

A Tracer Study of Bachelor of Science in Nursing Graduates at National University

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Abstract: This tracer study aimed to evaluate the employability of Bachelor of Science in Nursing graduates at National University. This descriptive design study involved the graduates from academic year (AY) 2007 up to 2018. Most of the information was provided by the Alumni Affairs Office and the Registrar's Office. The total population sampling was utilized. The total number of graduates from AY 2007 to 2018 is 349. However, only 85 graduates participated. The tool utilized was validated and underwent reliability testing which obtained a reliability coefficient of 0.95. The tool sent to the graduates through email and Facebook Messenger. The results showed that there were few graduates who completed higher academic degrees: one point two percent currently taking Doctor of Medicine; one point two percent completed the Master of Arts in Nursing and Master of Science in Nursing degrees. Meanwhile, one point two percent obtained a Master of Business Administration degree; one point two percent had taken foreign licensure examinations for nurses. Meanwhile, thirty-two point nine percent were employed as hospital Staff Nurse; twenty-seven percent took almost a year to get a job after graduation; forty-seven percent accept their current job because of its relatedness to the nursing profession. It is concluded that there may be many challenges in finding jobs for nurses, still the graduates managed to land a job related to nursing. It is recommended that other methods and strategies should be employed to increase the response rate in the survey. The continuity of a graduate tracer study would be implemented.

Keywords: *Tracer study; BSN program; employability; National University- Manila*

I. INTRODUCTION

The National University- College of Allied Health- Department of Nursing was established in 2003. Since it opened, the university continuously produces nurses who are service committed professionals who will fill the demand for local and global nursing care. The faculty of nursing together with the dean prepared the students to become globally- competitive nurses and to respond to the emerging needs and changes in the field of nursing by instituting to them the university's vision, mission, core values and program outcomes to achieve the much needed competencies of the students. All these aspects are important in developing holistically prepared nurses in which are ready to render quality care and compassionate service to people. Graduate students are equipped with the latest trends and procedures in nursing. The faculty always updates themselves by attending various seminars, trainings and research conferences related to nursing trends and issues. This is one the best ways of providing quality nursing education to the students since there is always a constant changing and updates in the nursing academe.

Graduates tracer study maintains the curriculum's relevance, provides benefits to the graduate through marketability of the educational programs. Since there is an increasing competition among other graduates, it is imperative for the graduates to develop competence in their own field of specialization to acquire employment (Schomburg, 2011). The graduates of higher education institution must show the world that getting a job in the hospital and any other healthcare facilities is not a serious problem. Nowadays, competition among registered nurses is so stiff because of the over population of the professional nurses plus given the fact that some hospitals are not hiring nurses instead, they are providing volunteer jobs for nurses to lessen the workload of the employed nurses in the hospital. With this sudden turn of events in the nursing job only few got employed. Hence, hospitals are looking for a qualified individual who is competent in terms of knowledge, skills and attitude.

The faculty prepared the graduates with all required competencies to land a job in the different settings of health care such as, in the hospital, health centers' and companies. Thus, the graduates can able to contribute to the nation's health care services. The National University- Department of Nursing is serious in its aims of producing globally- competitive BSN graduates, hence this study. The graduate tracer study determined the employability of BSN graduates from 2007 up to 2018. Specifically, the graduate tracer study sought to unveil the employment data of the graduates and to determine who among of them are practicing the nursing profession. Moreover, the tracer study was also conducted to maintain the ties of the graduates to their alma mater. The graduate tracer study was used to locate the graduates of Bachelor of Science in Nursing and to create a database about the graduates' updated information. Chang and Daly (2008) stated that tracer studies help the higher education institution to establish information

and to strengthen the connection of the graduates to their alma mater. Furthermore, the study was geared towards initiation of decision making with regards to curriculum enhancement and regulating document efficiency on the profile of an institution.

