
Employability of International Travel and Tourism Management Graduates of Lyceum of the Philippines–Laguna from 2013 to 2017

Christian C. Aguado

ABSTRACT

This tracer study determined the employment status of International Travel and Tourism Management Graduates of Lyceum of the Philippines-Laguna. It exhibited the assessment of learnings and the program as well as the current employment status of graduates and their achievements. The findings of the study served as the basis of the researcher to improve, update, or enhance the curricula of ITTM to make this more responsive to the needs of the fast-changing industry. Travel and tourism management skills developed by LPU were considered very much useful to the present work of respondents. Core values like love for God, professional integrity, nationalism, and perseverance were also deemed very much useful to the present employment of the respondents. The proposed program of the study focused on academic development, employment opportunity, and enhancing leadership capabilities of ITTM graduates and the whole university. It is strongly recommended that before graduation, students must be given ample time to experience pre-employment examinations, interviews, and internships. Faculty development trainings must be given to those teaching professional subjects to help students become globally competitive. All offices and departments must continue to improve their services towards the attainment of maximum quality education of the university.

Keywords: Tracer study, tourism management, travel, employment status, learning/program assessment

INTRODUCTION

Tourism is an act and a process of lavishing time away from home for the purpose of recreation, relaxation, or pleasure. As time passed by, the industry of tourism had been considered to be a significant sector that provides a major influence to the country's progress. The common benefits are income innovation and increasing job opportunities. In general, the tourism industry is known to be a vital and essential source of interest. The capability of the nation's economic growth to advance from tourism varies on the accessibility of goods and investments to formulate the obligatory framework and on its capability to provide and supply the necessities of tourists. The tourism industry also plays a significant role due to its development and generation of foreign revenues. This sector mirrors the hidden beauty of the country's environment. It supports the people from far-flung areas to raise traditions and cultures, it also delivers and gives possibilities to the nation in creating a good portrait to the world (Essays, UK, 2018).

Creating a plan for opportunities in any sector of hospitality and tourism is a superior investment for a future career. It has been considered that the industry is the world's fastest and largest growing industry and is known to be the job-creating profession that anyone can be successful in. The study of Celis, et al. (2007) stated that in this modern generation, there are a lot of career and employability opportunities in the hospitality, tourism, and leisure industry. This industry has a lot to offer for it has a wide range of opportunities with a large number of sectors—the food and beverages industry, hotel and hospitality industry, travel agencies, airline industry, events and conferences, and even call centers or in any type of industry that is related to communication and travel.

The employment opportunities in this industry can be established by knowing job opportunities and providing the information and abilities that may be required (Uy, et al., 2013). The study, however, implies that employment is a contract within two parties in which one is the employer and the other is the employee. In our country, private employment sectors are constrained by the Labor Code under the Department of Labor and Employment. In cultivating numerous employees and fresh graduates, they should be completely prepared with knowledge and abilities to be driven in their chosen and respective fields. Nowadays, the education that an individual has attained is habituated with great accent. Investments on tertiary education

works as the primary foundation that mold students for their careers in the future, and the success that an individual may experience is determined by the capability that an institution has bestowed. In order to deliver quality hospitality and tourism education and knowledge, an institution must have an extensive and relevant curriculum, efficient facilities and equipment, effective student organization and services, helpful school administration that is responsive to student's demands, and competitive educators and practitioners with productive strategies of teaching which helps in developing students' strong minds and behaviors to reside in the career paths that they will develop and take.

Lyceum of the Philippines University is known for developing and producing globally competitive leaders with higher acquired knowledge and trained skills and abilities that depend on their chosen career paths. In fact, LPU is considered as one of the Philippines' universities that has the greatest and highest number of programs which is accredited by the Philippine Association of Colleges and Universities' Commission on Accreditation (PACUCOA). The College of International Tourism and Hospitality Management in Lyceum of the Philippines-Laguna is known to be the top hospitality and tourism institution in the country. It is an accredited school of THE-ICE, a Certified Gold Investors in People International recipient, and an awardee of the Center of Excellence for Tourism Management and Hotel and Restaurant Management. Recently, the CITHM of LPU-Laguna has also been awarded as Asia's Youngest University for Certified Guest Service Property (CGSP) that was accredited by the American Hotel and Lodging Educational Institute (AHLEI). This is the reason why graduates of LPU-Laguna with a degree in Tourism Management have a high employment rate.

Furthermore, a tracer study is certainly one of the essential elements to evaluate the quality of education bestowed by the institution for it is openly utilized in most organizations when it comes to educational-related information that an individual attains. Tracer study subjects can be multiple, but equal topics which includes study progress questions, the promotion and formulation of jobs, entrance to employment, creation of job careers, and usage of competencies, occupation, and relationship of the institution which is helpful in molding competitive graduates for the industry. Using an employability study, the institution has the capability to determine the quality of education that an institution has delivered by evaluating graduates' placement of specialization, status, current employment, and rating in the tourism industry which can be utilized as a benchmark for generating numerous competent and suitable graduates (Schomburg, 2016).

The purpose of this study is to assess the graduates in the tourism industry with regard their status of employment and to evaluate if there are also some mismatches such as not being employed along the field of specialization and issues on promotion among tourism graduates by the institution for the advantage of the students currently enrolled in Travel and Tourism programs and for incoming tourism graduates. This study can help in analyzing the connection of graduates' skills and knowledge learned and cultivated from the institution in their current employment, and how the institution regard factors like trainings that help graduates when it comes to their employment status. It also aims to build a strong relationship between the institution and its graduates, because the alumni are excellent sources of advice for the improvement of the institution and the measurement of the extent of professional and academic careers pursued by graduates after gaining and receiving knowledge through the institution.

Review of literature

Tourism industry

As stated by Sherri (2015), we live in a world where travellers and almost the entire population need relief and comfort. Some technology sites in this generation state that over the years, the utilization of innovation in the travel and hospitality industry has been upgraded and continue to give importance to selected administrations all over the world. Marketing management is generally utilized when it comes to the innovation of a business and creating information for different vacation spot destinations and attractions. There are a lot of things that are developed and equipped with technology and mostly, gadgets are used and can be used by travellers. One of the best examples are GoPro Cameras, 360 cameras, and many more. Travellers can capture and keep memories not just in their minds but also by looking at photos they captured during those times.

Lately, selfie sticks are restricted in amusement stops, like Disney World, Sporting Stadiums, Magic Kingdom, and other social organizations in light of wellbeing concerns. Numerous tourists are taking their tablets, PCs, and telephones in the midst of a holiday with them and innovation has diminished client benefit in the travel industry. Most can make their flight reservations, hold lodging, and make dining and vacation spot reservations. Some social networking sites show their followers or subscribers that technology has a promising role which enables that in travel industry businesses, it is necessarily a supply of human work that is innovative, has less cost, and also upholds an intentional distance from issues that a client can benefit from. Guest and information centers that are part of urban communities are putting up Wi-Fi connections, advanced mobile phones, and innovative products and gadgets as bait to their guests. The travel and hospitality industry will depend on the innovation that our world has, so that their businesses are within the generation wherein trends are in-demand. Versatile travel administrations, advanced development, web-based life, and investigative devices connect with travellers and generates reliability.

