

# Perception of Micro Enterprises Employers towards demonstrated Employability Skills and Attitudes of On-The-Job-Training Business Students

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**Abstract**— To ensure their graduates are prepared and employable, the significance of developing skills suitability and attitude among students should be considered vital. This paper determined the expected employability skills and attitudes of on-the-job-training/intern students. The descriptive method of research was used in this study. The researcher distributed survey questionnaires to a total of 50 micro enterprise employers were surveyed around Nueva Ecija which are composed of mostly restaurant-type businesses. Based from the data gathered and calculated results of expected skills, it can be implied that the on-the-job-training/intern students totally demonstrated the skills categorized as lifelong learning and understanding professional, social and ethical responsibilities. On the contrary, the on-the-job-training/intern students totally undemonstrated the skills categorized as business system approach. Summing up, the on-the-job-training/intern students demonstrated the expected employability skills. Further, the data gathered and calculated results of expected attitudes implied that the on-the-job-training/intern students totally demonstrated the attitudes categorized as motivated and cooperation. Meanwhile, the on-the-job-training/intern students totally undemonstrated the attitude categorized as commercial awareness/awareness of the industry. Summing up, the on-the-job-training/intern students demonstrated the expected employability attitudes.

**Keywords**— *On-the-job-training, Expected Skills and Attitude, Business Students, Intern Students, Employability.*

## I. INTRODUCTION

To ensure their graduates are prepared and employable, the significance of developing skills suitability and attitude among students should be considered vital. Chiu et al. (2016) stated that a deliberate strategy of professional training programs would prepare students for quality young jobs, which could bring economic benefits to the nation.

Wye and Lim (2009) concluded that graduates must have the right work values and find their first job after graduation as a means to gain useful experience, used as a forum to secure future jobs. Singh and Singh (2008) further stated that employability skills are common in nature rather than job-specific, and are spread across all sectors, companies, from the entry-level worker to the most senior position

Selvadurai et al. (2012) concluded that measures to improve transferable skills are not exclusively the responsibility of the tertiary education system, but the company must play a greater role in delivering on - the-job instruction.

In view of the foregoing insights, the researcher would like to assess the employability perception of micro enterprises employers towards the demonstrated skills and attitudes of on-the-job-training business students.

## II. CONCEPTUAL FRAMEWORK

Lowden (2011) concluded that employers expect students from their degrees to have the academic and disciplinary skills, but allow graduates to show a variety of wider skills and attributes that include coordination, collaboration, leadership, critical thinking, problem solving, and often managerial or future abilities.

Likewise, Zaharim et al. (2009) concluded that graduates must develop the skills and attitudes required to be ready to work globally upon graduation.

Buenviaje et al. (2015) recommended that the college head be able to continually compare with other business schools

for program enhancement and linkages on international business graduates access may also be discussed.

**III. OBJECTIVE OF THE STUDY**

This study determined and described the expected employability skills and attitudes of on-the-job-training/intern students.

**IV. METHODOLOGY**

The descriptive method of research was used in this study because it involves description, recording, analysis and

interpretation of condition that really exists. It is appropriate to use descriptive method in gathering information about the present existing condition (Creswell, 2014). A total of 50 micro enterprise employers were surveyed around Nueva Ecija which are composed of mostly restaurant-type businesses.

The researcher distributed survey questionnaires which adapted Likert-scale type responses (Vagias, 2006) and analyzed it through statistical data treatment such as mean and weighted mean.