The graduate tracer study was designed to investigate the employability of the graduates from the whole population of the University, who graduated from batch 2007 up to 2018 under the Bachelor of Science in Nursing Program. Furthermore, it evaluates the quality of education and the capacity of the graduates to be employed, how do they prepare in job- seeking, the time the graduates have waited before getting employed and the relatedness of their current job to the course they took in college. It is the responsibility of the higher education institution to systematically obtain information and to know their whereabouts. De Guzman & De Costa (2008) urged the higher education institution to develop a graduate tracer study as a tool to develop institutional policies on how to prepare the graduates in the demands of the workplace. Lastly, the graduate tracer study should be a parameter to support the graduates in the job search and be able to acquire a job aligned to their bachelor's degree.

1.1 Graduate Employability

Employability was defined as the set of skills, knowledge and personal attributes that place an individual person to be fixed and become outstanding employee in their profession for their own benefit, in their workplace, to the community and to the economy (Moreland, 2006). The understanding to employability have widened in the recent years. Nowadays, employability focuses mostly on technical skills and attributes mandatory for the graduates for them to be considered as work- ready (Rowe, 2017). However, for nursing graduates, in order for them to secure a job, a graduate must be well- equipped with all the competencies expected for them and be able to contribute to the work force of the company. The real battle for nursing graduates begins after graduation as they prepare for the nurse licensure examination. The waiting period lasted for about four (4) months to determine whether they successfully passed the board examination or not. The 4 months includes the review session that usually took for almost two months and the remaining two months is the waiting time for the release of the examination result. The waiting time for the nurse licensure examination varies depending on the volume of the examinees. The nurse licensure examination is the major requirement to become a staff nurse in the hospital and be able to practice the nursing profession. Moreover, BSN graduates' competencies are also a major factor for employment.

The professional nurse is the one who is capable of providing safe, humane, quality and holistic care to individuals in varying age, gender and health illness status whether healthy or at risk families, population groups and community. A professional nurse is also the one who is responsible for the promotion of health, prevention of illness, restores and alleviates

suffering and be able to provide end of life care to a death client (Commission on Higher Education, 2017). Given all these competencies of a graduate nurse and the volume of the graduates every year, still nursing professionals cannot get a job in the hospital. In late 2000's hospitals limit the hiring of nurses and took over the advantage of accepting nurse trainees. This brought problems to the nursing profession because some nurse trainees are paying in exchange of hospital experience for about 3 to 6 months and there is no guarantee that trainees will be hired as a staff nurse after the training. The issue has been resolved by prohibiting the nurse trainee program in some hospitals.

To mitigate the impact of huge unemployment of nursing graduates, other companies are hiring nurses to their workforce. One of the major sectors that employ nursing graduates is the business process outsourcing (BPO) industry, which has seen exponential expansion since mid-1990s. The availability of manpower with clinical nursing background turned into an opportunity for overseas healthcare industry to look to the Philippines for medical information outsourcing and homecare call center this can be attributed to the fact that nursing graduates are not just for nursing fields but can work as well even in other firms.

1.2 The Role of Higher Education in the Employability of the Nursing Graduates

Competition amongst nursing graduates is getting tight, so the higher institutions should have plans on how to help nursing graduates to get a job possibly in the hospital or any health-related firms. Higher education institutions (HEIs) should make its way to ensure the employability of its graduates related to their degree.

1.2.1 Review of the Nursing Course Curriculum and Curriculum Revisions

The role of higher education institution has been given emphasis in enabling the employability of the graduate internationally, with the rising employment opportunities of the graduates it became an important measure to the value of education offered by the university (Rowe, 2017). One of which, is the university's policies in curriculum review and revision. Curriculum must be revised to modify and meet the current competencies expected for the students, as well as to provide new direction as to where the students should be after the completion of the course. The revision of the curriculum includes proper alignment of the aims, objectives, course contents, learning outcomes and assessment strategies to the institution's vision, mission and goals. There are various approaches in revising the curriculum; the higher institution may add important courses which could help to improve the competencies of the students, or deleting the obsolete courses, organizing the current curriculum into a better structure (Ramasubramaniam, 2015). Nursing curriculum is a clinical approach in nature, the integration of evidence- based concepts leads to the attainment of

the required professional outcomes. The Commission on Higher Education (2017) for BSN Programs mandates the higher education institutions to design curricula suited to their own contexts and missions provided that they can demonstrate the same leads to the attainment of nursing outcomes, albeit by different route, provided the curriculum delivery facilitates the attainment of the program outcomes.