International travel and tourism management

Lacaille (2017) said that anyone can take a tourism course. The article further states some reasons why individuals would want to take a tourism course if they are keen on joining a blasting industry. They are states as:

- The travel industry is the biggest industry in the planet and it keeps on developing. Truth be told, as indicated by the Global Business Travel Association, worldwide travel spending is required to reach \$1.6 trillion by 2020.
- One can discover unlimited chances to go after professional pathways in regions that go from top-of-the-line travel to rough open-air experiences, and even occasion arranging.
- If one needs to pursue cash, getting in at the ground level can help. An ongoing report by the US Travel Association found that, in general, Americans whose first employment was in a travel-related industry got a compensation of \$81,900. Furthermore, about 40 percent of laborers who started their profession in travel achieved a yearly pay of more than \$100,000.
- If you like working with individuals, you will have heaps of chances to meet new individuals amid both your academic and professional life. The travel industry is tied with developing connections and making associations. Some universities like the Johnson and Wales University (JWU) has a variety of people, their students originate from 50 states and 100+ nations, providing chances to encounter diverse societies and traditions directly on grounds making encounters that will work well in the travel industry. One must emerge from the group. It is gauged that, because of fast development, the travel industry will confront a deficiency of talented representatives in the coming years. By picking up an all-encompassing perspective of the travel and hospitality industry through JWU's College of Hospitality Management, one will ace abilities that are important to fill this need and position oneself in an effective profession and emerging from the group.
- If you are searching for transferable aptitudes, the travel industry affects pretty much every industry, something JWU has perceived for a considerable length of time. Showcasing, peace-making, managing business procedures, arranging occasions, and more are among the numerous abilities expected to prevail in the business. At JWU, one gets these abilities and more by partaking in a Familiarization (FAM) Tour, for which one gets to investigate, arrange timetables, and actualize an ideal visit to an energizing goal, either in the US or abroad. A student gets industry-based experience that sets one up for life in the travel industry. There are chances to travel and visit new places. It might appear glaringly evident, but on the other hand it is a standout amongst the most imperative motivations to join the business. Also, since encounters at JWU go a long way past the classroom, students are inspired to take course subjects first-hand—travel on understudy-driven visits, assist inside the business, take classes at different areas, examine abroad, and acquire the JWU Global Learning Distinction.
- If you appreciate tackling issues in a hurry, issues and emergencies can occur whenever in the travel industry and fruitful industry experts are the ones who comprehend what to do when issues emerge. The JWU experience can enable one to sharpen exceptionally essential aptitudes in critical thinking and refereeing through the coursework, FAM outing, and entry-level position.

- If you need to be a piece of an inheritance, the travel industry is an industry that can make change, drive economies, save history and culture, and accomplish parity and thriving for networks. Furthermore, at JWU, courses are intended to investigate manageability and the positive effects that the travel industry can have on society.

- If you need to leave an enduring impression, by day's end, it is about gaining experiences. Help improve the lives of others by creating encounters that leave enduring impressions.

- If one wants experience and fun, no two days in the industry are the same. This quick-paced, regularly-changing field gives the ideal chance to release the imagination to upgrade travelers' encounters. At JWU, through understudy associations, travelling, scholarly courses, and entry level positions, one can be set up for any direction that the travel industry may bring (jwu.edu).

- Hospitality and travel industry fantasies, it can be heard that a profession in the industry resembles always being on vacation—hanging out in inns, bars, and eateries throughout the day, completing a touch of work all over, or streaming off the world over and enabling other individuals to have a decent time while besting up your suntan. Then again, you may have heard that an occupation in hospitality and travel industry is dependably a stopgap—basically, one prepares the instances to advance a dash of extra money. Indeed, if that is the thing that you believe, we are here to disclose to you that you are off-base. Numerous individuals seek after deep-rooted professions in the hospitality and travel industry. These jobs can be energizing, testing, and fluctuating. Be that as it may, they additionally require a ton of diligent work and commitment.

Before settling on getting into the hospitality and travel industry, you ought to find out what it is extremely about. The accommodation and the travel industry is about sustenance, convenience, and food and brews. It is all about companions, attractions, voyaging, and client assistances. Essentially, the accommodation and travel and tourism industry are connected within serving individuals—providing a good and pleasant time when they are away from their homes. The experience from those who work in the hospitality and travel industry should be constant—people go out to have some drinks, get something to eat, or if went lavishly around the world for outings—staying in a five-star accommodation, and flying with business class companions.

The public activities that we have and time for leisure and recreation is not equal to preserving individuals that are truly committed to the profession that they are aligned with and part of. The primary and major concern to contemplate about vacations in the hospitality and travel industry is that it is not ordinary like going to a nine-to-five-working-hour employment. For most of the population who specifically work in this part, are people who takes charge of the group and provides work when others are consuming their great time along with loved ones. Like for example, people who are working in clubs and bars will, in general, labor essentially at nights, and specifically, individuals who are working in the industry of travel are particularly active when the people around them are flowing off on their evening spring events and occasions.

Occupations in the tourism and travel industry are flourished together with providing pleasantly, essential, and watchful benefits for clients. Thus, phenomenal interactive abilities, tolerance, and compassionate environment for individuals to flourish those included enterprises. An individual should have a need for work in this field of specialization to do utmost performance. It is much gradually difficult to be pleasant and cooperative in this case of abhorring yourself. Callings private hotels and convenience can differ significantly relying within the kind of groundwork you are working in. For example, in the event that you work in an adolescent inn, your working life will be altogether different to that of somebody working in a five-star resort. Contingent upon the span of the association and what administrations they give, you will almost certainly investigate a wide range of profession options.

Professions in eateries, providing food and restaurants are immensely reliant on the general population of those doing the cooking, cutting, and dicing. Culinary specialists, sous gourmet experts, cooks, and kitchen staff are much looked for for their professional aptitudes. Restaurants additionally require administrative staff to settle vital choices and to guarantee that the front-of-house group is working effectively. Justifiably, servers, bar staff, and some of the time, proficient sommeliers are likewise required. Bigger eatery networks likewise utilize business chiefs and money related human resources and promoting staff. Professions in bars and clubs expect staff to do the dynamic bar work, yet numerous administrative

positions are likewise accessible around the UK. Individuals in the executive's positions are probably going to be prepared in 'authorized retailing' (representatives with the obligation of moving and approving the closeout of liquor are required to hold a permit to do as such). Bigger chains are likewise liable to give different alternatives to vocations in advancements and occasion associations. It appears as though cafés, juice bars, and other comparative joints are jumping up everywhere. Obviously, these foundations are enormous businesses and many openings for work are beginning to end up accessible inside these outfits, including baristas, juice administrators, and administrative positions.

Gatherings and social occasions require accommodation staff to guarantee they run easily, from client benefit delegates to special groups and bar staff. Cooking and accommodation staffs are likewise particularly critical inside open administration establishments, for example, medical clinics, schools, and colleges. The travel industry fuses a considerable lot of vague occupations from the hospitality occupation. As it may, numerous different vocations effect on the action of the visitor. Everyone who works in the innovation and changes of organizations can help to give profitable impact in the administrations that encourage everyone's vacation encounters and travels. Their expert learning of specific territories is enormously imperative in helping individuals to benefit as much as possible from their spare time in new places.

Truly, web and travel writing are winding up progressively mainstream options in contrast to managing individuals' eye-to-eye in these sorts of foundations. Be it as it may, if individuals need a marginally progressively close-to-home touch when arranging their experiences, these folks are there to help. Correspondingly, visit administrators, visit guides, occasion reps, and staff who work at vacation destinations assist individuals with creating a large portion of their encounters. These sorts of jobs are additionally particularly imperative inside marginally and progressively extraordinary regions of the travel industry, for example, experience sports occasions, where individuals with professional aptitudes and wellbeing and specialized information are required.

