

EMPLOYABILITY OF BACHELOR OF SCIENCE IN NURSING GRADUATES IN CEBU NORMAL UNIVERSITY IN THE A.Y. 2006–2010

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ABSTRACT

The New Paradigm for higher education emphasizes the need for institutional autonomy with accountability. Higher education institutions (HEIs) need to be concerned with the ultimate disposition and success of their graduates in order to ensure that their educational products are consistent with both student and ultimately employer needs. Thus, this study is done to determine the employment status of nursing graduates of Cebu Normal University for the Academic Year 2006–2010.

A descriptive – normative survey research design was utilized with emphasis on the current employment status of the CNU nursing graduates in Academic Year 2006 to 2010. The total number of graduates within the Academic Year 2006–2010 was 889 and 34% of the total population were taken as the respondents of the study which was 308. Information regarding the employment of each graduate was obtained through personal, phone and mail interviews.

Based on the findings presented, it is concluded that nurse graduates in Cebu Normal University have very satisfactory employability rate. Furthermore, most of the nurse graduates at present are vent on practicing their profession since they also have the job opportunities in the nursing service within the locality excluding the fresh graduates. Further studies should be undertaken to determine the working performance of the nurse graduates as perceived by their respective employers.

RATIONALE OF THE STUDY

The New Paradigm for higher education emphasizes the need for institutional autonomy with accountability. Higher education institutions (HEIs) need to be concerned with the ultimate disposition and success of their graduates in order to ensure that their educational products are consistent with both student and ultimately employer needs. HEI's responsibility over their students extends beyond the aspirations to provide a relevant curriculum and learning experiences, but the employability and the work performance of their graduates have to be considered. It is through these factors that HEIs will be able to manifest continuing accountability and development of quality in its fourfold functions on instruction, research, extension and production.

The survey of graduates or tracer study is often seen as an important tool of institutional development especially when the world of work is changing rapidly. However, such studies are rarely undertaken in Cebu Normal University (CNU)- College of Nursing, although there is an on-going study for the entire university, the college deemed it necessary to have a tracer study of their graduates for the past five years. This will provide a feedback on the employability of the nursing graduates in CNU especially on this period of increasing demand for nurses abroad.

A relevant framework on which this study anchors is the CIPP Model (Context, Input, Process and Product). The four components considered in this framework are context, input, process and output. The context refers to the phenomenon or the environment in which this study is undertaken which refers to the

college of nursing graduates. In the Nursing Education, input refers to the nursing curriculum, facilities, and clinical instructors among others; process refers to the teaching strategies, policies, delivery of learning; and output refers to the outcome of the input and process such as the quality of graduates which can be measured through board performance and employability of graduates. This study focused on the output component which will specifically consider the employability of the nursing graduates of CNU-CN.

STATEMENT OF THE PROBLEM

This study aims to determine the employment status of nursing graduates of Cebu Normal University for the Academic Year 2006–2010.

This specifically answered the following:

1. What is the employment status of the respondents in terms of:
 - 1.1 rate;
 - 1.2 type of employer;
 - 1.3 relatedness to nursing?
2. What is the unemployment rate of the respondents?
3. What are the reasons for unemployment of the CNU nursing graduates?

METHODOLOGY

Research Locale

This study was undertaken in Cebu Normal University – College of Nursing in as much as the focus is related to the nursing graduates of this institution. CNU is one of the higher education institutions under the Commission on Higher Education.

Research Design

A descriptive – normative survey research design was utilized with emphasis on the current employment status of the nursing graduates in Academic Year 2006 to 2010.

Research Sampling Design

The total number of graduates within the Academic Year 2006–2010 was 889 and 34% of the total population were taken as the respondents of the study which was 308.

Academic Year	Number of Students	Number of Samples	Percentage
2006	106	58	55%
2007	169	46	27%
2008	202	51	25%
2009	249	99	40%
2010	163	54	33%
Total	889	308	

Research Data Gathering Procedures

Information regarding the employment of each graduate was obtained through personal, phone and mail interviews. Respective contact numbers of the respondents were obtained through referrals from other respondents and facebook accounts. The questions basically focused on the current employment status, place of employment and type of employer and for those unemployed, reasons for non-employment were also obtained.

RESULTS

Based on the identified objectives of the study, the researcher summarized the results on table 1.

