealed in Table 23 is the major line of business of the private employees from Financial Management graduates. The largest group, 25% (10 respondents), works in wholesale and retail trade. Next are cooperative organizations and financial intermediation, which both got 15% (6 responders each). At the same time, 13% (5 respondents) work in manufacturing, and 7% (3 respondents each) work in agriculture, hunting, fishery, and forestry; construction; and pharmaceuticals. Five percent (2 respondents) work in electricity, gas, and water supply, which is a lesser percentage. The smallest percentage (2% or 1 respondent each) works in logistics or express courier/cargo, private hospitals/clinics, and real estate, rental, and business operations. This means that most graduates work in finance, trade, and cooperatives. Others work in a variety of fields, showing that there are many job options for them.

Table 23 Major Line of Business of the Private Employees of the Financial Management Graduates

<b>Major Line of Business</b>	<b>Rank</b>	<b>Frequency</b>	<b>%</b>
Wholesale and Retail Trade	1	10	25
Cooperative	2	6	15



Financial Intermediation	2	6	15
Manufacturing	3	5	13
Agriculture, Hunting, Fisheries, and Forestry	4	3	7
Construction	4	3	7
Pharmaceutical	4	3	7
Electricity, Gas, and Water Supply	5	2	5
Logistic/Express Courier/Cargo	6	1	2
Private Hospitals, Clinics	6	1	2
Real Estate, Renting, and Business Activities	6	1	2
<b>Overall</b>		<b>41</b>	<b>100</b>

### Major Line of Business of the Private Employees of the Human Resource Management Graduates

Displayed in Table 24 is the primary line of business for private employees who graduated in Human Resource Management. Most of the graduates, 39% (17 respondents), were employed in the wholesale and retail trade sector, signifying that this area offered the most potential for HRM professionals. Over 10 respondents (23%) were involved in rental, business activities and real estate, while 5 respondents (11%) were currently working in cooperatives. It is also reported that only three people (7%) of the respondents landed in financial intermediation, while only 5% found their jobs in manufacturing or in the hospitality sector covering restaurants, hotels, resorts, and tourism. Smaller numbers were represented for about 2% of the population ended up in the fields such as, construction, utilities (electricity, gas, water supply), pharmaceuticals, logistics, mining, quarrying and courier services. Thus, HRM graduates implied that majority of them landed in commerce-related roles, branching out across a wide range of industries. That really shows how flexible and valuable their skills are in all sorts of organizations.

Table 24 Major Line of Business of the Private Employees of the Human Resource Management Graduates

Major Line of Business	Rank	Frequency	%
Wholesale and Retail Trade	1	17	39
Real Estate, Renting, and Business Activities	2	10	23
Cooperative	3	5	11
Financial Intermediation	4	3	7
Manufacturing	5	2	5
Hotels, Restaurants, Resorts, and Tourism	5	2	5
Construction	6	1	2
Pharmaceutical	6	1	2
Electricity, Gas, and Water Supply	6	1	2

Mining and Quarrying	6	1	2
Logistic/Express Courier/Cargo	6	1	2
<b>Overall</b>		<b>44</b>	<b>100</b>

### Major Line of Business of the Government Employees of the Financial Management Graduates

Implied in Table 25, the major line of business of the Financial Management graduates who work for the government. Three (3) respondents (60%) work for national agencies, while 20% (1 respondent) work for non-teaching staff and another 20% (1 respondent) work for local government entities. None of the graduates worked for the military. This means that most Financial Management graduates who work for the government work for national agencies. A smaller number work for local governments and schools in non-teaching roles. This shows that there are a few but diverse ways to get into public service.

Table 25 Major Line of Business of the Government Employees of the Financial Management Graduates

	Frequency	%
National Agencies	3	60
Armed Forces	0	0
Non-teaching Personnel	1	20
Local Government Unit	1	20
<b>Overall</b>	<b>5</b>	<b>100</b>

### Major Line of Business of the Government Employees of the Human Resource Management Graduates

Displayed in Table 26 is the major line of business of the Human Resource Management graduates who work for the government. Most of them (66%, or 4 people) work for local government bodies, while 17% (1 person each) work for national agencies and the armed forces. None of the people who answered the survey worked as non-teaching staff. This shows that most graduates of Human Resource Management who work for the government are hired by local government units. Only a small number work for national agencies or the military. This shows that these graduates have better job prospects at the local level.

Table 26 Major Line of Business of the Government Employees of the Human Resource Management Graduates

	Frequency	%
National Agencies	1	17
Armed Forces	1	17
Non-teaching Personnel	0	0
Local Government Unit	4	66
<b>Overall</b>	<b>6</b>	<b>100</b>

### Learned Skills in College of the Financial Management Graduates

Depicted in Table 27 are the acquired skills of Financial Management graduates. The majority, 50% (27

respondents), identified communication skills as the most valuable competency acquired during their studies. At the same time, 19% (10 respondents each) reported obtaining critical thinking and problem-solving skills, while 9% (5 respondents) indicated they had developed entrepreneurial skills. Merely 3% (2 respondents) indicated that they have acquired the ability to interact harmoniously with others. Financial Management graduates tend to retain their communication skills keen and use it as an asset for the job. This field of education concentrates on analytical and problem-solving skills, assuring the students in picking up the necessary skills leading to real success at work or in any organization.