Professions in traveller administrations are another critical piece of the travel industry. Air lodge groups and client benefit staff on trains, ships, journey ships, and mentors are fundamental in helping individuals' travels to be as agreeable and charming as could be allowed. Vocations in the accommodation and travel industry are not united in getting the beams and obligating a decent time during work, but they surely are not in a normal nine-to-five office work either. In case you have perused this and it has grabbed your attention, travel towards the various occupations that are identified with this area and see whether the hospitality and travel industry could be the business for you.

Tourism management

According to Josefova, the changing unique condition of the present travel industry must be reflected delicately with the way that rising issues and emergencies in the case of financial and political conditions are related with the present different social world that can be managed using the executive's change and development, including emergency executives and showcasing interchanges. In this manner, looking into development of administrative reasoning and self-advancement is ending up progressively vital and cannot be isolated from learning the specialized abilities, correspondence, and introduction in aptitudes that are in relation with inspiration with a general social vision which would be the creator's subject of examination.

As eloquently stated by Scott James, in some part of the nation, the travel and tourism industry assume a notable job in the development of making an extra occupation and giving extra work to people, and helps in improving the outside exchange balance of the nation. The travel and tourism industry has a huge effect, specifically in key areas of the economy, one example that this industry helps is transportation management, development, and innovation of products that a country has, the generation of buyers when it comes to their products, services, and other significant things that a producer can offer. Also, it can be a great help and has a huge impact in the financial advancement of the travel and tourism industry for which it is portrayed by information to the target market. They determine that this industry is one of the most progressive industries in various nations around the world and creates jobs and opportunities in the planet's economy that is ceaselessly developing.

Globally, the travel industry powerfully affects work. The travel industry is a serious process, along these lines, it utilizes for the most part incompetent specialists. In some cases, this does not always imply that some special-gifted work is not always being utilized in the travel and tourism industry. New employment and career opportunities are topographically more wide-ranging in this industry.

According to Lengfelder, Obenour, and Cuneen, the motivation behind this exploratory examination was to look at contrasts in the impression of worldwide (non United States) and United States, travel industry experts as regards content for a worldwide travel industry educational module in advanced education. A sent poll (N=625) was utilized to assemble discernments from different travel industry experts made out of universal (n=44) and United States (n=49) subjects. These course points were evaluated and determined by travel industry experts with respect and confidentiality to their significance to baccalaureate and graduate degrees of travel industry educational programs. No specified course point was determined and specified as lower than “medium significance” in neither baccalaureate nor graduate levels. About sixteen and eighteen course subjects were on “high significance” for the undergraduate and graduate dimension courses, individually. After finding the result of examination, it gives contribution to the travel and tourism industry group of information from a worldwide point of view.

International curriculum

Fellicen and Ylagan (2017) implies to examine and associate the Dusit Thani curriculum with the curriculum of the Philippines and other ASEAN countries’ curriculum in line with Tourism and Hospitality Industry Management Programs. By determining the effectiveness of the curricula, the study that was conducted utilized a descriptive research design as an instrument to formulate the said proposal which is modelled after the curriculum of Dusit Thani. The curricula of other countries were engaged coming from the university website of the six ASEAN member states which were castoff to evaluate the resemblances and transformations.

Founded on the outcome, the Bachelor of Science degrees were finished in four years with diverse practicum or exertion combined in the education. Overall instruction progressions are not obtainable in other ASEAN countries where ongoing K-12 incorporation programs and assessment are happening. As to their professionals, foreign and international languages and hospitality laws were provided to individuals. Even top and essential abilities that were accessible were effectively comparable. Future researchers may come up with other variables such as education, skills, and conveniences.

The process of tourism and hospitality industry has commemorated in the last few years in the Philippines and in the other existing Southeast Asian regions. Including the domestic tourist, is approximately 27.9M in the year 2011 and international tourism arrivals which reached 4.7 million for 2013 (DOT). With regard the DOT National Tourism Development Plan for 2011-2016, the maximum reach for international tourists is approximately 10 million while 35.5 million domestic tourists by the year 2016. As a result, hospitality and tourism industry sectors have the need to a lot of skilled and capable employees. With these processes of development, tourism and hospitality management (THM) programs become more in demand among secondary graduates reaching the 3rd spot of the top ten programs with largest and biggest enrolments. The recent possibilities of job opportunities and prospects in the ASEAN will also upgrade graduates here in the Philippines. Generally, it will become a big challenge to make sure that the capabilities and competencies of graduates meet the CATC and competitive standards. Passing the TESDA National Certification is necessarily a need which will be an edge and advantage to be qualified for work among ASEAN member states. The coming of ASEAN was inspired by the dedication to raise economic, social, and cultural development on the basis and foundation of regional peace.

Economic integration is conceptualized by a modern concept of co-opetition, contemplating with regional consideration and competencies along the member states; and in the 1996 Philippine hosting of Asia Pacific Economic Cooperation, education was one of the major goals emphasizing the eco-tech cooperation to reach and achieve the ASEAN goal of a numerous community where accountable growth is an addressed goal. A knowledge-based society and community was the emphasis of the ASEAN Roadmap 2009-2016. With these lines of perception, governments among the Southeast Asian countries should adjust

the policies that would adopt the developmental concepts as given and showed in ASEAN Education Declaration.

Cooperation with international universities and infrastructure were being based and provided to expound international linkages of institutions are some of the international accreditation innovations and incoming plans. The curriculum of K-12 was improvised by the Philippine government by the new responses to the needs of other ASEAN countries of giving 12 years in preliminary education. CHED incorporated with the Department of Education (DepEd) and the Technical Education and Skills Development Authority (TESDA). The foremost Philippine agency in the ASEAN Socio-Cultural Community (ASCC) was cooperated with the Philippine's Department of Social Welfare and Development (DSWD).

National curriculum

Philippines is known as one of the countries who offers a great service when it comes to hospitality and tourism industry. Tourism Management that has programs with the same policies and standards set and made by the Commission on Higher Education (CHED). Bachelor of Science in International Travel and Tourism Management, a degree which is needed to complete four years of education that covers different components which is connected to the travel and tourism industry. This program varies operations for travel and tours, event management, research for tourism and education, leisure and recreation, allied services, and tourism planning and development courses. It primarily focuses on processing the management skills and planning construction of students to be competitive in performing and doing assigned tasks. Specifically, in itinerary planning, marketing sales, tour guiding, and entrepreneurship which is truly needed by a Tourism graduate individual.

The subjects in the International Travel and Tourism Management curriculum are divided into four main categories, such as: free professional subjects; required major subjects; business and tourism courses; and general education subjects.

Tourism programs are essential for the allow individuals to learn through classroom lessons, lectures and practical exercises. It allows students to personally experience the reality of the career in which they will be taking in the future. Aside from the said activities, they also allow students to become exposed to educational tours, conventions and seminars, and immersion or practicum which help students to be familiar and ensures in the field of tourism that could be an edge from other students from other universities.

The Travel and Tourism Management program taught students with the use of classroom lectures, hands-on exercises, and an actual presentation so that students can equip themselves and be familiarized when they are working in their chosen field of specialization. The students are also allowed to observe how a company and business works and operates in this industry, more specifically, in the travel or tour agency. In addition, students will also be exposed to field trips, educational talks, and seminars, to train and be more utilized when it comes to their communication skills and other skills that are need to be enhanced and established.

