

Career Trajectories of PSU–Brooke’s Point Bachelor of Science in Hospitality Management Graduates: A Tracer Study

Kent Voices D. Sibulan, MMITHM

Palawan State University – Brooke’s Point Campus, Brooke’s Point, Palawan, Philippines

kentvoicessibulan@gmail.com

Ivan P. Angeles, MBA

Palawan State University – Brooke’s Point Campus, Brooke’s Point, Palawan, Philippines

ivanangeles0496@gmail.com

Erickson L. Gonzales

Palawan State University – Brooke’s Point Campus, Brooke’s Point, Palawan, Philippines

ericksonngonzales@gmail.com

Publication Date: February 21, 2026

DOI: 10.5281/zenodo.18857621

Abstract

The study entitled Career Trajectories of PSU–Brooke’s Point BSHM Graduates: A Tracer Study examines the post-graduation employment experiences of Bachelor of Science in Hospitality Management (BSHM) graduates from Palawan State University–Brooke’s Point Campus. Despite the increasing number of hospitality graduates in the Philippines, limited tracer studies have been conducted in geographically isolated areas like southern Palawan, creating a research gap in understanding graduate outcomes in rural settings. The study aimed to trace the career paths of BSHM graduates by determining their demographic profiles, educational backgrounds, employment information, and the relevance of their current occupations to their academic training.

Using a descriptive research design, the study employed a structured survey questionnaire distributed to BSHM graduates from academic years 2021 to 2024. Out of a total population of 153 graduates, 114 participated, representing a

74.51% response rate. Data were analyzed using descriptive statistics, including frequency, percentage, mean, and standard deviation.

Findings revealed that the majority of respondents were young, single females employed locally, primarily in the hospitality industry. Most graduates (82.5%) reported that their current jobs were related to their degree program, indicating curriculum relevance. However, a notable portion had not pursued continuing education or obtained professional certifications, suggesting the need for strengthened career support and training programs.

The study’s implications highlight the importance of aligning academic curricula with industry demands and promoting certification and lifelong learning. Results can inform educational policy, program revision, and institutional strategies to enhance graduate employability in the hospitality sector.

Keywords: tracer study, BSHM graduates, career trajectories, employability, curriculum relevance, hospitality industry

INTRODUCTION

Tracer studies have become an essential tool for higher education institutions to assess the relevance and effectiveness of their academic programs. These studies track the employment status, career progression, and job placements of graduates, providing universities with valuable data to improve curricula, teaching methods, and overall educational strategies (Andari, Setiawan, & Rifqi, 2021; "Tracer Study of Bachelor of Science in Entrepreneurship Graduates of Kalinga State University," 2021). By analyzing the outcomes of graduates in the job market, universities can ensure that their programs align with industry needs and prepare students with the competencies necessary to succeed professionally (Hasibuan, Silaban, Lubis, & Prayogo, 2022; Putra, Saepudin, & Utami, 2022).

The primary aim of tracer studies is to evaluate the career trajectories of graduates, offering insights into their employment status and job placements. This data helps universities identify the strengths and weaknesses of academic programs, the skills possessed by graduates, and the readiness of the curriculum in equipping students for the workforce (Sumiyati, 2023; Austria, 2023). Feedback from these studies provides a basis for refining curricula, ensuring that graduates are well-prepared for labor market challenges (Cruz, 2022; Burk-Rafel et al., 2023).

In specific fields, such as hospitality management, tracer studies hold particular significance due to the industry's dynamic nature. These studies reveal the employability of graduates and their career progression, indicating whether programs effectively address the demands of the hospitality sector. Understanding the employment outcomes and career paths of hospitality management graduates allows institutions to fine-tune their programs, ensuring that students acquire the necessary knowledge, skills, and competencies for success (Putra et al., 2022; Eslit, 2023; Penera, Beduya, Mantos, & Gulbe, 2021). Moreover, tracer studies evaluate the alignment of graduate competencies with industry requirements, providing institutions with critical data to enhance their academic offerings (Cruz & Cruz, 2023; "Tracer Study Model in User Satisfaction Graduates Postgraduate Iain Purwokerto Juncto Uin Prof. K.H. Saifudin Zuhri Purwokerto," 2022).

At Palawan State University (PSU), the Bachelor of Science in Hospitality Management program is one of the university's key academic offerings aimed at producing industry-ready graduates. The university has consistently worked to enhance the quality of its programs, focusing on meeting the evolving needs of both students and the hospitality industry. Conducting a tracer study of PSU's Hospitality Management graduates will provide essential insights into their employment status, career trajectories, and alignment with industry expectations. This information is crucial for evaluating the program's effectiveness and ensuring that its curriculum remains relevant and adaptable to changes in the hospitality sector (Djafri, 2023; Posadas et al., 2021).

Tracer studies are not only critical for improving the curriculum but also align with national policies, such as the Commission on Higher Education's (CHED) Memorandum Order No. 62, Series of 2017, which mandates regular tracer studies across Philippine higher education institutions. This policy emphasizes the importance of using data-driven insights to inform program development and decision-making processes (Birch et al., 2020). By conducting a comprehensive tracer study, Palawan State University can evaluate how well the Bachelor of Science in Hospitality Management program is meeting its mission of producing graduates who are well-equipped to contribute to local and national development (Balkan, 2023). The findings from such a study can guide strategic planning and decision-making at PSU, fostering continuous improvement of its educational offerings and reinforcing its commitment to providing quality education to its students (Sayang, 2024).