**V. RESULTS AND DISCUSSIONS**

Table 1. Expected Employability Skills of On-the-job-training students

Skills	Statement	WM	VI
The on-the-job-training/intern student has...			
Communication effectively	the ability to present ideas with confident and effective through aural, oral and written modes, not only with business but also with the community at large	3.12	Demonstrated
Competent in application and practice	the ability to use the techniques, skills, and modern business tools	2.25	Undemonstrated
Interpersonal or team working skills	the ability to function effectively as an individual and in a group with the capacity to be a leader or manager as well as an effective team member	2.96	Demonstrated
Business problem-solving and decision making skills	the ability to undertake problem identification, apply problem solving , formulation and solutions.	1.99	Undemonstrated
Apply knowledge of business principles	the ability to acquire and apply knowledge of business fundamentals.	2.83	Demonstrated
Competent in specific business discipline	the ability to acquire in-depth technical competence in a specific business discipline.	2.91	Demonstrated
Understand professional , social and ethical responsibilities	the ability to understand the social , cultural, global and environmental responsibilities of a professional businessman, and commitment to professional and ethical responsibilities.	3.23	Totally Demonstrated
Lifelong learning	the ability to recognize the need to undertake life-long learning, and possessing / acquiring the capacity to do so.	3.31	Totally Demonstrated
Business system approach	the ability to utilize a systems approach to design and evaluate operational performance	1.65	Totally undemonstrated
Knowledge of contemporary issues	the ability to continue learning independently in the acquisition of new knowledge, skills and technologies.	3.52	Totally Demonstrated
Average Weighted Mean		2.78	Demonstrated

Adapted from: Hassan et al. (2012) Department of Institutions of Higher Education Management, Ministry of Higher Education, Malaysia.

Table 1 presents the Expected Employability Skills of On-the-job-training students. Based from the results, it can be derived that the OJT/intern students has ability to continue learning independently in the acquisition of new knowledge, skills and technologies as employers rated it as totally demonstrated with the weighted mean of 3.52. While it was noted that the OJT/intern

students has the lack of ability to utilize a systems approach to design and evaluate operational performance as employers rated it as totally undemonstrated with the weighted mean of 1.65.

Table 2. Expected Employability Attitudes of the On-the-job-training students

Attitude	Statement	WM	VI
The on-the-job-training/intern student is...			
Enthusiastic	able to work using their own initiative	2.55	Undemonstrated
Individuality	capable of independent work	2.73	Demonstrated
Accountability	demonstrating that they can take responsibility	3.06	Demonstrated
Cooperation	able to work as part of a team	3.36	Totally Demonstrated
Leadership	able to lead when appropriate	2.64	Demonstrated
Motivated	able to network: being able to form relationships and get to know people	3.44	Totally Demonstrated
Commercial awareness/awareness of the industry	having a wider knowledge of business and wider implications of how knowledge and is shaping the market and knowing where the company sits in a particular industry	1.71	Totally Undemonstrated
Ambition	willing to learn and taking responsibility for their own development	2.58	Undemonstrated
Curiosity	reflective about themselves and what they want out of the job	3.02	Demonstrated
Self-confidence	confident that they are applying for work that matches their aspirations	3.16	Demonstrated
Average Weighted Mean		2.83	Demonstrated

Source: Higher Education Careers Services Unit (2010)

Table 2 presents the Expected Employability Attitudes of the On-the-job-training students. Based from the results, it can be derived that the OJT/intern student is able to network: being able to form relationships and get to know people as employers rated it as totally demonstrated with the weighted mean of 3.44. While, it was noted that the OJT/intern student lacks wider knowledge of business and wider implications of how knowledge and is shaping the market and knowing where the company sits in a particular industry as employers rated it as totally undemonstrated with the weighted mean of 1.71.

## VI. CONCLUSIONS

Based from the data gathered and calculated results of expected skills, it can be implied that the on-the-job-training/intern students totally demonstrated the skills categorized as lifelong learning and understanding professional, social and ethical responsibilities. On the contrary, the on-the-job-training/intern students totally undemonstrated the skills categorized as business system approach. Summing up, the on-the-job-training/intern students demonstrated the expected employability skills.

Further, the data gathered and calculated results of expected attitudes implied that the on-the-job-training/intern students totally demonstrated the attitudes categorized as motivated and cooperation. Meanwhile, the on-the-job-training/intern students totally undemonstrated the attitude categorized as commercial awareness/awareness of the industry. Summing

up, the on-the-job-training/intern students demonstrated the expected employability attitudes.

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