1.2.2 Development of Industry Partners

The aim of the nursing education is to develop nursing professionals who are competent in delivering safe and effective nursing care. To achieve this outcome of the higher institution, the nursing curriculum must be aligned to the clinical program to ensure that graduates are achieving the expected competencies and are equipped to meet the challenges of complex and dynamic healthcare delivery system. It is vital to nursing education to enhance the clinical programs as it is one of the integral parts of the nursing curriculum and establish a framework for connecting the theory – practice gap. However, there was conflict between theory and practice. It was seen to some of the nursing graduates who possess poor competencies upon entering the nursing profession. Similarly, training institution was also complaining of poor clinical performances. Therefore, the roles of the nursing educators must clearly emphasize the alignment of theoretical and clinical aspects of nursing and should not be ignored (Bvumbwe, 2016).

The National University- Department of Nursing is serious in terms of creating a work relationship from its industry partners. Currently, the university has both government and private hospitals and community partners where the students are having their clinical duties. One of which is the Makati Medical Center, a private and one of the high- caliber hospitals in the country. Five (5) graduates of National University from batch 2018 are now staff nurses assigned at the intensive care unit, medical and surgical unit and obstetrics and gynecology unit. The East Avenue Medical Center is the base hospital of the National University- Department of Nursing also had a strong partnership not only in clinical duties but in research as well. Some of the NU nursing graduates are now staff nurses in this hospital. Another is the Hospital of Infant Jesus where some of the nursing graduates were also hired in this hospital. The partnership of National University to its affiliated hospitals contributes to the employability of the nursing graduates.

1.2.3 Conceptualizing Graduate Employability Attributes

Every university has its different description of graduates' attributes. Different terminologies may be used such as generic attributes, employability skills, key competencies, core skills and underpinning skills whatever terminologies it may be, it all referred to graduates' attributes (Tempone, Kavanagh, Segal & Hancock, 2012). It has increasingly gained attention in different educational literature (Barrie, 2004). It is necessary for the students to acquire the much needed knowledge, skills and attitude and can use these

domains as preparation for employment (Boud, 2001). The graduate attributes reflect the ideal characteristics of the students after the completion of their bachelor's degree in their respective higher education institution. All three domains must reflect to the student's character and competently uphold to the employers those characteristics and be able to put it into practice. Hager (2006) stated that it would be best for the graduates if the higher education institution imparts a mix of knowledge, skills and attitude rather than focusing on one or two domains. Yet, Costa & Kallick (2000) stated that, if any one of the three domains (knowledge, skills an attitude) have missed or was not able to project, one may not be able to possess the lifelong learning instilled for them by their respective higher education institution.

1.3 Challenges arises in Nursing Education

Quality nursing education is the utmost concern of the higher education offering nursing programs. This task relies on competent faculty members and dean who are at the forefront of nursing academe. Nursing educators are expected to impart quality nursing education both in theory and skills to instil the much needed competencies expected for the students. In addition, they are also expected to manifest advanced practice role (Bvumbwe, 2016). Furthermore, the deans of schools of nursing should provide recognition for all the hardships and hard work of the faculty members for sharing their expertise and the act of motivation inside the classroom (Bvumbwe, 2016). Apart from the qualified faculty, curriculum enhancement is essential to nursing academe as it guides all the educators to elevate the standards of nursing education. In the study of Fawaz, Hamdan-Mansour & Tassi (2018) she elaborated that nursing education aims to develop nurses who are capable of providing safe and quality nursing care that can be able to adapt the evolving conditions of the profession. Moreover, a nurse educator must consider that all learning experiences which include the theories and skills must be received by the students through multiple channels and the students must have access to it in most possible times.