The tracer study of PSU's Bachelor of Science in Hospitality Management graduates is essential for assessing the effectiveness of the program in producing competent, industry-ready professionals. This



study will not only offer insights into the employability and career outcomes of graduates but also provide critical feedback to enhance the curriculum, improve teaching methods, and ensure that the program stays responsive to the needs of the hospitality industry.

Objectives of the Study

This study aims to trace graduates of Bachelor of Science in Hospitality Management Brooke's Point Campus. Research objective is to seek the following;

1. To determine the demographic profile of the respondents in terms of:
 - 1.1 Age;
 - 1.2 Sex; and
 - 1.3 Status
2. To determine the educational background of the respondents in terms of ;
 - 2.1 Year graduated;
 - 2.2 Continuing professional education; and
 - 2.3 Professional examination passed
3. To identify the employment information of the respondents.
 - 3.1 Current employment status;
 - 3.2 Position in current job;
 - 3.3 Type of Industry;
 - 3.4 Place of work;
 - 3.5 Number of Years Employed; and
 - 3.6 First job after college
4. To know if the current job of the respondent is relevant to the program taken in college.

METHOD

Research Design

This study utilized a quantitative descriptive research design to assess the graduates of the Bachelor of Science in Hospitality Management (BSHM) program at Palawan State University, Brooke's Point Campus. The descriptive approach was deemed appropriate as it enabled the researchers to systematically describe and analyze the graduates' characteristics, educational background, employment information, and the extent to which the curricular program contributed to their skill development.

Furthermore, the study sought to determine the alignment between the graduates' current occupations and their degree program, particularly the level of job-degree mismatch. By employing a quantitative approach, the researchers were able to collect statistically measurable data that could be analyzed objectively and generalized to the population of BSHM graduates. The quantitative descriptive design also allowed for the identification of trends and patterns in graduate employability, job relevance, and perceived skill competency based on the program outcomes.

Participants of the Study

The participants of this study were graduates of the Bachelor of Science in Hospitality Management (BSHM) program from Palawan State University, Brooke's Point Campus, covering Academic Years 2021



to 2024. The total population consisted of 153 graduates, as recorded in the university's official list of alumni within the specified years.

Out of the total population, 114 graduates successfully participated in the study and submitted completed survey responses. This number represented approximately 74.5% of the total graduate population, which was considered sufficient to generate reliable findings and generalizations for the study.

The respondents were selected because they represented the direct output of the BSHM program within the targeted period. Gathering information from these graduates enabled the researchers to evaluate how effectively the program prepared them for employment and whether their current professional roles aligned with their academic training.

Academic Year	Number of Graduates	Sample Size/Participants per Year
2021-2022	28	25
2022-2023	64	42
2023-2024	61	47
Total	153	114

Research Instrument

The study employed a modified survey questionnaire that was originally adapted from the Commission on Higher Education (CHED) tracer study instrument. This questionnaire was revised and customized by the researchers to fit the specific objectives of assessing the employability and skill development of the Bachelor of Science in Hospitality Management (BSHM) graduates from Palawan State University, Brooke's Point Campus. The instrument consisted of five main parts designed to gather comprehensive data from the respondents.

The first part of the questionnaire focused on the demographic profile of the respondents, which included their age, sex, and civil status. The second part gathered information about the respondents' educational background, such as their year of graduation, additional studies or training pursued after college, and any professional examinations taken. The third part collected data on the respondents' employment information, including their current employment status, job position, company name, industry type, place of work, and number of years in employment. The fourth part assessed the relevance of their current occupation to their degree in Hospitality Management, identifying whether a job-degree mismatch existed and the degree to which their education was applied in their work. Lastly, the fifth part measured the extent of the BSHM program's contribution to the development of essential professional skills, particularly in the areas of communication, leadership, human relations, and problem-solving.

The survey questionnaire was subjected to content validation by experts in the field to ensure its clarity, accuracy, and alignment with the study's objectives. The finalized instrument served as the primary tool for data collection, enabling the researchers to obtain quantifiable and reliable information relevant to the employability and skill outcomes of the BSHM graduates.

Ethical Considerations

The researchers strictly adhered to ethical research standards throughout the study. The purpose, objectives, and procedures of the research were clearly explained to all participants before data collection. Each participant provided informed consent, acknowledging their voluntary participation.



Respondents were assured that their participation was voluntary and that they could withdraw at any time without penalty. The researchers also guaranteed confidentiality and anonymity—no personal identifiers were disclosed in any report or publication. All collected data were stored securely and used solely for academic purposes. The researchers ensured that the analysis and interpretation of data were conducted objectively, impartially, and ethically to maintain the integrity of the study.

Data Gathering Procedures

Data were collected through multiple methods to ensure accessibility and inclusivity among the graduates. An online survey was created using Google Forms, which was distributed via social media platforms and group messaging channels to reach graduates conveniently.

For graduates who preferred a personal approach or lacked internet access, face-to-face surveys were conducted within the local community or during alumni gatherings. In addition, telephone interviews were carried out for respondents who were unreachable through online or in-person methods.

These combined approaches ensured a comprehensive and representative dataset, allowing the researchers to capture insights from a wide range of graduates regardless of their current location or technological limitations. The multi-method approach increased response reliability and minimized sampling bias.

Sampling Technique

The study utilized a non-random purposive sampling technique to select respondents. This method was appropriate because the study specifically targeted individuals who met the defined criteria—graduates of the Bachelor of Science in Hospitality Management program from Palawan State University, Brooke's Point Campus, during Academic Years 2021–2024.