Lyceum of the Philippines–Laguna

With the fastest growing industry, Lyceum of the Philippines–Laguna (LPU–Laguna) offers programs related to these increasing demands. Two of the major programs under the College of International Tourism and Hospitality Management are Hospitality Management (HM) and International Travel and Tourism Management (ITTM). Under the ITTM program are Bachelor of Science in International Travel and Tourism Management (BSITTM) and Associate in International Travel and Tourism Management (AITTM). International Travel and Tourism Management develops students with expert commitment in the tourism industry. It features skill and learning that offer the capacity to meet international work execution. CITHM coordinates the understudies in trainings and courses to improve their abilities in the field of travel, tourism, and leisure management which enable them to fight with other individuals as far as business and vocation advancement. Three years after graduation, students will have practical information and aptitudes as movement in the travel industry experts locally and universally; created positions as pioneers of various travel industry proficient association, director/chief in movement and travel industry area or potentially, as business visionaries; engaged with deep-rooted learning through persistent individual and expert movement

to keep current with neighbourhood and worldwide qualities; and took an interest in social duty and network advancement exercises (LPU–Laguna, 2014)

The Lyceum of the Philippines–Laguna, through the College of International Tourism and Hospitality Management, particularly the Hotel and Restaurant Management and Tourism Management program, has industrialized an efficient and key program of profession directing the work and task to help students and young alumni in establishing and expanding associations with both neighbourhood and global firms for possible employment arrangement to help the real duty of the university. Tourism graduates, through their educational programs, shared possibilities to be employed in international job experiences. Since the establishment supports international intensity as one of its fundamental beliefs, this will be a way to know whether graduates have similarities with international standards. As regards the study of Celis, et al. (2014), it states that in lieu of the different offices of the institution such as the Guidance and Testing Center Office, the office of the college or the department itself can also affect tourism graduates' employability through the feedbacks and evaluation they give the graduates.

According to Armadilla, et al. (2014), the institution offers foreign language subjects that serve as strong points of graduates who are looking or applying for a particular job and this would be their greatest edge from the other applicants. The foreign language subjects consist of French and Nihongo in the institution and the study states that Mandarin, Spanish, and even French and Nihongo also belong in the top list when it comes to foreign language proficiency. Having one of these foreign language subjects has a big effect and contribution to have at least 2nd to 4th ranking when it comes to position in different companies.

Based on the study of Celis, et al. (2014), work prerequisites for various occupations abroad are ordinarily founded on the accompanying perspectives—statistic profile, instructive fulfilment, work contributions, and individual foundation. In any case, there are still problems that emerge after applying for a work abroad. That is the reason for associations in conveying work and travel programs and carefully requiring members to see the things that they need from them. The interchanges and executives' administrations advancement by LPU were estimated particularly helpful to display work in respondents while commitment and devotion, submission to prevalent issues and mindfulness, and diligent work and love of work were additionally considered especially appropriate to show work of respondents.

Curriculum of Lyceum of the Philippines–Laguna in International Travel and Tourism Management

In the study of Dimalibot, et al. (2013), graduates of international travel and tourism management are formed as far as relational abilities and they are prepared to confront and converse with other individuals. In addition, they figure out how to collaborate and conduct with the general population around them. The LPU-Dusit Thani educational modules meet CHED prerequisites as demonstrated in CHED Memorandum Order (CMO) 30, Arrangement 2003. Specializations were made in the 18-unit free electives which were intended to give graduates one-of-a-kind subjects that will build their skills in the particular regions of their interests. Aside from LPU institutional prerequisites, graduates are likewise furnished with extra courses that are normal for all travel and tourism industry in accommodation of board programs. Therefore, the particular pre-electives go past the required units of CHED. Capabilities distinguished in the TESDA important exchanges of the travel industry just as the skills in ASEAN Common Competency Standards for Tourism Professionals (ACCSTP) have been incorporated to give LPU graduates an edge on planning to be part of the ASEAN GATS.

Educational programs must be founded on its individual experts that can be seen in the Common ASEAN Tourism Curriculum (CATC) which is the endorsed conjoint educational program for ASEAN Tourism Professionals as commonly settled upon by the ASEAN Tourism Ministers upon proposal by the ASEAN NTOs (Barcenas, Capuno, & Silang, 2015). The educational modules were intended to be industry based, well-organized, and adaptable so as to meet differing neighbourhood prerequisites of part states. It depends on the concurred capabilities received by all nations in ASEAN, and utilizing the concurred ACCSTP units of skill goes for making capabilities applicable and helpful to two understudies and the travel industry (Barcenas, Capuno, & Silang 2015).

The study of Rodriguez, et al. (2014) magnifies that in our present generation, institutions and universities imply their tourism program courses to outline the online source of reservations under Global Distribution System which includes Amadeus, Galileo, World Span, Sabre, and other online booking reservation systems. The aforementioned systems involve providing higher quality of learning and education to students with regard technological aspects of flight reservations. As future agents for the travel industry, institution finds to transmute the assurance of information to their students, which gives the authority for students to take all the learnings they have from the institution itself and handling it before entering the world of career reality of opportunities and accomplishments. Bachelor of Science in Tourism Management seeks to provide and equip students the capability to start before utilizing the entrepreneurial skills in the travel and tourism field as well as working with outrageous employees which are already aligned in the industry.

Future jobs include tour guides, tour operators, travel agents, front desk officers, flight attendants, reservation officers, professors, restaurant service crews, entrepreneurs, consultants, etc. With regard application for hospitality, it provides and offers computer-related courses such as Introduction to Basic Computer Information Technology, Application of Computer in Hospitality Industry with Laboratory, and Information Management System for Business Classes. Today, students who are currently taking up a bachelor's degree in Tourism Management are continuously becoming well mandated because of the economic and tourism growth, specifically in the Philippines and since advancement of technologies has been classified as part of the well-known industry.

To be prepared for future endeavours, students who are taking Tourism classes under LPU, in line with hotels, agencies, airlines, airports, food and beverages establishments, and other inter-related fields of specialization, the researcher desire themselves to acquaint with a research proposal that is currently focuses in computer application technology. Preparing students to have basic knowledge on IT to ensure that work-related factors are considered to be vulnerable and can be utilized in the modern industry of tourism and melding students to become competitive not just with school-related factors but also in using technology to be the edge of this industry.

According to Felicen (2014), Lyceum of the Philippines University graduates positions among the best in the world as far as efficiency, vocation, mentality, and specialized abilities. The school teaches and prepares graduates to turn into an aggressive individual by giving them connected learning openings that require skilled specialists. The CITHM gives quality instruction dependent on global educational modules with its organization with Dusit Thani International. As a component of the educational programs, CITHM prepares graduates through the notice of concurrences with various travel offices. Amid this preparation, graduates can apply their insights and abilities in travel agency operations. Prior to being graduates of International Travel and Tourism Management, both for individuals who are taking the Bachelor's and Associate degrees, to be sent for entry level positions, they need to pass assorted proficient courses required for the program. Such courses are Principles of Tourism 1 and 2 (Tour 1 and 2), Philippine Tourism (Tour 3), Travel and Tour Operations (Tour 4), World Tourism (Tour 5), and Tour Guiding Services (Tour 6). Tour 4 is the course that incorporates Amadeus, the known computer reservation system utilized by travel agencies around the world. As a major aspect of this course, graduates need to pass the examination or affirmation given by Amadeus Philippines Limited, the innovation accomplice of CITHM of Lyceum of the Philippines University–Batangas. Due to the improvement of data innovation, a considerable lot of these frameworks have changed their local structure. As a result, new innovative instruments have created to utilize emerging points of interest in the board, correspondence, advertising, and advancement of items and contributions. The quick extension of the Global Distribution System (GDS) and the booking through PC (CRS), are the impression of the present cutting-edge innovation. Not at all like other the travel industry-related administrations where a physical nearness is required, GDS and CRS are portrayed by an offer-based worldwide administration.