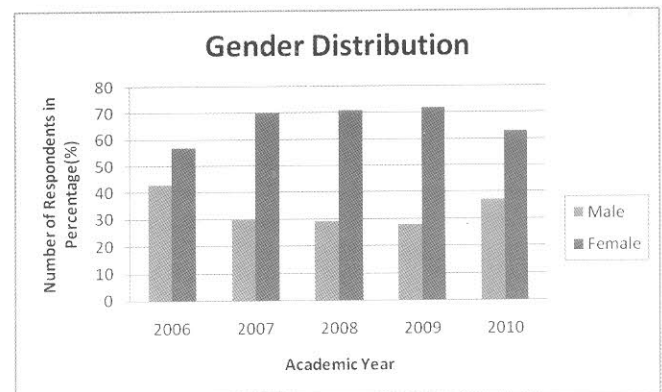


Figure 1. Gender Distribution of the Respondents

As shown in Figure 1, majority of the nursing students who graduated in the year 2006–2010 were females (33; 32; 36; 71 and 34 compared to males at 25; 14; 15; 28 and 20 respectively). The data supported the premise that nursing is indeed a female-dominated profession. Furthermore, there is an increase in the number of enrollees from 2006 at 106, 2007 at 169, 2008 at 202, 2009 at 249 and 2010 at 163. These data corresponds to resumption of the demands of nurses abroad in 2004 until 2008. This implies that

Table 1. Employment Status of the Respondents

PROFILE	2005-06		2006-07		2007-08		2008-09		2009-2010	
	F	%	f	%	F	%	F	%	F	%
Gender:										
Male	25	44%	14	30%	15	29%	28	28%	20	37%
Female	33	56%	32	70%	36	71%	71	72%	34	63%
TOTAL	58	100%	46	100%	51	100%	99	100%	54	100%
Employed	53	91%	42	91%	31	61%	92	93%	35	65%
Unemployed	5	9%	4	9%	20	39%	7	7%	19	35%
TOTAL	58	100%	46	100%	51	100%	99	100%	54	100%
Type of Employer (employed only)	N= 53		N=42		N=31		N=92		N=35	
Hospital	39	74%	33	79%	23	74%	52	57%	0	0%
Academe	6	11%	0	0%	5	16%	3	3%	0	0%
Industrial Company	1	2%	0	0%	1	3%	8	9%	10	29%
Call Center	7	13%	9	21%	2	6%	29	32%	25	71%
Total	53	100%	42	100%	31	100%	92	100%	35	100%
For employed:										
Related to Nursing	N=53		N=42		N=31		N=92		N=35	
	45	85%	33	79%	28	90%	59	64%	0	0%
Not related to Nursing	8	15%	9	21%	3	10%	33	36%	35	100%
Total	53	100%	42	100%	31	100%	92	100%	35	100%

the offering of a nursing degree in the degree program offering of CNU was responsive to needs of the society locally and internationally.

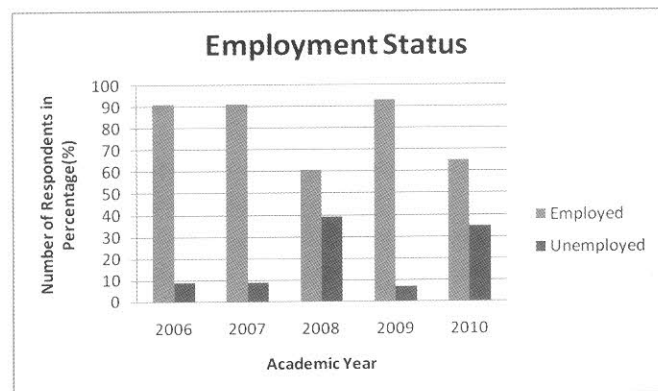


Figure 2. Employment Status of the Respondents

In the figure, it is noted that in terms of employment, 60–65% of the graduates of year 2008 and 2010 and more than 90% for Batches 2006, 2007 and 2009 are currently employed. More than 82% of the total number of graduates since 2006 are currently employed and only less than 18% are currently unemployed. This result implies that CNU graduates are more than satisfactorily employable.