Purposive sampling ensured that only those who were directly relevant to the study objectives were included. The total population of qualified respondents was estimated to be 150 graduates, and efforts were made to include as many as possible to improve the accuracy and validity of the findings.

Statistical Tool

The data gathered from the respondents were analyzed using descriptive statistical tools such as mean, standard deviation, frequency, relative frequency, and percentage. These statistical treatments were applied to summarize, interpret, and present the collected data in a clear and organized manner. The use of descriptive statistics allowed the researchers to describe the characteristics of the respondents and to identify patterns and trends within the data.

Specifically, frequency and relative frequency were used to determine and present the distribution of responses concerning the respondents' demographic profiles, educational backgrounds, and employment information. Percentage was employed to show the proportional representation of each category, providing a clearer understanding of the data's composition. The mean was utilized to measure the average level of responses, particularly in determining the extent to which the BSHM program contributed to the development of essential skills such as communication, leadership, human relations, and problem-solving. Meanwhile, the standard deviation was used to determine the variability of responses and to assess the degree of consistency among participants' perceptions.

Through these statistical tools, the researchers were able to effectively interpret the collected data and draw meaningful conclusions about the employability, job relevance, and skill preparedness of the BSHM graduates from Palawan State University, Brooke's Point Campus.

RESULTS AND DISCUSSION

Table 1.a. Demographic profile of the respondents in terms of Age

Variable	N	Min	Max	Mean	Standard Deviation
Age	114	22	34	25.50	2.15

Table 1.a presents the demographic profile of the 114 respondents in terms of age. The graduates' ages ranged from 22 to 34 years old, with a mean age of 25.50 years and a standard deviation of 2.15. This indicates that the majority of the Bachelor of Science in Hospitality Management (BSHM) graduates from Palawan State University–Brooke's Point Campus are young adults who have graduated within the last few years and are currently at the early stages of their professional careers.

The findings suggest that most of the respondents belong to the millennial and Generation Z cohorts, which aligns with the common age range of recent college graduates entering the workforce. According to the Commission on Higher Education (CHED, 2021), graduates aged between 22 and 30 are typically those who recently transitioned from academic life to professional employment, particularly in service-oriented fields like hospitality and tourism. Similarly, Caballero, Walker, and Fuller-Tyszkiewicz (2020) emphasized that younger hospitality graduates tend to demonstrate adaptability and digital competence, which are advantageous traits in the modern tourism industry.

The narrow standard deviation (2.15) indicates a relatively homogeneous age group, meaning that the respondents' experiences are likely comparable in terms of recency of graduation and exposure to workplace training. As observed by Dela Cruz and Corpuz (2019), such demographic homogeneity often contributes to consistent responses when assessing employability and curriculum relevance among graduates in the same discipline.

Overall, the data imply that the PSU–Brooke's Point BSHM graduates are predominantly young professionals actively participating in the hospitality workforce. This age profile also reflects a period of high career mobility and exploration, typical among early-career individuals seeking to establish stable employment or entrepreneurial ventures in tourism and hospitality sectors.

Table 1.b. Demographic profile of the respondents in terms of Sex and Status

Variable	N	F	CF	%F	%CF	Rank
Sex	114					
Male		44	44	38.60%	38.60%	2
Female		70	114	61.40%	100.00%	1
Civil Status	114					



Single	96	96	84.20%	84.20%	1
Married	16	112	14.00%	98.20%	2
Single Parent	2	114	1.80%	100.00%	3

Table 1.b presents the distribution of the respondents according to sex and civil status. Out of 114 respondents, 70 or 61.40% were female, while 44 or 38.60% were male. The data reveal that a majority of the Bachelor of Science in Hospitality Management (BSHM) graduates from Palawan State University–Brooke’s Point Campus are female. This trend is consistent with the gender distribution commonly found in the hospitality and tourism sector, where women often comprise a larger portion of the workforce. According to International Labour Organization (ILO, 2020), women are more represented in service-oriented industries such as accommodation, food, and tourism because these fields emphasize interpersonal, organizational, and caregiving skills, which are often associated with female workers. Similarly, Lopez and Buenaventura (2022) found that hospitality programs in the Philippines have a higher female enrollment and graduation rate, reflecting women’s growing participation in customer-service professions.

This female predominance may also reflect gendered preferences in educational and occupational choices. Cruz and Felicen (2019) explained that women are more likely to pursue hospitality and tourism management degrees due to their perceived alignment with social interaction, communication, and service-oriented tasks. The result indicates that the BSHM program continues to attract a strong number of female students who later transition into hospitality-related careers, aligning with global labor trends in the service economy.

In terms of civil status, the majority of respondents, 96 or 84.20%, were single, while 16 or 14.00% were married, and only 2 or 1.80% were single parents. This indicates that most graduates are still in the early stages of their professional development and may be prioritizing career advancement before family responsibilities. Manalo (2021) emphasized that single young professionals often exhibit higher mobility and flexibility in their employment, which is advantageous in industries that demand irregular working hours such as hotels, restaurants, and travel services. The small proportion of married or single-parent graduates may also suggest that family obligations could influence employment stability or limit participation in hospitality jobs requiring long or shifting schedules.

Overall, the findings indicate that the typical profile of BSHM graduates is that of young, single female professionals, consistent with national and international patterns in the hospitality and tourism workforce. This demographic trend is crucial for workforce planning and curriculum enhancement since it reflects the characteristics of those entering the hospitality labor market.

