



**STATUS OF GRADUATES IN POST BACCALAUREATE DEGREES IN  
BUSINESS AND PUBLIC ADMINISTRATION OF THE ONLY STATE  
COLLEGE IN THE PROVINCE OF ORIENTAL MINDORO,  
PHILIPPINES**

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**ABSTRACT**

The study determined the status of graduates in post baccalaureate degrees in business in business and public administration of the only state college in the Province of Oriental Mindoro, Philippines in terms of profile, status of promotion and level of job performance. Descriptive type of research method was utilized in the study. Documentary analysis was used to gather information of 14 MBA and 7 MPA graduates respectively from 2013 – 2017. Frequency count, percentage and weighted mean were used to analyze the data gathered. The MBA and MPA programs gave opportunity to improve their professional characteristics, considered for job promotion and performed very satisfactory with their present jobs. Thus, similar studies should be conducted along this line such as utilization of the graduates acquired knowledge and skills in response to the needs, challenges and opportunities of their respective organizations.

**Key Words:** profile, status of promotion, level of job performance, business administration and public administration

**Introduction**

Graduate programs in business and public administration are advanced fields of studies that concentrate on providing new knowledge in areas that are often unique to the interests of individuals within the specific disciplines. There are also generally quite similar expected educational outcomes that are usually independent of the specific field of the graduate study.

Academic institutions of higher learning are constantly generating graduates who are capable of applying technology and knowledge-based information to the nature and demands of their work environment (Kearns & Sabherwal, 2006) (Laguador & Doton, 2013). The purpose of any educational institution is to provide quality human resources acceptable to employers and society (Natarajan & Kumar, 2014) (Orence & Laguador, 2013).

The goal of the Mindoro State College of Agriculture and Technology (MinSCAT) as the only state college in the Province of Oriental Mindoro, Philippines is to provide and broaden the access to quality education responsive to an ever growing and dynamic society. Under this precept, MinSCAT is duty bound to do its best to offer more courses in the Graduate Studies to cater to the widespread inclination of college graduates, professionals, business administrators/managers of establishments, practitioners, employees, and other non-teaching personnel in public and private institutions and establishments in Oriental Mindoro and the neighboring provinces to upgrade their professional qualification.

The MinSCAT, being a state college has the capability to continuously expand its courses in the Graduate Program. The College has a strong, competent, and qualified faculty who can handle different programs effectively and efficiently. There are adequate instructional facilities and information and communication technology adapted to promote global competitiveness in the academic community.

MinSCAT offers Master in Business Administration (MBA) in the light of a growing economy as more businesses develop so that there is a felt need to harness the skills of future business managers to handle effectively bigger responsibilities. Furthermore, the course will give target clientele the chance to pursue graduate studies in their very own province/nearby province; thus savings time, money and effort in MinSCAT with affordable by quality education.

Public administration is the study of government organizations and their relation to other parts of the public sector. It also includes how these organizations work and the methods of improving them. A public official is one who delivers services to the public. In order for him/her to be able to perform his/her function efficiently and effectively, he/she must have sufficient knowledge in microeconomics, macroeconomics, public finance, research methods, statistics, planning, policy analysis, program evaluation, performance measurement, and a lot of other things related to the public management including the ability to elicit desired response from others (leadership). He/she must endeavor to adopt more competitive and less bureaucratic ways of delivering responsible services to the public, thus contributing to global efforts for human survival, development and welfare.

The Master in Public Administration (MPA) program provides the needed education and training to officials in the public sector in order to enhance their leadership and help nurture the desired values of a responsive, effective, efficient and responsible public servant.

The Master in Business Administration (MBA) and Master in Public Administration (MPA) are degree programs of the Mindoro State College of Agriculture and Technology (MinSCAT) receiving Candidate Status of Accreditation from Accrediting Agency of Chartered Colleges and Universities in the Philippines (AACUP).