Career opportunities

There is a broad scope of profession openings in the travel and hospitality industry. There are lodgings, occasion focuses, semi inns, voyage boats, bars, and eateries under unattached hospitality

organizations. On the hand, there is additionally accommodation in recreation scenes which is made up of gambling clubs, bingo clubs, night clubs, films, theaters, sports stadia, amusement parks, attractions, and gyms. There is likewise the neighbourliness in movement settings, for example, air terminals, rail stations, transport stations, ship terminals, planes, prepares and ships, and last is the upheld friendliness, for example, work environments, human services and training, military, and custodial and retailers.

Travel industry graduates have developed quickly while constantly confronting hardened challenges. An expert profession in tourism is charming to various people who have heard the cases reverberated by a scope of partners that the travel industry is developing quick and making a vast expanse of occupation opportunities to individuals who will turn out to be appropriately qualified. In a travel industry work extreme industry, it is noteworthy for the travel industry to captivate exceptionally able specialists with aptitudes important to meet the necessities of managers in the travel industry area (Mejia, 2014).

Tertiary training is obligatory for executive positions accommodation and travel industry which pay typically more with higher capabilities. Alumni of this industry are acknowledged for their correspondence viability, perception of business inspiration, mechanical and instructive ability, and familiarity with moral practices. Travel industry management is an energizing and compensating zone to work in. Many profession openings exist in the travel industry, including resorts and attractions, executive travel consultancies, travel industry specialists at nearby and national dimensions, goal advertising and deals, and corporate travel associations. Some of them include the following:

- **Airline/Airports.** The present the tourism industry is beyond the realm of imagination without air transport, current air terminals foundation, productive and safe carrier administrations, and overall air transport systems. As indicated by the WTO report in 2006, 40 percent of the worldwide sightseers currently travel via air. In the Philippines, the diverse firms in the carrier business have brought numerous Filipinos and vacationers crosswise over different universal and neighborhood goals at present. This has acquired improvement the quick versatility of natives. This advancement in transportation would likewise associate a positive importance to the advancement in the Philippine economy. The aircraft business in the Philippines keeps on being a blasting business. It is anticipated that the development of the business will be hearty through different joint-concurrences with our neighboring nations, just as the extensions in progress. One of the extension ventures is the re-short-lived arrangement of the top carriers in the nation which is the Philippine Airlines and Cebu Pacific. With the comprehension of its advancement, one has the foundation to additionally comprehend that the carrier business assumes a fiery job in the economy and sets up advancement (Torayno, 2016).

- **Travel Agency.** According to the Tourism Industry Board, the travel agency operations course is an essential skill-preparing program concentrating on outbound travel for new travel experts. It has been intended to fulfill the developing need for well-prepared staff in the movement business. Course materials have been created by a group of movement experts and preparing professionals from aircrafts, travel offices, and visit activities organizations and are looked into intermittently per IATA measures. Instructional booklets utilized depend on reference booklets utilized by the Association of South East Asian National Tourism Associations (ASEANTA).

There is a great deal of frameworks that should have been utilized in working a visit. Utilizing a computer reservation system (CRS) is basically a database that empowers a travel industry association to deal with its stock and improve openness to data inside and between its accomplices (Ivory Research, 2009). There are distinctive frameworks that are utilized in the travel industry like the Micros Opera, Saber, Galileo, Abacus, and Amadeus. LPU-Laguna CITHM is prepared to show understudies who are selected to become familiar with CRS so they have a review on how it functions in this industry.

Employment possibilities according to the past tracer study

A tracer study is a methodology which is straightforwardly being used in most associations, particularly with regard instructive-related foundations to follow and to safeguard record of graduates once they have moved on from the organization. By the utilization of a tracer study, an organization has the ability to assess the nature of instruction offered to their alumni by knowing alumni arrangements, status, and

positions in the general public which can later be utilized as a benchmark in producing progressively qualified and aggressive alumni (www.academia.edu , 2012).

Work potential outcomes might be recognized by considering employments and deciding the learning and aptitudes it requires. When that is practiced, it is plausible to design work movement. These movements would then be able to fill in as a reason for structured professional options created that representatives recognize as occupation stepping stones conceivable to stock employments and choose where people with the endorsed aptitudes and learnings are required or will be required. The overall findings of the study of Glis, et al. indicated that school associated factors, for example, direction administrations, educational modules importance, abilities dynamic institutional offices, and instructor practices expressively influence the employability of travel industry graduates.

The alumni are the most recent advancement tool of education affiliations. They pack up each bit of the world to grandstand their creativity and capacities and be tangled in the result of each country. They are currently part of some portion of the labor force to show the accomplishment of each institution driving towards a goal. The supreme goal of a future with unique excellence would cause schools to work on impartial and exhaustive norms. It would raise the confirmation and guardianship of individuals into a college whose image is predominant to internationalization. Association with graduates moves into the expansion of educational grassroots of networks to increase its premise of improving proficiency through a genuine aptitude from global ventures. The succeeding age of knowledge has increasingly strenuous with the present arrangement of identification and creation being set up for emphatic end-clients while intense higher educational institutions are at the same time reengineering their understudy administrations and educational programs to mortify and assimilate scholarly development with new innovations in worldwide systems (research.lpubatangas.edu.ph).

Advanced education is completely perceived as a fundamental structure for human improvement, a compelling driver for the consequence of society improvement, sexual orientation balance, harmony, and constancy, Tertiary training frameworks are principally too little to even consider meeting the basics of their developing fortune. It reflects to three wide national objectives—it proposes to enlighten the young to wind up dynamic and lush individuals from society; it hopes to ingest and coordinate industry request with a capable and all-inclusive aggressive workforce; and it wishes to achieve worldwide instruction guidelines through expanding the honorable human capital and efficiency versus national and monetary advancement (knepublishing.com).

Theoretical framework

Figure 1 shows a four-stage cyclical theory of learning, Kolb's Experiential Learning Theory was related with the learner's inner reasoning procedures and a perspective that combines and gathers experiences, behaviour, cognition, and perception. The first stage shows the concrete experience in which the learner effectively experiences an action, for example, the seminars and the on-the-job trainings outside school premises and class lectures. The second stage is the reflective observation in which the learner responsively reflects back on the experience. It is the stage in which graduates will reconstruct and remember all the knowledge, skills, and trainings they have learned from the institution which they can utilize in their current and future jobs. The third stage is the intellectual conceptualization in which the beginner tries to theorize the concept that was being observed. In this stage, graduates can visualize and plan to apply and relate all the knowledge they have learned and possess. The fourth stage is the active experimentation in which learners try to plan how to test a model for an incoming career experience. In this stage, graduates can finalize their decision on what specific knowledge and skills are needed to apply and can be beneficial to them when it comes to decision making.

The Kolb's Experiential Theory helped the researcher in identifying skills, reflecting experiences, conceptualizing findings, and experimenting information. It is essential for it shows that the act of doing makes learning extremely personal and increased applicability to the real world which helped the researcher in the outcome and improvement of CITHM programs.