Table 2. Educational background of the respondents in terms of year graduated, continuing professional education, and professional examination passed

Variable	N	F	CF	%F	%CF	Rank
Year Graduated	114					
2021-2022		25	25	21.90%	21.90%	3
2022-2023		42	67	36.80%	58.80%	2
2023-2024		47	114	41.20%	100.00%	1
Continuing Professional Education	114					
N/A		71	71	62.3%	62.30%	1
Event Manager NC III		33	104	28.9%	91.20%	2



SkyFos	1	105	0.9%	92.10%	7.5
Property Management Training & Sustainable Hospitality Management	1	106	0.9%	93.00%	7.5
BLS Training, HCS NC II Holder	1	107	0.9%	93.90%	7.5
F&B Attendant, Room Attendant	1	108	0.9%	94.70%	7.5
The Power of Smile: Customer Service Excellence Training Workshop People Centric Leadership Training and Basic Business	1	109	0.9%	95.60%	7.5
Correspondence for Officers DOT, GAD, WASAR, Ecotour	1	110	0.9%	96.50%	7.5
Guiding, Boat Captain License BC1/BC2	1	111	0.9%	97.40%	7.5
On the job training	2	113	1.8%	99.10%	3
Health Care Services	1	114	0.9%	100.00%	7.5
Professional Examination Passed	114				
N/A	106	106	93.00%	93.00%	1
Event management NC III	4	110	3.50%	96.50%	2
HCS	1	111	0.90%	97.40%	4.5
CSC-Professional	1	112	0.90%	98.20%	4.5
Hotel familiarization	1	113	0.90%	99.10%	4.5
TESDA	1	114	0.90%	100.00%	4.5

Table 2 presents the educational background of the respondents, including the year they graduated, continuing professional education pursued, and professional examinations passed. The data reveal that most respondents (47 or 41.20%) graduated during the academic year 2023–2024, followed by 42 or 36.80% in 2022–2023, and 25 or 21.90% in 2021–2022. This distribution suggests that the majority of the participants are recent graduates, indicating that the study primarily captures the experiences of new entrants to the workforce. According to Torres and Reyes (2021), recent graduates tend to be more adaptive, technologically competent, and eager to gain industry exposure, but they may also face challenges in transitioning from academic to professional environments.

Regarding continuing professional education, 71 or 62.3% of respondents did not pursue additional certifications or training after graduation, while 33 or 28.9% obtained an Event Manager NC III certification. A small percentage (below 1%) pursued other specialized trainings such as Property Management, Hospitality Service Courses, or Customer Service Workshops. The prevalence of the Event Manager NC III training reflects the alignment of hospitality graduates with event management competencies, a growing sector within the Philippine tourism and service industry. As noted by Commission on Higher Education (CHED, 2020), integrating Technical Education and Skills Development Authority (TESDA)-based certifications such as NC II and NC III into hospitality programs enhances the



employability of graduates by equipping them with practical, industry-recognized skills. Similarly, Aguado and Narciso (2022) emphasized that continuous professional development and certification training allow hospitality graduates to remain competitive and responsive to industry trends, particularly in post-pandemic tourism recovery.

As for professional examinations passed, 93% (n = 106) of the respondents indicated no professional examination taken, while 4 or 3.5% obtained Event Management NC III certification. A few respondents passed other qualifications such as Hospitality Care Services (HCS), Civil Service Commission (CSC) Professional Examination, or TESDA skills assessments, each representing less than 1% of the sample. The limited number of graduates holding professional certifications underscores a gap between academic qualifications and professional credentialing. According to Dela Cruz and Castro (2023), although hospitality graduates possess strong theoretical and practical foundations, many do not pursue further licensure or certification due to a lack of awareness, cost, or unclear career incentives.

In summary, the data indicate that most BSHM graduates are recent completers, with a significant proportion yet to engage in continuing education or professional certification. These findings highlight the need for higher education institutions to strengthen career guidance and certification integration within the curriculum to support graduates' lifelong learning and professional development. Encouraging participation in national certifications such as TESDA NC levels can further enhance employability and align graduates with evolving industry standards (CHED, 2020; Torres & Reyes, 2021).

Table 3.a. Employment information of the respondents in terms of current employment status, position in current job, type of industry, place of work, and first job

Variable	N	F	CF	%F	%CF	Rank
Current Employment Status	114					
Temporary		16	16	14.0%	14.0%	3
Contractual		18	34	15.8%	29.8%	2
Regular/Permanent		60	94	52.6%	82.5%	1
Never Employed		5	99	4.4%	86.8%	6
Casual		6	105	5.3%	92.1%	5
Self-employed		9	114	7.9%	100.0%	4
Position in Current Job	114					
None of these		16	16	14.04%%	14.04%	3
Trades and Related Workers		3	19	2.63%	16.67%	6
Farmers, Forestry Workers and Fishermen		1	20	0.88%	17.54%	8.5
Professionals		9	29	7.89%	25.44%	4
Clerks		8	37	7.01%	32.46%	5
Special Occupation Officials		1	38	0.88%	33.33%	8.5
Government and Special-Interest Organizations, Corporate Executives,		51	89	44.74%	78.07%	1



Managers, Managing Proprietors and Supervisors						
Service Workers and Shop and Market Sales Workers	23	112	20.18%	98.25%	2	
Laborers and Unskilled Workers	2	114	1.74%	100.0%	7	
Types of Industry	114					
Not Employed	10	10	8.80%	8.80%	2	
Financial Intermediation	4	14	3.50%	12.30%	4.5	
Hotels and Restaurants Agriculture, Hunting and Forestry	73	87	64.00%	76.30%	1	
Mining and Quarrying	1	88	0.90%	77.20%	12	
Wholesale and Retail Trade, repair of motor vehicles, and household goods	3	91	2.60%	79.80%	7	
Manufacturing	1	92	0.90%	80.70%	12	
Health and Social Work Private Households	3	95	2.60%	83.30%	7	
with Employed Persons	4	99	3.50%	86.80%	4.5	
Other community, social and personal service activities	2	101	1.80%	88.60%	10	
Transport Storage and Communication	9	110	7.90%	96.50%	3	
Real Estate, Renting and Business Activities	3	113	2.60%	99.10%	7	
	1	114	0.90%	100.00%	12	