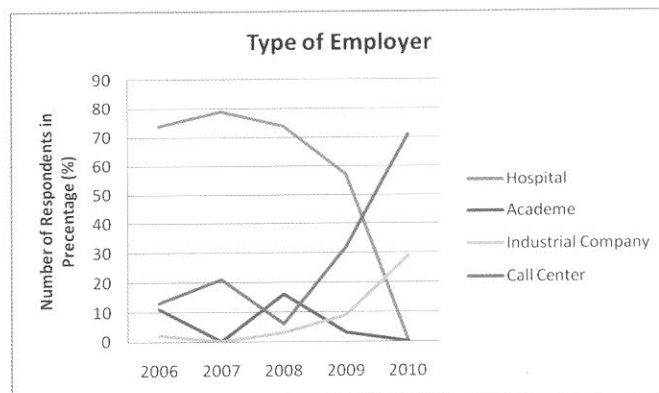


Figure 3. Type of Employers

It can also be gleaned from the figure that majority of those who are employed are working in the hospital especially the graduates of 2006-2008. But in the last 2 years, there was a noticeable declination of hospital employment. This is due to the fact that hospitals were not hiring new staff nurses since working abroad is not so high/low demand. Nurses were accumulating in the country and if there are hiring agencies, there is higher competition, thus, fresh graduates are least preferred than those who have experienced and already have masteral units/degrees. 58% of the respondents

are hospital nurses and charge nurses.

However, there is a swift increase of employment in call centers because there is increasing demands of call center agents and most nurses, aside from the fact that they are highly qualified, preferred to work in such companies given the sufficient salary rates and duty schedules (nurses are used to work at night time). 28% of the respondents are currently call center agents and team managers.

There are only 4% who are working in the academe and 10% are working in industrial company.

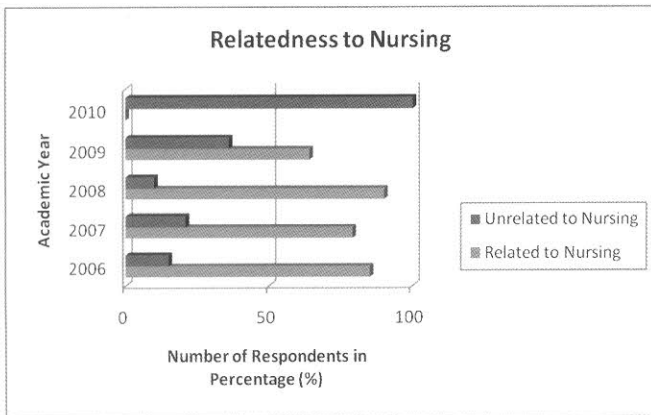


Figure 4. Relatedness to Nursing Profession

Majority of the graduates, except for batch 2010, are working in related nursing fields such as staff nurses, clinical instructors and company nurses. Unrelated job is at a call center companies. Implication for this provides that nurse graduates showed interest in the career they have chosen to take. Furthermore, this could also be due to the hospital experience requirement needed to work abroad and the shortage of nurses in the local hospital since most of the country's nurses are already practicing overseas.

In 2010 however, 71% of the graduates are call center agents and the remaining are employed in various industrial companies. This implies that nursing related fields prefers to hire nurses who already have experience and have higher educational attainment.

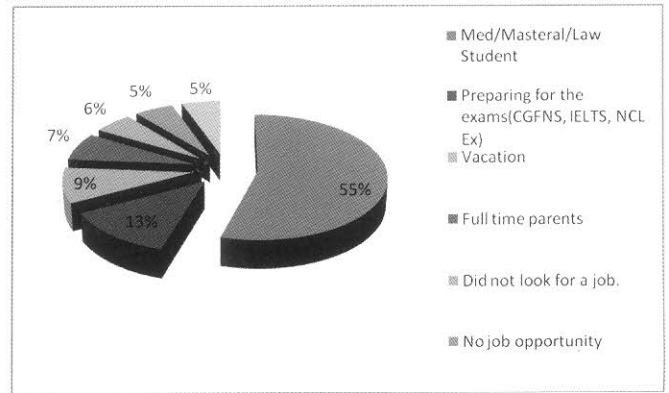


Figure 5. Reasons for Unemployment

Fifty five of three hundred eight respondents or 18% are currently unemployed. The most frequently identified reasons of the graduates who are unemployed is continuing education (medicine students, masteral students and law students) and followed by preparing for the examinations needed to qualify working abroad, followed by those who preferred to have vacation, full time parents, did not look for a job and no job opportunities. The result implies that most of our nursing graduates wanted to continue higher education and others are intending to work abroad rather than in the country. This could be due to the monetary benefits and security which are offered to nurses in other countries. It is further implied that the nurses in the Philippines are globally competitive in as much as their demand is still in the upsurge.

CONCLUSION AND RECOMMENDATIONS

Based on the findings presented it is concluded that nurse graduates in Cebu Normal University have very satisfactory employability rate. Furthermore, most of the nurse graduates at present are vent on practicing their profession since they also have the job opportunities in the nursing service within the locality excluding the fresh graduate.

Further studies should be undertaken to determine the working performance of the nurse graduates as perceived by their respective employers.

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