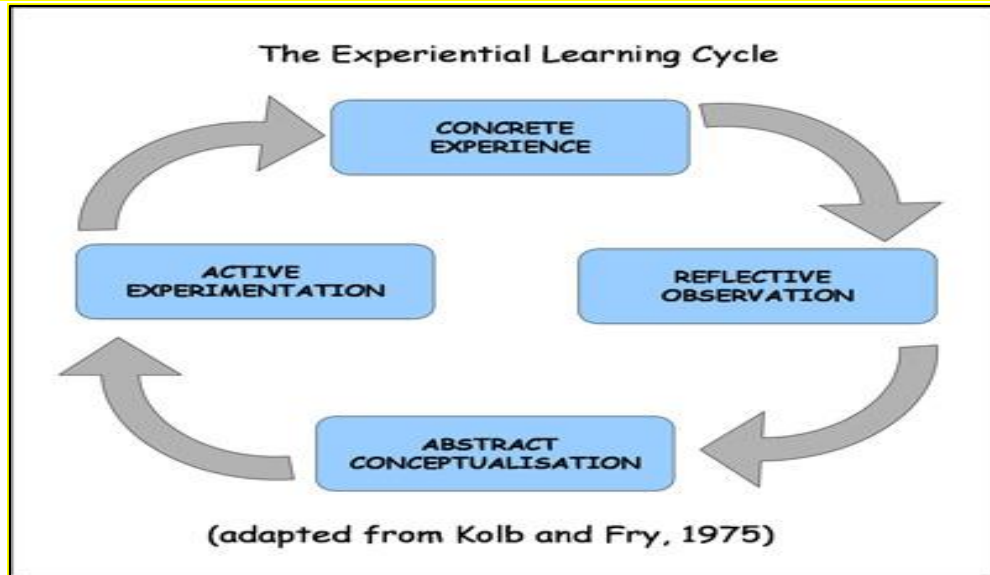


Figure 1. Kolb's Experiential Learning Theory

Conceptual framework

Figure 2 demonstrates that the researcher first determined the aftermath of graduates for taking the degree. The graduates articulate what motivated or inspired them to take their course then, the researcher determined the association between the perception of LPU-Laguna BSITTM graduates of CITHM on literacy and their program with their current position and status of employment and the outgrowth that can help the curriculum of CITHM improve or sustain their programs for future students.

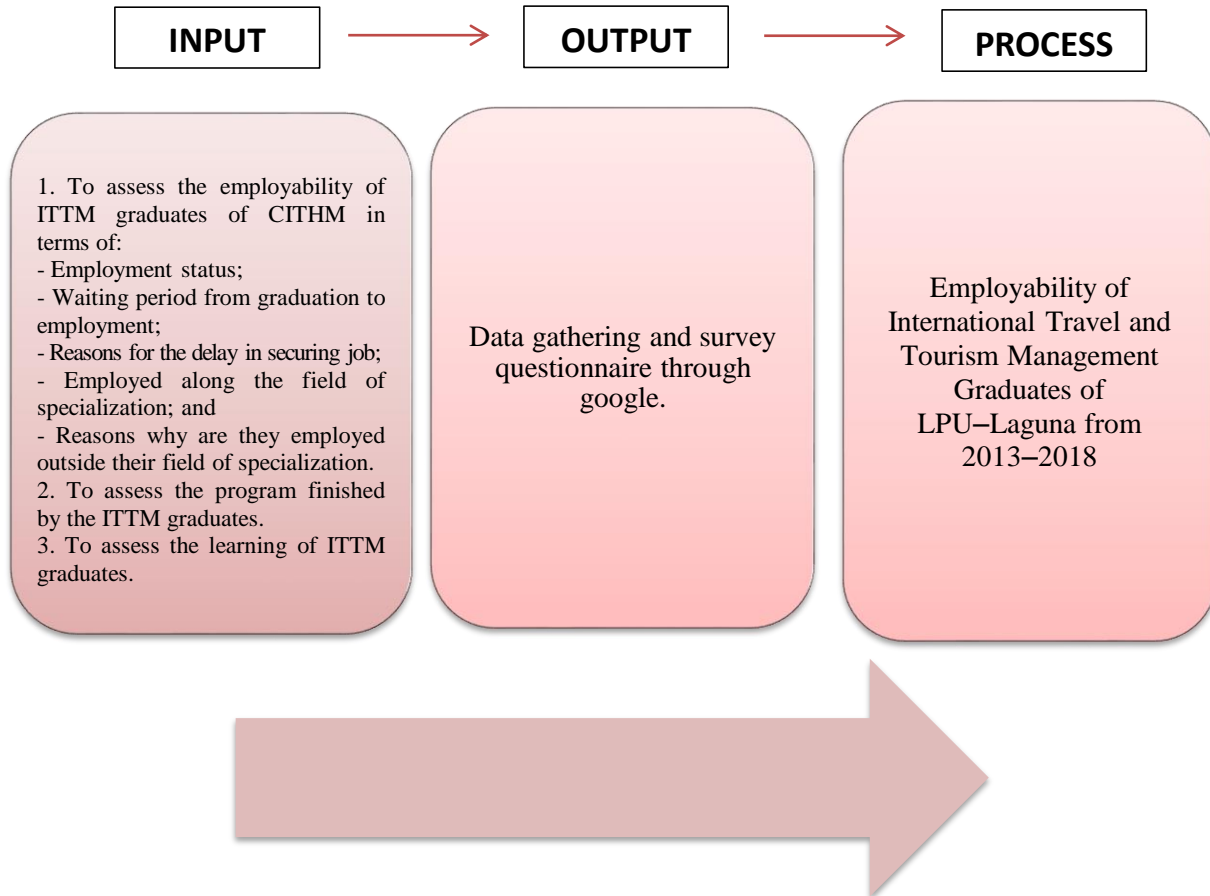


Figure 2. Framework of the study

Objectives of the study

This graduate tracer survey intends to assess the educational experiences of graduates from Lyceum of the Philippines-Laguna. The results of this survey helps the institution evaluate current programs and further, to improve the curriculum. Moreover, it aims to:

1. Assess the employability of BSITTM graduates of CITHM, in terms of:
 - Employment status;
 - Waiting period from graduation to employment;
 - Reasons for the delay in securing a job;
 - Level of current job position;
 - Employed along the field of specialization; and
 - Reasons for some graduates why are they employed outside their fields of specialization.

2. To assess the program finished by the BSITTM graduates.
3. To assess the learning of the BSITTM graduates.
- 4.

METHODOLOGY

The researcher utilized a descriptive method for it concerns gathering quantitative data that can be settled into numerical form. This method projects to describe the respondents in an elaborative way. Descriptive research is all about outlining the people who participated in the study. The researcher used an online survey type of questionnaire defined as a compact interview or discussion with a specific topic. This method gathered data about the present condition of International Travel and Tourism Management graduates of Lyceum of the Philippines–Laguna that used tables to aid the reader in understanding the data. The respondents of the study were a total of 287 graduates.

The participants of the study are the alumni of Associate in International Travel and Tourism Management and Bachelor of Science in International Travel and Tourism Management Batch 2013 – 2017.

The researcher used a survey questionnaire as instrument of the study. It was drafted by the CHED and modified by the current research director of Lyceum of the Philippines–Laguna. This study has been manifesting to be an online questionnaire through Google Docs, an application where documents and spreadsheets can be created, edited, and stored online and is a free web-based application.