Table 27 Learned Skills in College of the Financial Management Graduates

	Frequency	%
Communication Skills	27	50
Critical-thinking Skills	10	19
Entrepreneurial Skills	5	9
Human Relations Skills	2	3
Problem-solving Skills	10	19
<b>Overall</b>	<b>54</b>	<b>100</b>

#### Learned Skills in College of the Human Resource Management Graduates

Displayed in the Table 28 are the skills of Human Resource Management graduates which they picked up during college years. Twenty-four people (45%) stated that communication skills prevailed as their strongest area. On the other hand, interpersonal skills were pointed by about 17 people (32%). Some mentioned that entrepreneurial abilities are essential stated by 7 people (13%), then only one person (2%) claimed that critical thinking is vital. Majority of the HRM graduates built their firmness to communication and other related skills. This implied that people tend focused on the skills that truly matter in terms of building good Samaritan in the workplace.

Table 28 Learned Skills in College of the Human Resource Management Graduates

	Frequency	%
Communication Skills	24	45
Critical-thinking Skills	1	2
Entrepreneurial Skills	7	13
Human Relations Skills	17	32
Problem-solving Skills	4	8
<b>Overall</b>	<b>53</b>	<b>100</b>

#### Alignment of the Graduates' Career per CMO 17 series of 17 (BSBA Financial Management)

As shown in Table 29, the BSBA Financial Management graduates employment trends were presented. Over 27 people (59%) hold directly to Financial Management related jobs, while the other 41% (19 graduates) step into positions unrelated to their field. A closer look was portrayed with Financial Management who shifted into Human Resource Management for about 63% out of the 19 people as respondents. The other 4 graduates (21%)

proceeds to Marketing Management, then 3 graduates (16%) landed in Logistics or Operations Management. Although not everyone followed to the straight path in Financial Management, still core skills from their degree such as analytical thinking, communication, and organizational management were used. It is implicated that the mentioned abilities open doors for varying opportunities in the business world.

Table 29 Alignment of the Graduates' Career per CMO 17 series of 17 (BSBA Financial Management)

	Frequency	%
Financial Management Related Jobs	27	59
Jobs not related to Financial Management	19	41
<b>Overall</b>	<b>46</b>	<b>100</b>
<b>Breakdown of Jobs not related to Financial Management</b>	<b>Frequency</b>	<b>%</b>
Human Resource Management Related Jobs	12	63
Marketing Management Related Jobs	4	21
Logistics/Operations Management Related Job	3	16
<b>Overall</b>	<b>19</b>	<b>100</b>

Alignment of the Graduates' Career per CMO 17 series of 17 (BSBA Human Resource Management)

Portrayed in Table 30, the alignment of careers among the BSBA Human Resource Management graduates to the CMO 17 series of 2017. For about 19 graduates (38%) hold direct ties with the HR Management. Majority of the graduates estimated with 29 graduates (58%), reported that their working fields mismatch with their expertise, then 2 people did not respond. Delving deeper, those who went to their careers unrelated to HR, 13 graduates (45%) shifted to Financial Management. Additionally, 12 graduates (14%) shifted to Marketing Management. A smaller portion of the group with 4 graduates (14%) landed into Public Service. These graduates depict a clearer portrayal that they did not stick to one path. The garner the skills like communication, leadership, organizational and management, utilizing them to all aspects of business-related activities. BSBA Human Resource Management program's training provided them flexibility for the students to execute their respective roles properly, indicating their adaptability and practicality to their curriculum.

Table 30 Alignment of the Graduates' Career per CMO 17 series of 17 (BSBA Human Resource Management)

	Frequency	%
Human Resource Management Related Jobs	19	38
Jobs not related to Human Resource Management	29	58
No Answer	2	4
<b>Overall</b>	<b>50</b>	<b>100</b>
<b>Breakdown of Jobs not related to Human Resource Management</b>	<b>Frequency</b>	<b>%</b>

Financial Management Related Jobs	13	45
Marketing Management Related Jobs	12	41
Public Service	4	14
<b>Overall</b>	<b>29</b>	<b>100</b>

## DISCUSSION OF FINDINGS

The study reveals that most of the BSBA graduates from NEMSU-Tagbina, Class of 2023, were able to secure employment shortly after graduation. Many began their careers in clerical or rank-and-file positions, particularly within the wholesale and retail trade sector. A large majority found opportunities within the local area, with most holding regular or permanent jobs. This strong employment rate indicates that the university's academic programs effectively align with the needs of local industries, providing graduates with both a solid business foundation and the practical skills vital for today's job market.

A closer look at the two major tracks: Financial Management and Human Resource Management reveals a notable difference in career outcomes. Graduates of Financial Management often find employment directly related to their specialization, for instance, finance, accounting, or cooperative operations, reflecting a strong alignment between their curriculum and industry needs. In contrast, many Human Resource Management graduates are employed outside their field, frequently in finance or marketing roles. While their transferable skills are evolving to match currently industry demands, ensuring that future graduates can pursue careers more closely aligned with their chosen discipline.

## CONCLUSION

The findings make it clear that while academic preparation is vital, real-world experience and continuous skill development are equally important. Graduates who possess strong communication, analytical, and interpersonal skills tend to thrive across various work settings. However, there remains room for improvement. Strengthening critical thinking and entrepreneurial competencies will enable graduates to better distinguish themselves in the global job market. By keeping the curriculum dynamic and fostering deeper partnerships with industry stakeholders, the university can continue to produce graduates who are well-equipped to meet the evolving demands of their professions.

## RECOMMENDATIONS

These findings underscore that employability is shaped by both well-designed academic programs and meaningful practical experiences. BSBA graduates are able to transition smoothly into the workforce because their education equips them with relevant knowledge and essential skills. The results align with Becker's Human Capital Theory, which emphasizes that investment in education and training enhances productivity and earning potential. Likewise, Bourdieu's Social Capital Theory applies here, suggesting that social networks and institutional connections play a vital role in accessing job opportunities and fostering professional growth. This implies that employability of these graduates depends not only on what they know, but also on who they know and how effectively they adapt to the demands of the workplace.

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