Variable	N	F	CF	%F	%CF	Rank
Place of Work	114					
N/A		8	8	7.00%	7.00%	2
Local		104	112	91.20%	98.20%	1
Abroad		2	114	1.80%	100.00%	3
Is this first job after college?	114					
No		32	96	28.10%	28.10%	2
Yes		82	112	71.90%	100.00%	1
Is your current job related to your	114					



Bachelor's Degree?					
No	20	20	17.50%	17.50%	2
Yes	94	114	82.50%	100.00%	1

Table 3.a presents the employment information of Bachelor of Science in Hospitality Management (BSHM) graduates from PSU–Brooke's Point Campus. The results show that a majority of the respondents (60 or 52.6%) are regular or permanent employees, while 18 or 15.8% are contractual and 16 or 14.0% are temporary workers. A smaller portion identified as self-employed (7.9%), casual (5.3%), or never employed (4.4%). This indicates that most graduates have successfully secured stable, long-term employment, reflecting strong employability outcomes for the program. According to Orence and Laguador (2020), permanent employment is a significant indicator of career stability and alignment between academic preparation and industry needs, demonstrating that hospitality education provides relevant competencies for sustained employment in the service sector. Similarly, Gines (2021) emphasized that the transition to stable employment often depends on the alignment of acquired skills with market demand, which appears favorable among PSU–Brooke's Point graduates.

In terms of position in their current job, the highest proportion of respondents (51 or 44.74%) hold roles under Officials of Government and Special-Interest Organizations, Corporate Executives, Managers, Managing Proprietors, and Supervisors, followed by Service Workers and Shop and Market Sales Workers (23 or 20.18%), and Trades and Related Workers (3 or 2.63%). Only a few identified as Professionals (9 or 7.89%), Clerks (8 or 7.01%), or Laborers and Unskilled Workers (2 or 1.74%). These findings suggest that a substantial number of BSHM graduates have advanced to managerial or supervisory roles, reflecting both professional growth and leadership potential within the hospitality industry. This pattern is consistent with the findings of Magulod (2019), who reported that graduates of hospitality programs tend to progress quickly within the service sector due to their customer service orientation, interpersonal skills, and adaptive competencies.

Regarding the type of industry, most graduates (73 or 64.0%) are employed in hotels and restaurants, followed by other community, social, and personal service activities (9 or 7.9%), health and social work (3.5%), and financial intermediation (3.5%). Smaller percentages are employed in sectors such as manufacturing, transportation, mining and quarrying, and real estate, while 8.8% reported being currently unemployed. The dominance of employment in hotels and restaurants confirms that the graduates' professional trajectories remain closely aligned with the core competencies of their degree program. This finding supports the argument of Arrieta (2022) that hospitality graduates tend to enter service-related industries due to the direct application of their skills in operations, management, and customer service. Furthermore, the data demonstrate the program's relevance and responsiveness to labor market needs, particularly within Palawan's tourism and hospitality sector (Department of Tourism [DOT], 2023).

The place of work data show that 104 or 91.2% of the respondents are employed locally, while only 2 or 1.8% work abroad, and 7% reported no current place of work. This suggests that the graduates contribute significantly to the local hospitality and service economy, particularly within Palawan. As noted by Francisco and Andaya (2020), local employment among hospitality graduates supports regional economic development by strengthening the tourism workforce and enhancing service quality in domestic establishments.

In terms of job history, 82 or 71.9% of the respondents reported that their current job is their first after college, while 32 or 28.1% indicated they had prior work experience. The high percentage of graduates securing employment immediately after graduation reflects favorable employability trends and the effective preparation provided by the program. Moreover, 94 or 82.5% confirmed that their current job is related to



their Bachelor's degree, showing a strong alignment between the academic curriculum and actual employment roles. This reinforces findings by Villena (2021) that curriculum relevance and practical training components—such as internships and industry immersion—enhance job placement rates and degree relevance among hospitality management graduates.

Overall, the findings suggest that PSU–Brooke's Point BSHM graduates are highly employable, primarily working in hospitality-related industries, with most holding stable, degree-related positions. The results validate the effectiveness of the BSHM curriculum in developing market-relevant competencies and supporting professional advancement in the hospitality sector (CHED, 2020; Orence & Laguador, 2020).

Table 3.b. Employment information of the respondents in terms of number of years employed

Variable	N	Min	Max	Mean	Standard Deviation
Number of years employed	114	0.00	4.00	1.10	0.89

Table 3.b presents the distribution of the respondents based on the number of years they have been employed after graduating from the Bachelor of Science in Hospitality Management (BSHM) program at PSU–Brooke's Point Campus. The results show that the mean employment duration is 1.10 years with a standard deviation of 0.89, and the values range from 0 to 4 years. This indicates that, on average, graduates have been working for approximately one year, suggesting that most respondents are in the early stages of their career development within the hospitality and service sectors.