The respondents answered the questionnaire once; therefore, the collected data was used in the whole process of the research. The questions are divided into three parts—the first one is about the educational background which tackles the year of graduation, degree program/specialization, and status of employment; the second one is about the imposition of the program which tackles how long it took to land in their first job or work; and the third one is the position of the respondents (manager, supervisor, president or vice president) in a company or production.

The researcher did the following steps to conduct the research:

1. Collected data and literature from the internet;
2. Collected the list of AITTM and BSITTM graduates from batch 2013-2017;
3. Identified the statement of the study;
4. Prepared the questionnaire via Google docs;
5. Submitted the study to the adviser for comments and improvements;
6. Conducted the survey from January 30, 2019 to February 15, 2019;
7. Gathered all the necessary information from the respondents;
8. Collected and transcribed for submission to the statistician to finalize the results of the study;
9. Studied and analyzed the results; and
10. Presented the study.

After gathering, tabulating, and sorting data, the researchers utilized methods on how data is analyzed such as how the information was treated. The statistical instruments used in the interpretation of data includes frequency, percentage, and weighted mean.

RESULTS AND DISCUSSIONS

Bachelor of Science in International Hospitality Management 2013-2017

Table 1. Employment status

Employment Status	Frequency	Percent
Employed	261	91.00
Self-employed	12	4.00
Undergoing Post Graduate Studies (Masters, PhD)	2	1.00
Unemployed	12	4.00
Total	287	100.00

Based on Table 1, most of the graduates are employed. One percent of the respondents after enrolled in post graduate studies. Somehow, as what is shared by the study of Pratomy (2016), the displacement of being employed and earn more than the minimum wage and a decreasing probability of being hired as part of the management team is just simply the first step in the process of being hired consistently and as part of the paid sector. Thus, as what the study of Khalifa, et al. (2018) implies, one of the motives of enrolling to post graduate study is vital for national, institutional, and also for individual growth, but nevertheless, financial crisis is brought up more as a concern for the majority. This sums up the keen observation of the researcher that in this era, graduates tend to establish first their brand as a tourism practitioner and choose to earn money for a living but has a vision of continuous learning as part of their professional growth.

Table 2. Waiting period from graduation to employment

Span of Time	Frequency	Percent
Before graduation	9	3.00
Within three months after graduation	34	12.00
Within six months after graduation	103	36.00
Between seven months to one year after graduation	52	18.00
Between one year to one year and six months after graduation	29	10.00
Between one year and seven months to two years	25	9.00
Beyond two years after graduation	29	10.00
Still looking for a job since I graduated	6	2.00
Total	287	100.00

As what Table 2 established, the highest waiting period of graduates from graduation to employment is six months after graduation. Two percent of the graduates are still looking for jobs since they graduated. Moreover, as the marketplace is being competitive, they see to it that they hire the best candidates that will be the best fit and the most that impacted the organization in the study of Chamberlain (2018). The article of Taggar, et al. (2016) reiterated that graduates who are still part of the population that do not have jobs yet are those that need to be with persons that can be a support system to them which will be a great help in finding the best job for them. The results imply the determination of graduates from the ITTM specialization to pursuit the achievement of their goals.

Table 3. Some reasons for the delay in securing a job

Reasons	Frequency	Percent
No response from the employer	3	1.00
No found job vacancies/opportunities	3	1.00
Possible job is very far from home	6	2.00
Lacks the appropriate eligibility	3	1.00
Health problems	0	0.00
Lacks financial resources	11	4.00
Did not have any delay in securing a job	261	91.00
Total	287	100.00

Some reasons for the delay in securing jobs in Table 3 shows that majority did not experience any delays in securing their preferred jobs which is 91 percent of the respondents. Health problem was never an issue to the respondents according to the results. As the industry tend to grow, institutions immerse students to be exposed to an environment and inputs from different stakeholders, it was suggested that every now and then, we may adopt streams of becoming work ready by simply becoming our own kind of assessor of diverse implications in education (Priksat, et al., 2019). In connection to becoming work ready, we may consider the fact of being healthy physically, mentally, spiritually, and emotionally as total wellbeing is a must in the

tourism and hospitality industry. Overall, ITTM graduates are competent enough to face any kind of challenges which result to becoming the person they long to be—a person that can face any changes in society equipped with knowledge, skills, and attitude from their institution.

Table 4. Level of current job position

Level	Frequency	Percent
Rank and file	23	8.00
Supervisor	86	30.00
Assistant manager	138	48.00
Manager	37	13.00
Vice president/director	0	0.00
President	0	0.00
CEO/owner	3	1.00
Total	287	100.00

Table 4 shows that majority of graduates are assistant managers which is 48 percent of the respondents while the some of the population (8%) are rank and file employees. The results of the study are connected to what Lu, Lu, et al. (2016) states that the main indicator principal to employment satisfaction and turnover associated to vigor captivation is dedication. Although employment satisfaction may be increased through refining employee work appointment, growing absorption was not an actual resolution to the growing supervisor’s job satisfaction. Supervisors have essentially advanced engagement of work and lesser turnover purposes than line-level employees, wherein satisfaction in job does not vary within positions.

Table 5. Employed along the field of specialization

Along the Field of Specialization	Frequency	Percent
Yes	261	91.00
No	26	9.00
Total	287	100.00

Table 5 indicates that 91 percent of the graduates are mostly employed along their fields of specialization. The result of the study is connected to what Birdir, et al. (2013) said that most graduates landed their profession in tourism and hospitality related jobs. It is because there is growth and still a need for professionals in the industry, one of the major reasons is travel is continually becoming a more populous past time of people today. Most specifically, travel for the purpose of business and leisure which is expected to grow in the future. This dilemma will revitalize the actual need for individuals who has knowledge in the tourism industry including all the latest and trend practices. There will also be a necessity for individuals with excessive hospitality management skills and it is supported by the study of Celis, et al. (2014) which projected that an increase in the tourism industry will mold and create greater demand for graduates of tourism management and hospitality bachelor degree programs.

Table 6. Reasons for some graduates why are they employed outside their field of specialization

Reasons	Frequency	Percent
No job vacancy related to my field of specialization	2	1.00
I always want to be near with my loved ones	9	3.00
I am influenced by my relatives	6	2.00
I do not possess the required physical requirements	9	3.00
I belong to my own field of specialization	261	91.00
Total	287	100.00

Based on Table 6, for graduates who are employed outside their fields of specialization, *no job vacancy related to their field of specialization* is the least reason, representing one percent of the respondents. Contradictory to the result, the study of Menon (2016) magnified that part of the strategies of a student's decision of being underemployed is that in order to improve predictions of service is the achievement of supplementary assistances and capabilities with the plan of the student's goal of employment abroad and internationally. The study of Detsimas (2016) states that student's participation in the workplace training is high in fostering balanced skill development, Furthermore, a well-balanced mechanism towards the construction of a formal self-development advancement which results to the needs for student's theoretical knowledge.

In line with Table 6, the researcher believed that almost all the graduates of IITM programs belong to their field because it opens up great opportunities and will give the possible opportunity to travel. It is even more interesting to take the tourism industry in a way that it does not only boost economic growth but promotes a sustainable environment as well.