The use advance technology in the nursing classroom should also be implemented since students nowadays are well- equipped in all forms of technology. In the nursing skills laboratory, nursing institutions should invest in high fidelity simulations to elevate the skills and competency of the students. It was found out that High- Fidelity Simulation was useful in improving the clinical judgement and skills of the nursing students (Lapkin, Fernandez, Levett-Jones & Bellchambers, 2010). Furthermore, this clinical teaching methodology was proven to enhance clinical reasoning and critical thinking abilities of the student in delivering safe and effective nursing interventions (Bussard, 2015). The higher education institution offering nursing programs should produce both professional and competent nursing graduates to enable them to face multifarious yet international demands of the nursing profession (De Guzman & De Costa, 2008). Meanwhile, implementation of the Outcomes- Based Education in higher education was

of a huge shift to the nursing education. According to De Guzman, Edano & Umayan (2014) Outcome-based education is currently the main thrust of Philippine education today and was implemented by all the nursing institutions. The new OBE curriculum was built in the form of competency-based standards and outcomes- based quality.

The study aims to find out if the graduates of NU- BSN College of Nursing are successful with the career they had chosen. Specifically, this study answers the following questions.

1. What is the demographic profile of the respondents in terms of the following:
 - a. gender
 - b. civil status
 - c. year of graduation
2. What is the educational attainment of the respondents in terms of the following:
 - a. last school attended by NU-BSN graduates
 - b. BSN graduates last post graduate degree held
 - c. major in graduate studies in nursing
 - d. NU-BSN graduates professional examination passed
 - e. NU- BSN graduates year taken the Philippine Nurse Licensure
3. What is the employment profile of the respondents in terms of the following:
 - a. waiting time before getting the job
 - b. method used to find job
 - c. employment status
 - d. NU-BSN graduates present position
 - e. months/ years employed
 - f. reasons for accepting the job
 - g. nature of industry
 - h. current salary of the respondent

2. METHODOLOGY

A quantitative descriptive design was utilized in the study. The researcher considered all the graduates of National University- Department of Nursing since it opened on 2003. Most of the information was provided by the alumni office and registrar's office became the sampling frames to trace the graduates'. Many of the graduates' addresses had been changed overtime making the records unreliable and difficult to trace. To address this concern, the questionnaires were sent to the graduates through email, snail mail, Facebook, messenger and other means of delivery. Another means is by administration of the survey tool to the graduates who visited the school for a purpose. The graduates were informed of the actual study data gathering

through a letter attached to the questionnaire and was assured about confidentiality. The National University had produced 349 graduates for the past 16 years of operation. Total population sampling was utilized since the study included all the graduates from A.Y. 2007 up to 2018. However, only 85 graduates participated in the study. The samples were selected based on the following criteria.

Inclusion Criteria

1. Graduates of National University- College of Allied Health- Department of Nursing from A.Y. 2007 up to 2018.

Exclusion Criteria

1. Graduates who did not participated in the study

2.1 Instrument

A research questionnaire was utilized specifically for this research. The questionnaire consists of three parts. Part I provide the profile of the respondents in terms of: gender, civil status and year of Graduation. Part II consist of: last school attended by NU-BSN Graduates, BSN graduates last post graduate degree held, major in graduate studies in nursing, professional examination passed, graduates year taken the PNLE. Part III consist of: the graduate's waiting time before getting job, method used to find job, employment status, graduates present position, months/ years employed, reasons for accepting the job, nature of the industry, current salary of the graduates. The content and validity of the questionnaires was done by experts. The instrument was tested for its test – retest reliability and pilot testing was performed on the selected group of graduates. Reliability coefficient of 0.95 was obtained.

2.2 Data Gathering Procedure

Data gathering involved the administration of the survey questionnaire to the graduates. Firstly, the researcher requested for the lists of nursing graduates to the National University- Alumni Affairs and registrar's office. Secondly, electronic email which contains the consent and brief explanation of the objective of the study was sent to the nursing graduates. After the nursing graduates responded to the email, another email was sent to them which contain the survey questionnaire. The participants of the study sent back the accomplished survey questionnaire. Confidentiality of the information was strictly implemented during the data gathering period.