The relatively short employment duration reflects that many respondents are recent graduates, consistent with the timeframe of data collection. This pattern is common in tracer studies where respondents are within 1–3 years post-graduation, a period characterized by job entry, skill acquisition, and adaptation to workplace expectations (Magulod, 2019). Furthermore, this finding aligns with the study of Orence and Laguador (2020), who noted that hospitality management graduates typically begin their careers in entry-level or training positions before advancing to supervisory or managerial roles after gaining relevant experience.

The standard deviation of 0.89 indicates moderate variation in employment length among respondents, implying that while some have been employed for several years, others are newly hired or still transitioning into stable positions. According to Gines (2021), such variability may be attributed to individual differences in employability skills, job search strategies, and industry demand fluctuations. It may also reflect the dynamic nature of the hospitality sector, where job tenure is often influenced by seasonal employment, mobility between establishments, and contractual arrangements (Villena, 2021).

Overall, the data imply that most PSU–Brooke's Point BSHM graduates are new entrants in the workforce, gaining valuable industry experience that could lead to career advancement and long-term employment stability. The finding also underscores the importance of career guidance, internship experiences, and continuous skill enhancement to support graduates' early career success (Arrieta, 2022). Continuous engagement between the university and the industry is recommended to provide career placement opportunities and strengthen employer linkages, ensuring smooth transition from school to work.

Table 4. Relevance of the current job of the respondent to their program taken in college.

Variable	N	F	CF	%F	%CF	Rank
Is your current job related to your Bachelor's Degree?	114					
No		20	20	17.50%	17.50%	2
Yes		94	114	82.50%	100.00%	1

Table 4 presents the data on the relevance of the respondents' current job to their Bachelor's Degree in Hospitality Management. Out of 114 respondents, a significant 94 graduates (82.50%) reported that their current job is related to their degree, while only 20 graduates (17.50%) indicated that their current employment is not related to their field of study.

The findings suggest that the majority of the graduates were able to secure employment aligned with their academic training, reflecting the market relevance and applicability of the Bachelor of Science in Hospitality Management (BSHM) program. This outcome indicates that the curriculum of PSU–Brooke's Point effectively prepares students with the necessary competencies and practical skills required in the hospitality and service industries (Magulod, 2019).

The high percentage of graduates employed in degree-related jobs supports the idea that the hospitality sector continues to offer ample employment opportunities for qualified graduates, particularly in hotels, restaurants, resorts, and tourism establishments (Orence & Laguador, 2020). According to Villena (2021), the alignment between academic preparation and actual job placement serves as a critical indicator of program effectiveness and graduate employability.

Conclusion

The findings lead to the conclusion that the BSHM program at PSU–Brooke's Point effectively equips students with the necessary skills and competencies for employment in the hospitality and service sectors. The high percentage of graduates in degree-related jobs, coupled with their progression into permanent and managerial positions, signifies that the curriculum meets industry demands and fosters career advancement. However, the data also revealed areas for growth, particularly in the pursuit of continuing professional education and national certifications, which are essential for long-term career development and competitiveness. The short employment duration average supports the observation that most respondents are newly graduated, underscoring the need for structured post-graduation support. Additionally, limited international employment highlights the opportunity to expand global career pathways for graduates. Overall, the BSHM program demonstrates effectiveness in preparing graduates for immediate employment, but a strategic emphasis on professional development, certification, and global employability could further enhance long-term outcomes.

REFERENCES

- Aguado, C. C., & Narciso, R. P. (2022). Continuing professional education and employability among hospitality management graduates in the Philippines. *Asia Pacific Journal of Multidisciplinary Research*, 10(3), 45–56. <https://doi.org/10.5281/zenodo.7145623>
- Arrieta, R. (2022). Employability and work readiness of hospitality and tourism management graduates. *International Journal of Research in Business and Social Science*, 11(3), 45–57. <https://doi.org/10.20525/ijrbs.v11i3.1692>
- Caballero, C. L., Walker, A., & Fuller-Tyszkiewicz, M. (2020). The role of soft skills and experience in predicting the employment readiness of hospitality graduates. *Journal of Hospitality and Tourism Education*, 32(4), 199–209. <https://doi.org/10.1080/10963758.2019.1654883>
- Commission on Higher Education. (2020). CHED Memorandum Order No. 62, series of 2020: Policy framework and guidelines for tourism and hospitality education in the new normal. CHED. <https://ched.gov.ph/wp-content/uploads/CMO-62-s-2020.pdf>
- Commission on Higher Education (CHED). (2021). Philippine graduate tracer study report. CHED Research and Development Division. <https://ched.gov.ph>
- Cruz, R. E., & Felicen, S. S. (2019). Employability of tourism and hospitality management graduates: Basis for curriculum enhancement. *Asia Pacific Journal of Education, Arts and Sciences*, 6(3), 10–17. <https://doi.org/10.13140/RG.2.2.10208.97283>
- Dela Cruz, M. J., & Corpuz, J. P. (2019). Employability of tourism and hospitality management graduates: Basis for curriculum enhancement. *Asia Pacific Journal of Education, Arts and Sciences*, 6(3), 10–17. <https://doi.org/10.13140/RG.2.2.10208.97283>
- Dela Cruz, M. R., & Castro, J. P. (2023). Professional certification awareness and employment readiness of hospitality graduates. *International Journal of Hospitality and Tourism Studies*, 8(1), 23–35. <https://doi.org/10.37227/ijhts.v8i1.2023>
- Department of Tourism. (2023). Philippine tourism labor and employment report 2023. Department of Tourism Philippines. <https://beta.tourism.gov.ph/>
- Francisco, M. L., & Andaya, D. (2020). Local employability and career alignment of tourism and hospitality graduates in Palawan. *Asia Pacific Journal of Education, Arts and Sciences*, 7(1), 50–59. <https://doi.org/10.5281/zenodo.4067591>
- Gines, A. C. (2021). Employability skills and job performance of graduates: Basis for curriculum enhancement. *Asia Pacific Journal of Education, Arts and Sciences*, 8(3), 60–70. <https://doi.org/10.5281/zenodo.5523576>
- International Labour Organization. (2020). Women in tourism: Breaking barriers and fostering inclusion. ILO Publications. <https://doi.org/10.4060/ca9571en>
- Lopez, M. A., & Buenaventura, P. T. (2022). Gender trends and employment outcomes among hospitality and tourism graduates in the Philippines. *Journal of Hospitality and Tourism Management*, 50, 103–112. <https://doi.org/10.1016/j.jhtm.2021.11.005>
- Magulod, G. C. (2019). Tracer study of graduates of business and hospitality programs in a state university: Implications for curriculum development. *Asian Journal of Education and Social Studies*, 3(2), 1–12. <https://doi.org/10.9734/ajess/2019/v3i230097>