Recent studies conducted by the Commission on Higher Education (CHED) through the Fund for Assistance to Private Education (2004) entitled "Evaluation of Graduate Education of the Philippines (EGEP)" revealed that the operation of these graduate programs, namely: teacher education, business administration and public administration are spread over a wide range in terms of quality. Aside from the few institutions recognized by the evaluators as "outstanding or superior" which can be considered as leaders and center of excellence or development in their region, a sizeable number may be considered "very good"; the bulk "fair" and many "low or poor". A number of recommendations specific to each graduate programs were identified, one of them is the conduct of systematic tracer studies to find out how graduates are doing and assess the impact of their training to themselves, to the organization and society.

Thus, the study intends to provide data that would determine if whether or not MinSCAT Graduate Studies Department is accomplishing its vision in developing competent business and government leaders who can become catalyst of change and development in their organization, and eventually in society.

## **Methods**

The study utilized the descriptive method of research. Documentary analysis was used to gather information on profile, status of promotion and level of job performance of 14 MBA and 7 MPA graduates respectively from 2013 – 2017. To enable to present and summarize the data in accordance with the objectives set in the study, the frequency count and percentage were used to categorize the statistical results of the study. The weighted mean was used to determine the mean age and length of experience.

## **Results and Discussion**

Table 1 shows the profile of the MinSCAT MBA and MPA graduates in terms of age. Majority of the MBA graduates are within age bracket of 26-30 with 8 or 57.14 percent frequencies while most of the MPA graduates are within age brackets 26-30 and 46-50 with 2 or 28.57 percent frequencies respectively. The mean age of MBA graduate is 32.5 while MPA graduate is 38.14 which indicate young population of the respondents.

Table 1

**Profile of the MinSCAT MBA and MPA Graduates in Terms of Age**

Age	MBA		MPA	
	f	%	f	%
26-30	8	57.14	2	28.57
31-35	1	7.14	1	14.29
36-40	1	7.14	1	14.29
41-45	3	21.43	1	14.29
46-50	1	7.14	2	28.57
<b>Total</b>	<b>14</b>	<b>100.00</b>	<b>7</b>	<b>100.00</b>
<b>Mean</b>	<b>32.5</b>		<b>38.14</b>	

Table 2 presents the profile of the MinSCAT MBA and MPA graduates in terms of sex which reveal female-dominated MBA and MPA graduates with 8 or 57.14 percent and 5 or 71.43 percent frequencies respectively.

Table 2

**Profile of the MinSCAT MBA and MPA Graduates in Terms of Sex**

Sex	MBA		MPA	
	f	%	f	%
Male	6	42.86	2	28.57
Female	8	57.14	5	71.43
<b>Total</b>	<b>14</b>	<b>100.00</b>	<b>7</b>	<b>100.00</b>

Table 3 presents the profile of the MinSCAT MBA and MPA graduates in terms of civil status which reveal that majority of the MBA and MPA graduates are married with 9 or 64.29 percent and 6 or 85.71 percent frequencies respectively.

Table 3

**Profile of the MinSCAT MBA and MPA Graduates in Terms of Civil Status**

Civil Status	MBA		MPA	
	f	%	f	%
Married	9	64.29	6	85.71

Single	5	35.71	1	14.29
<b>Total</b>	<b>14</b>	<b>100.00</b>	<b>7</b>	<b>100.00</b>

Table 4 shows the profile of the MinSCAT MBA and MPA graduates in terms of educational attainment. The 13 or 92.86percent for MBA and 5 or 71.43percent for MPA graduates mean that MBA and MPA programs give certain level of accomplishment for the employees to finish higher degree of education which means they can handle higher responsibilities and assignments in the organization.

Table 4

**Profile of the MinSCAT MBA and MPA Graduates in Terms of Educational Attainment**

Educational Attainment	MBA		MPA	
	f	%	f	%
Ph.D. Units	1	7.14	2	28.57
MBA/MPA Graduate	13	92.86	5	71.43
<b>Total</b>	<b>14</b>	<b>100.00</b>	<b>7</b>	<b>100.00</b>

Table 5 presents the profile of the MinSCAT MBA and MPA graduates in terms of length of experience. Majority of the MBA graduates are within experience bracket 1-10 with 10 or 71.43percent frequencies. Most of the MPA graduates are within experience brackets 1-10 and 11-20 with 3 or 42.86percent frequencies respectively. Findings imply that the respondents believe they need to wait the right time for them to considered for the promotion and one of their preparation is through taking advanced studies wherein their experience in the public and private organizations will be supported by their educational background.