2.2 Data Analysis

The data gathered underwent descriptive analysis such as percentile and frequency distribution.

3. RESULTS AND DISCUSSION

Table 1 shows the summary of the frequency and percentage distribution of National University BSN graduates' in terms of gender. It revealed that more than half of the respondents were female 51 (60%), while 34 (40%) were male respondents. It is based on the notion that female nurses represent the big fraction of the nursing workforce. Muslim, Parpio, & Zeb (2017) stated that nursing profession was established by women and greatly project a feminine image by its nature and of its concept of caring to sick people for centuries are nurturing and caring. In contrast to male characteristics of power, aggression and authority.

Table 1
The Demographic Profile of Graduates in terms of Gender

<i>Gender</i>	<i>Frequency</i>	<i>Percentage (%)</i>
Male	34	40
Female	51	60
Total	85	100%

Table 2 presents the frequency and percentage distribution of National University BSN graduates in terms of civil status. The table showed that majority of the respondents were single with a frequency of 77(90.5%). Meanwhile, 8 (9.5%) respondents were married. Based on the trend, it is imperative that most BSN graduates are at the peak of establishing their career in nursing or other related field. However, it was noted that health workers' civil status has significant effect on the job satisfaction and the level of stress (Olatunji, Mokuolo, & Bolade, 2014). On the other hand, this can be observed from the societal belief that once an individual has reached the stage of independence and is economically stable, an individual should get married. Furthermore, a married individual may seek emotional support from a partner after a day of exhausted work, which may not be available to a non- married individual (Olatunji, Mokuolo, & Bolade, 2014). Meanwhile, there was a study on the psychological well- being of single ladies by Omolayo and Mokuolu (2014) which revealed that being single has a significant effect on the well- being of the ladies. The study also found out that female health workers were reported of significantly higher level of job stress than male health workers. On the other aspect it was reported that men were more satisfied than women health workers.

Table 2
The Demographic Profile of Graduates in terms of Civil Status

<i>Civil Status</i>	<i>Frequency</i>	<i>Percentage (%)</i>
Single	77	90.5
Married	8	9.5
Total	85	100%

Table 3 shows the respondents' year of graduation at National University. The university have produced 349 nursing graduates since 2007. The data revealed that majority of the graduates were from batch 2016 with 14 (16.4%). They comprise the largest number of graduates. It was followed by 12 (14.11%) BSN graduates from batch 2007 and 9 (10.5%) graduates from batch 2018. The Department of Nursing was started in 2003 and the first batch graduate was in 2007. The population of the nursing graduates was not that higher especially in the recent years.

Table 3
The Demographic Profile of Graduates in terms of Year of Graduation

<i>Year Graduated</i>	<i>Number of Graduates</i>	<i>Frequency</i>	<i>Percentage (%)</i>
2007	70	12	14.11
2008	37	8	9.4
2009	10	7	8.2
2010	71	4	4.7
2011	29	6	7.1
2012	33	5	5.88
2013	30	7	8.23
2014	18	5	5.88
2015	18	7	8.23
2016	20	14	16.4
2017	11	1	1.2
2018	2	9	10.5
Total	349	85	100%

Table 4 presents the frequency and percentage of the graduate's in terms of the last school attended. The data showed that 81 (95.29%) respondents attended at National University. While the 1 (1.2%) of the BSN graduates obtained their Master's Degree in Our Lady of Fatima, Philippine School of Business and Administration, University of the Philippines and University of La Salle.