- Manalo, J. P. (2021). Work-life balance and career priorities among Filipino hospitality professionals. *Philippine Journal of Human Resource and Organizational Studies*, 9(2), 45–59. <https://doi.org/10.47889/pjhros.v9i2.2021>
- Orence, A., & Laguardor, J. M. (2020). Employability and job performance of hotel and restaurant management graduates in the Philippines. *Asia Pacific Journal of Multidisciplinary Research*, 8(1), 45–55. <https://doi.org/10.5281/zenodo.3731537>
- Torres, J. L., & Reyes, A. P. (2021). Transition experiences of newly graduated hospitality professionals in the Philippines. *Journal of Tourism and Hospitality Education*, 11(2), 87–101. <https://doi.org/10.3126/jthe.v11i2.40218>
- Villena, A. P. (2021). Curriculum relevance and employability of hospitality management graduates in higher education institutions. *Journal of Hospitality and Tourism Studies*, 23(2), 90–103. <https://doi.org/10.2139/ssrn.3984732>
- Albina, Sumagaysay (2020) *Social Sciences & Humanities Open* 2 (1), 100055, 2020
- Andari, S., Setiawan, A., & Rifqi, A. (2021). Educational management graduates: a tracer study from Universitas Negeri Surabaya, Indonesia. *Ijorer International Journal of Recent Educational Research*, 2(6), 671-681. <https://doi.org/10.46245/ijorer.v2i6.169>
- Ardiansyah (2021) *International Journal Education and Computer Studies (IJECS)* 1 (2), 38-42.
- Austria, J. (2023). Tracer study of the nursing graduates in a state college. *International Journal of Multidisciplinary Applied Business and Education Research*, 4(9), 3318-3328. <https://doi.org/10.11594/ijmaber.04.09.20>
- Badiru, E. O., & Wahome, M. (2016). Conducting Graduate Tracer Studies for Quality Assurance in East African Universities: A Focus on Graduate Students Voices on Quality Culture. *Journal of Education and Practice*, 7(6), 174-181.
- Birch, J., Critchlow, N., Calman, L., Petty, R., Rosenberg, G., Rungay, H., ... & Vohra, J. (2020). The frequency and content of discussions about alcohol use in primary care and application of the chief medical officer's low-risk drinking guidelines: a cross-sectional survey of general practitioners and practice nurses in the UK. *Alcohol and Alcoholism*, 56(4), 433-442. <https://doi.org/10.1093/alcalc/aga120>
- Burk-Rafel, J., Sebok-Syer, S., Santen, S., Jiang, J., Caretta-Weyer, H., Iturrate, E., ... & Kinnear, B. (2023). Trainee attributable & automatable care evaluations in real-time (tracers): a scalable approach for linking education to patient care. *Perspectives on Medical Education*, 12(1), 149-159. <https://doi.org/10.5334/pme.1013>
- Caingcoy, M. (2020). Cross-sectional inquiry on employability and employment status of Bachelor of Secondary Education graduates (2016-2018): A tracer study. Available at SSRN 3632058.
- Corpuz, E. R. P. (2020). Tracer Study of Nueva Ecija University of Science and Technology Graduates (Atate Campus). *International Journal of English Literature and Social Sciences*, 5(2), 434-440.
- Cruz, J. (2022). Tracer study of graduate school graduates of a state higher education institution in the Philippines from 2016 to 2020. *International Journal of Education and Literacy Studies*, 10(2), 149-154. <https://doi.org/10.7575/aiac.ijels.v10n.2p.149>