Table 5

**Profile of the MinSCAT MBA and MPA Graduates in Terms of Length of Experience**

Length of Experience	MBA		MPA	
	f	%	f	%
1-10	10	71.43	3	42.86
11-20	3	21.43	3	42.86
21-30	1	7.14	1	14.29
<b>Total</b>	<b>14</b>	<b>100.00</b>	<b>7</b>	<b>100.00</b>

<b>Mean</b>	<b>9.14</b>	<b>13.57</b>
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Table 6 shows the profile of the MinSCAT MBA and MPA graduates in terms of work position indicate that majority of MBA and MPA graduates are in the rank-and-file position with 12 or 85.71percent and 5 or 71.14percent frequencies respectively. Results imply that the respondents are seeking for graduate studies to enhance their knowledge and skills that can be of great help to effectively and efficiently perform their work assignments.

Table 6

**Profile of the MinSCAT MBA and MPA Graduates in Terms of Work Position**

<b>Work Position</b>	<b>MBA</b>		<b>MPA</b>	
	<b>f</b>	<b>%</b>	<b>f</b>	<b>%</b>
Managerial	1	7.14	1	14.29
Supervisory	1	7.14	1	14.29
Rank and File	12	85.71	5	71.14
<b>Total</b>	<b>14</b>	<b>100.00</b>	<b>7</b>	<b>100.00</b>

Table 7 shows the profile of the MinSCAT MBA and MPA graduates in terms of work industry point out that majority of the MBA graduates are from the public with 8 or 57.14percent frequencies while all the MPA graduates are also from the public. Thus, attending graduate studies in business and public administration provides wider perspective on management and leadership towards attainment of organizational vision and mission.

Table 7

**Profile of the MinSCAT MBA and MPA Graduates in Terms of Work Industry**

<b>Work Industry</b>	<b>MBA</b>		<b>MPA</b>	
	<b>f</b>	<b>%</b>	<b>f</b>	<b>%</b>
Public	8	57.14	7	100.00
Private	6	42.86	0	0.00
<b>Total</b>	<b>14</b>	<b>100.00</b>	<b>7</b>	<b>100.00</b>

Table 8 presents the status of promotion of the MinSCAT MBA and MPA graduates. Majority of the MBA and MPA graduates are promoted in the position with 8 or 57.14percent and 5 or 71.14percent frequencies respectively. Their master's degrees are one of the requirements for public and private organizations in order to be promoted in higher positions.

Table 8

**Status of Promotion of the MinSCAT MBA and MPA Graduates**

<b>Status of Promotion</b>	<b>MBA</b>		<b>MPA</b>	
	<b>f</b>	<b>%</b>	<b>f</b>	<b>%</b>
Promoted	8	57.14	5	71.14
Not Promoted	6	42.86	2	28.57
<b>Total</b>	<b>14</b>	<b>100.00</b>	<b>7</b>	<b>100.00</b>

Table 9 presents the level of job performance of the MinSCAT MBA and MPA graduates. Majority MBA and MPA graduates perform very satisfactory with 12 or 85.71percent and 5 or 71.43percent frequencies respectively. Findings imply that putting into practice is the way graduates explore the possibilities of making improvement in the old manner they perform their job.

Table 9

**Level of Job Performance of the MinSCAT MBA and MPA Graduates**

<b>Level of Job Performance</b>	<b>MBA</b>		<b>MPA</b>	
	<b>f</b>	<b>%</b>	<b>f</b>	<b>%</b>
Outstanding	2	14.29	2	28.57
Very Satisfactory	12	85.71	5	71.43
<b>Total</b>	<b>14</b>	<b>100.00</b>	<b>7</b>	<b>100.00</b>

**Conclusion and Recommendation**

Majority of the MBA and MPA graduates are young, female dominated, married, educationally qualified for promotion, acquired work experiences, rank and file positions, promoted after graduating from MBA and MPA and performing very satisfactory.

Similar studies should be conducted in other programs in order to assess the impact of the MBA and MPA programs offered in the Graduate School as an input for the top management to fulfill the goals and objectives of graduate education.

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