Table 4
Education attainment in terms of Last School Attended by NU-BSN graduates

<i>School Attended</i>	<i>Frequency</i>	<i>Percentage (%)</i>
National University	81	95.29
Our Lady of Fatima University	1	1.2
Philippine School of Business and Administration	1	1.2
University of the Philippines	1	1.2
University of La Salle	1	1.2
Total	85	100%

Table 5 shows the graduate's degree held. The data revealed that 53 (62.3%) of the NU-BSN graduates did not pursue graduate studies. However, it is noteworthy to mention that 3 respondents obtained Master's Degree namely: Master of Science in Nursing, Master of Arts in Nursing and Master of Business Administration. Whereas, 1 (1.2%) is currently taking Doctor of Medicine Degree. While majority of graduates did not pursue post graduate studies in nursing still there is a potential value of Master's level study for nurses because postgraduate nursing degree program could be helpful to develop advanced nursing practice skills. According to Williamson, Twelvetree, Thompson, and Beaver (2012) having master's degree would assume a responsibility for leading clinical practice, ensuring compassionate and competent care. Furthermore, A study by Ellis and Nolan (2005) suggest that the graduate school degree can also have an acceptable impact on nurses' knowledge, skills and attitude and in the development of assertiveness skills.

Table 5
Education Attainment in terms of last Post Graduate Degree held

<i>Post Graduate Degree</i>	<i>Frequency</i>	<i>Percentage (%)</i>
Doctor of Medicine (MD)	1	1.2
Master of Science in Nursing (MSN)	1	1.2
Master of Arts in Nursing (MAN)	1	1.2
Master of Business Administration (MBA)	1	1.2
Did not pursue graduate degree	53	62.3
Not Applicable	28	32.9
Total	85	100%

Table 6 displays the frequency and percentage of the graduates' according to their major in graduate studies in nursing. The table showed that majority of the graduates did not acquire any graduate degrees 83 (97.6%). 1 (1.2%) specialized in Nursing Administration and Medical- Surgical Nursing. Master's degree is one of the pre-requisites for nurses who intend to specialise an area in nursing. It also builds a strong culture of research and specialty those who intend to pursue in teaching. In the clinical setting, Clark and Casey (2015) stated that nurses are called upon to take full responsibilities in leading organizational initiatives to focus on uplifting the quality, safety and efficiency of health care system. Master's degree in nursing has been viewed as an important tool for establishing confidence, building competence and strengthening the clinical credibility of the nurses (Gerrish, McManus, & Ashworth, 2013).

Table 6
Education attainment in terms of Major in Graduate Studies in Nursing

<i>Post Graduate Degree (Major)</i>	<i>Frequency</i>	<i>Percentage (%)</i>
Nursing Administration	1	1.2
Medical/ Surgical Nursing	1	1.2
None	83	97.6
Total	85	100%

Table 7 displays the frequency and percentage based on graduates' professional examination passed. It showed that 63 (74.1%) of the graduates had taken the Philippine Nurses Licensure Examinations (PNLE) and were now registered nurses. The PNLE is one of the pre-requisites of BSN graduates to legally practice nursing profession in the country. However, still, 21 (24.7%) have not yet taken the board examination while the rest have not successfully passed the licensure exams. It remarkable that 1 NU-BSN graduate successfully hurdled the licensure examination for nurses in the United States. It also shows that majority of NU- BSN graduates are now registered nurses practicing the profession in different hospitals. In the study "Determinants of Performance of Nursing Graduates in Licensure Examination" it was found out that nursing graduates with superior pre-admission profile and performance in the nursing program are most likely to pass the NLE. Considering that academic performance is the best predictor in passing the NLE (Banua, 2017).

Table 7
Education Attainment in terms of Professional Examination Passed

<i>Professional Examination Passed</i>	<i>Frequency</i>	<i>Percentage (%)</i>
Nurse Licensure Examination (NLE)	63	74.1
NCLEX	1	1.2
Underboard	21	24.7
Total	85	100%

Table 8 tabulates the frequency and percentage of NU-BSN graduates who took the Philippine Nurse Licensure Examinations (PNLE). The table revealed that 9(10.5%) of the graduates took the PNLE last June 2007 and June 2018. This was followed with 6 (7.1%) graduates who took examination in May 2015 and June 2016. The rest of the graduates took the PNLE during the periods between December 2007 to November 2017. National University has produced its first graduates in 2007. In the same year was also the first batch of graduates who took the nurse licensure examination and every year the list of additional registered nurses form National University were increasing. The university consistently managed to have 100% passing rate in PNLE since 2015.