Table 7. Assessment of the program

Assessment of the Program	Weighted Mean	Verbal Interpretation	Rank
The course content is very comprehensive and relevant to the job.	4.31	Agree	6.0
The program components are relevant to the job.	4.21	Agree	8.0
The program length is sufficient to produce graduates with the required entry-level knowledge and/or skill in the field/workplace.	4.60	Strongly Agree	4.0
The courses are relevant to the intended career.	4.06	Agree	9.0
The program description captures the types of duties a graduate can expect to perform in the work environment.	4.82	Strongly Agree	1.5
The objectives of the program had been achieved.	4.22	Agree	7.0
The objectives of the program are similar to the objectives of the workplace.	4.77	Strongly Agree	3.0
Interpersonal relationships had been developed in school.	4.51	Strongly Agree	5.0
Quality of instruction is sufficient and provided what is required in the workplace.	3.97	Agree	10.0
Quantity of instruction is sufficient for the requirement of the workplace.	3.89	Agree	11.0
On-the-job training/internship is enough to equip the students with hands-on experiences related to the job.	4.82	Strongly Agree	1.5
Quality of guidance services is sufficient for the requirement in the workplace.	3.33	Moderately Agree	12.0
Composite Mean	4.29	Agree	

Legend: 1.00 – 1.49 Strongly Disagree, 2.00 – 2.49 Disagree, 3.00 – 3.49 Moderately Agree, 3.50 – 4.49 Agree, 4.50 – 5.00 Strongly Agree

Table 7 presents that *on-the-job training/internship is enough to equip students with hands-on experiences related to their jobs* and *program descriptions capture the kinds of responsibilities that an alumna is supposed to accomplish* both got a total weighted mean of 4.82 that means majority of the graduates *strongly agree* with them. The results also reflect ITTM graduates *moderately agree* with the *quality of guidance services that is sufficient for the requirement in the workplace*, gathering a 3.33 weighted mean which also contemplates to the things that are needed for the improvement of the institution and administration.

In explaining this result, it can be stated that the study is also based on the study of Felicen (2014), that says LPU graduates ranks amid the greatest universities in the Philippines in terms of efficiency, vocation, boldness, and practical skills. The College of International Travel and Hospitality Management directs students to trainings and seminars to improve their competences in the ground of travel, tourism, and leisure management which empowers them to resist with further persons in relation to employment and career development. The school educates and trains students to become competitive individuals by providing them

the required skills and knowledge with applied learning opportunities that are necessarily needed in the tourism industry. LPU is known as a perfect training ground for a future tourism professional (LPU-Laguna, 2014).

Nevertheless, this finding could be attributed to the fact that in this industry, there are a lot of career opportunities that can help individuals become tourism professionals. The researcher, therefore conclude, that the curriculum of the institution and administration of LPU, which includes on-the-job training truly gives a huge impact to individuals in showcasing, developing, and training themselves in this field.

Table 8. Assessment of learning

Assessment of Learning	Weighted Mean	Verbal Interpretation	Rank
Developed my ability to work as a team.	4.78	Very Much	2
Provided me with a broad overview of my course/major.	4.54	Very Much	6
Developed my confidence to investigate new ideas.	4.19	Much	8
Motivated me to do my best work.	4.76	Very Much	3
Developed my creativity.	4.67	Very Much	5
Helped developed my ability to plan my own work.	3.92	Much	9
Improved my skills in written communication.	3.66	Much	14
Developed my initiative.	3.69	Much	13
Developed my oral communication skills.	3.54	Much	15
Developed my time management skills.	3.12	Moderate	16
Sharpened my analytical skills	4.87	Very Much	1
Stimulated my enthusiasm for further learning.	4.31	Much	7
Developed my problem-solving skills.	4.75	Very Much	4
Developed my computer skills.	3.88	Much	11
Helped me make informed judgment.	3.81	Much	12
Developed knowledge and skills applicable to a career.	3.91	Much	10
Composite Mean	4.16	Much	

Legend: 1.00 – 1.49 Very Little, 2.00 – 2.49 Little, 3.00 – 3.49 Moderate, 3.50 – 4.49 Much, 4.50 – 5.00 Very Much

Table 8 shows that the statement, *sharpened analytical skills* got the highest weighted mean of 4.87 which is interpreted as *very much* and the statement with the lowest mean is *developed time management skills* that a mean of 3.12 and interpreted as *moderate*. According to Brook (2016), some of the important matters connected with work-based learning provisions is the impression that unintentional, unceremonious, and even “tacit” information may be efficiently replicated upon and measured; that knowledge contracts play a significant part in work-based learning preparations and do not unavoidably limit or oblige what is educated or how knowledge is established, and that objects deliver the connection among information and effort.

The researcher believe that skills and learnings are crucial in preparing for and getting a job. It should be balanced and performed well to assess the ability to work in a team and be provided with the best knowledge as regards the program that an individual specialized in.

CONCLUSION AND RECOMMENDATION

Based on the results of the study, the researcher has drawn conclusions from the data gathered—the graduates of BSITTM and AITTM *agree* that the course content they have taken is extensive and relevant to the job in general.

Analytical skill is one of the factors appreciated by graduates that can contribute to their holistic learning experience. As regards this, skills and learnings are crucial in finding a specific job. It should be balanced and well performed.

There are employed graduates from batch 2013-2017, as what the result shows, it means that there are many job placements and opportunities that are available to Tourism Management graduates, for tourism graduates established their brands first as practitioners in the industry. In the assessment of the program, on-

the-job trainings and practicum is sufficient to prepare students with hands-on experiences connected to the occupation in which most graduates were employed in which is along their fields of specialization and majority of them found their first job in a span of six months after graduation.

Therefore, it was noted that most of the tourism management graduates employed themselves along their fields of specialization because of the work-related knowledge and trainings they have acquired from the institution itself as worldwide tourism revenues continue to grow. Graduates of ITTM are passionate in pursuing their field of specialization by means of the dedication they implied at their workplace which tends to have a better outcome as graduates continue their paths. Also, as the primary engine of growth for the nation's economy; graduates employed themselves in line with the industry for tourism industry is a vital, dynamic, and an evolving industry. This study can be beneficial in knowing the relevance of the knowledge and skills graduates acquired from the institution as regards their current jobs. This study also concludes that the institution's-imposed curriculum is flexible in line with practicums and immersions which help ensure producing globally competitive graduates.

The researcher recommends that the institution and administration continue to develop the course content so that it will be relevant to graduates' future jobs and also, it could help future graduates of International Travel and Tourism Management to have an idea on what career paths they will take.

Meanwhile, the researcher recommend that the institution and administration continue to help and develop students' teamwork abilities. The researcher also recommends to have a training facility for ITTM students like for future flight attendants so that the institution will have their own training ground for students who want to become future flight attendants. The researcher also recommends that the institution and administration improve their equipment and facilities so students can easily develop their skills and train themselves as future tourism professionals.

Based on the achievement status of graduates which shows a very low percentage of graduates who are promoted to supervisory and managerial levels, sent abroad for training, assigned as trainer, and given an award, the researcher recommends that graduates should engage themselves in participating in trainings, seminars or conference, and advance learning for them to be updated in the latest developments of the industry. The researcher also recommends that the institution and administration should prepare and join conferences nearby to also serve as a good career opportunity to further develop their competencies to be able to reach success.

The researcher would also like to recommend to future researchers of the study to consider a larger population, to include the remaining batches of CITHM graduates, and to consider how gender affects the results on learning experiences, employment status, and achievements and how the industry will be essential to the success of an individual and become one of the aspiring tourism professionals in the next generation.

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