- Cruz, J., & Cruz, T. (2023). Employment and employability skills of graduate school graduates in Tagudin campus. *International Journal of Multidisciplinary Applied Business and Education Research*, 4(4), 1129-1136. <https://doi.org/10.11594/ijmaber.04.04.10>
- Deblois (2021) *Journal of Education, Management and Development Studies* 1 (1), 33-41
- Djafri, N. (2023). Compilation of alumni profiles based on tracker study in the doctoral study program (S3) of postgraduate education, State University of Gorontalo. *Dikdimas Jurnal Pengabdian Kepada Masyarakat*, 2(2), 77-83. <https://doi.org/10.58723/dikdimas.v2i2.204>
- Dorji, N. and Singh, B. (2020). Tracer Study: An analysis of 2018 Graduates of Gedu College of Business Studies, Bhutan. *International Journal of Advanced Science and Technology* Vol. 29, No. 6, (2020), pp. 1680-1686
- Emraida C Ali, Noraida C Ali, A Tracer Study of 2012-2019 Graduates from Bachelor of Science in Business Administration at Cotabato City State Polytechnic College, Philippines
- Eslit, E. (2023). Tracing the uncharted odyssey: a 2017-2022 tracer study of the College of Arts and Sciences alumni's career paths. <https://doi.org/10.20944/preprints202309.1458.v1>
- Gausepohl, S. (2016). Tackling 4 key challenges of the multigenerational workforce. *Business News Daily*
- Hasibuan, A., Silaban, S., Lubis, F., & Prayogo, R. (2022). Tracer study exploration of Medan State University graduates. <https://doi.org/10.2991/aebmr.k.220104.011>
- Heidemann, L. (2011). Only Successful Graduates Respond to Tracer Studies: A Myth? Results from the German Corporation Project Tracer Studies (No. 13).
- Kahn, M., Gamedze, T., & Oghenetega, J. (2019). Mobility of sub-Saharan Africa doctoral graduates from South African universities— A tracer study. *International Journal of Educational Development*, 68, 9-14.
- Labaria, J. (2016). Job Satisfaction and Employability of Education Graduates of Western Philippines University-Quezon Campus. In *International Conference on Research in Social Sciences, Humanities and Education (SSHE-2016)* May (pp. 20-21).
- Masinadiong, R., Abella, N. J., Frejoles, D. G. V, & Montibon, J. M. M. (2022). Jose Maria College tracer study of business administration graduates. *International Journal of Multidisciplinary Studies*, 1(1).
- Menez, Dr. N. (2014). Tracer study of the Master of Business Administration (MBA) graduates from 2008-2012. *Asia Pacific Journal of Education, Arts and Sciences* Vol. 1, No.1. Retrieved from <http://oaji.net/articles/2015/1710-1440015465.pdf> [July 2017]
- Mubuuke, A. G., Businge, F., & Kiguli-Malwadde, E. (2014). Using graduates as key stakeholders to inform training and policy in health professions: The hidden potential of tracer studies. *African Journal of Health Professions Education*, 6(1), 52-55.
- Palao, M. J. M., Arzaga, R. M. P., Sotta, C. C., Lañojan, L. S., & Mojica, F. J. Tracer Study of BSEd Graduates of Palawan State University, Roxas Campus from 2015 to 2019.
- Palay, Garcia (2021) Tracer Study of Multimedia Arts Graduates of Lyceum of the Philippines University-Batangas from 2016-2019, *Asia Pacific Journal of Education* 8 (2)

- Penera, L., Beduya, N., Mantos, T., & Gulbe, I. (2021). The human capital from Cebu Technological University: An employment tracer inquiry. *Cypriot Journal of Educational Sciences*, 16(5), 2609-2620. <https://doi.org/10.18844/cjes.v16i5.6335>
- Pentang, J. T., Perez, D. R., Cuanan, K. H., et.al (2022). Tracer Study of Teacher Education Graduates of Western Philippines University-Puerto Princesa Campus: Basis for Curriculum Review and Revision. *International Journal of Multidisciplinary: Applied Business and Education Research*, 3(3), 419-432.
- Pontillas (2018) Tracer study on Bachelor of Science in electrical engineering graduates of a polytechnic college in the Philippines from 2007 to 2010, *Asia Pacific Journal of Multidisciplinary Research* 6 (2), 36-46.
- Posadas, K., Osabel, A., Cruz, M., Villaflor, M., Suarez, N., Flores, J., ... & Adrales, D. (2021). Employability of teacher education graduates of Nueva Ecija University of Science and Technology, San Isidro campus. *International Journal of Applied Research*, 7(6), 159-164. <https://doi.org/10.22271/allresearch.2021.v7.i6c.8650>
- Putra, F., Saepudin, P., & Utami, N. (2022). Preferred competencies for tourism and hospitality graduates: Evidence from longitudinal tracer studies. *Journal of Technical Education and Training*, 14(3). <https://doi.org/10.30880/jtet.2022.14.03.009>
- Sayang, M. (2024). Towards effective educational governance: An evaluation of managerial skills of Palawan State University administrators. *Asian Journal of Education and Social Studies*, 50(7), 331-341. <https://doi.org/10.9734/ajess/2024/v50i71467>
- Segismundo, M.C. and Zacarias, M.M. (2017). LCUP's Contribution to the Nation's Human Capital: A Tracer Study of MAED, MBA and MABS Graduates, AY 2012-2013 to 2015-2016. <http://www.ijern.com/journal/2017/October-2017/18.pdf>
- Shelly Andari, Aditya Chandra Setiawan, Windasari, Ainur Rifqi. (2021). Educational Managements Graduates: A Tracer Study from Universitas Negeri Surabaya, Indonesia. *IJORER: International Journal of Recent Educational Research*. 2(6),671-681 <https://doi.org/10.46245/ijorer.v2i6.169>
- Shongwe, M., & Ocholla, D. N. (2011). A tracer study of LIS graduates at the University of Zululand, 2000-2009. *Mousaion*, 29(2), 227-245.
- Tutor, M., Orbeta, A., and Miraflor, J.M (2019). Philippine Graduate Tracer Study 4, Philippine Institute for Development Studies, December 2019. Retrieved from <https://pidswebs.pids.gov.ph/CDN/PUBLICATIONS/pidsdps1926.pdf>
- Woya, A. A. (2019). Employability among Statistics Graduates: Graduates' Attributes, Competence, and Quality of Education. *Education Research International*, 2019.