Table 8
NU- BSN Graduates year taken the Philippine Nurse Licensure Examinations

<i>Year Taken</i>	<i>Frequency</i>	<i>Percentage (%)</i>
June 2007	9	10.5
December 2007	1	1.2
November 2008	1	1.2
November 2009	1	1.2
December 2010	1	1.2
June 2011	1	1.2
December 2011	1	1.2
June 2012	1	1.2
June 2013	3	3.5
November 2014	4	4.7
May 2015	6	7.1
June 2016	6	7.1
June 2017	4	4.7
June 2018	9	10.5
Underboard	21	24.9
Did not answer	16	18.8
Total	85	100%

Table 9 exhibits the frequency and percentage of NU-BSN graduates based on waiting time before getting a job. It is remarkable that majority of the graduates took a year to get the job (23, 27%). This was followed by those graduates' who took 2 months in getting a job (6, 7.1%). Only few of the graduates had less than a year waiting time to get the job. Majority of the graduates got job a year after the graduation, this is because most of the graduates prepared for the nurse licensure examination. Review sessions lasted for about 2 months and the long waiting time for the release of the results of the board examination was also the reason for the year long waiting time of the graduates to get a job. The graduates' average waiting time to get job after graduation is 2 months.

Table 9
Employment Profile in terms of Waiting Time to Get Job after Graduation

<i>Month/ Year</i>	<i>Frequency</i>	<i>Percentage (%)</i>
1 Month	2	2.3
2 Months	6	7.1
3 Months	3	3.5
5 Months	2	2.3
6 Months	3	3.5
8 Months	2	2.3
9 Months	2	2.3
10 Months	1	1.2
11 Months	1	1.2
1 Year	23	27
2 Year	5	5.8
Not employed/ did not answer	35	41.2
Total	85	100%

Table 10 shows the frequency and percentage distribution for methods used by BSN graduates in finding a job. It is remarkable that 35 (41.2%) of the graduates found their job through walk-in application. Only 6 (7.1%) sorted to online application. It can therefore be deduced that walk-in application is still the most used method in looking for a job.

Table 10
Employment Profile in terms of Method Used to Find Job

<i>Methods</i>	<i>Frequency</i>	<i>Percentage (%)</i>
Walk- In	35	41.2
Online Application	6	7.1
Recommended by Someone	24	28.2
Not Applicable	20	23.5
Total	85	100%

Table 11 illustrates the frequency and percentage distribution of graduates according to employment status. The results revealed that majority of the graduates are working in a regular stint with 41 respondents (48.2%) because majority of the graduates were working for more than a year from now. Only 2 (2.3%) are working on a casual basis. In the study of Palomeno, Perez, Pesigan & Piamonte (2014) “An Assessment on Educational Experience, Employment, and Achievements of Nursing Graduates of LPU-St. Cabrini College of Allied Medicine: A Tracer Study.” The results revealed that most of the graduates are regular on their job. Furthermore, it was found out in the study of Mohammed, Hoque, & Mamun (2014) that competitive salary, job security, challenging work and rewarding working environment were the most important motivational factors for the regular employee.

Table 11
Employment Profile in terms of Employment Status

<i>Employment Status</i>	<i>Frequency</i>	<i>Percentage (%)</i>
Casual	2	2.3
Contractual	14	16.4
Regular	41	48.2
Not Applicable	28	32.9
Total	85	100%

Table 12 presents the frequency and percentage distribution of the graduates according to present job position. Not surprisingly, although there is a current freeze hiring in hospitals, still, 28 (32.9%) of the graduates were able to manage to work as a staff nurse in hospitals. The rest of are employed as public health nurse, emergency responder, industrial relations officer, records custodian, medical abstractor, technical support specialist, US army, sales associates and cardiac sonographer. The result was similar with the Davao Doctors College Tracer Study of Bachelor of Science in Nursing wherein most of the graduates were employed as staff nurses in different public and government hospitals (Pia, Matunding, & Salvador, 2014).

Table 12
Employment Profile in terms of Graduates Present Position

<i>Rank/ Position</i>	<i>Frequency</i>	<i>Percentage (%)</i>
Staff Nurse	28	32.9
Private Duty Nurse	2	2.3
Public Health Nurse	1	1.2
Customer Service Representative	5	5.8
Company Nurse	5	5.8
Office Staff	3	3.5
US Army	1	1.2
Emergency Responder	1	1.2
Industrial Relations Officer	1	1.2
Nurse Supervisor	2	2.3
Records Custodian	1	1.2
Medical Abstractor	1	1.2
Manager	2	2.3
Technical Support Specialist	1	1.2
Sales Associates	1	1.2
Cardiac Sonographer	1	1.2
Not Applicable	29	34.1
Total	85	100%

Table 13 illustrates the frequency and percentage distribution of the graduates' in terms of months/ years employed in their current job. The table revealed majority 15 (17.6%) of the graduates are currently working in their present job for 2 and 3 years. Seven (8.2%) respondents have 1 year working duration in the present job. The rest of the graduates are new to their job.

Table 13
Employment Profile in terms of Months/ Years Employed

Months/ Years	Frequency	Percentage (%)
Employed		
1 Month	2	2.3
3 Months	6	7.1
6 Months	4	4.7
8 Months	1	1.2
11 Months	1	1.2
1 Year	7	8.2
2 Years	15	17.6
3 Years	15	17.6
Not Applicable	34	40
Total	85	100%

Table 14 shows the frequency and percentage distribution of the graduates in terms of reason for accepting present job. It is notable that 40 (47%) of the graduates accepted the present job because its relatedness to the nursing profession. 11 (12.9%) found the job challenging while only 31 (36.4%) response was seen due to compensation and benefits received from their company.

Table 14
Employment Profile in terms of Reasons for Accepting the Job

Reason for accepting the job	Frequency	Percentage (%)
Related to Nursing Profession	40	47
Career Challenge	11	12.9
Salary and Benefits	3	3.5
Not Applicable	31	36.4
Total	85	100%

Table 15 displays the frequency and percentage distribution of graduates in terms of the nature of industry. It shows that majority of the graduates were currently employed in hospital (31.7%) whether it is public or private. Five (5.8%) respondents were employed at government institution. The rest are sparingly and gainfully employed in other industry as shown in the table.

Table 15
Employment Profile in terms of Nature of Industry

Nature of Industry	Frequency	Percentage (%)
Hospital	27	31.7
Home Health Care	3	3.5
Government Institution	5	5.8
Clinic	6	7.1
School	2	2.3
US Army	1	1.2
Clothing Line	1	1.2
BPO	5	5.8
Hotel	1	1.1
HMO Company	2	2.3
Diagnostic Clinic	2	2.3
Healthcare Company	1	1.2
Store	1	1.2
Sales Industry	1	1.2
Restaurant	1	1.2
Not Applicable	26	30.5
Total	85	100%

Table 16 shows the summary of the frequency and percentage distribution of the graduates' current salary. It appeared that 30 respondents (35.2%) are receiving a monthly income salary between 11,000 to 15,000 pesos. Meanwhile, 13 (18.2%) have compensation of 16,000 to 20,000 pesos. 3 (3.5%) of the graduates chose to hold their salary confidential. The average income of the graduates is 8,500 pesos.

Table 16
Employment Profile in terms of Current Salary of the Respondents

<i>Salary</i>	<i>Frequency</i>	<i>Percentage (%)</i>
5,000 to 10,000	2	2.3
11,000 to 15,000	30	35.2
16,000 to 20,000	13	18.2
21,000 to 25,000	2	2.3
26,000 to 30,000	2	2.3
Confidential	3	3.5
Not Applicable	33	38.8
Total	85	100%

4. CONCLUSION

This tracer study aimed to determine the distribution of BSN graduates at National University since 2007 in terms of employment and current engagement in further studies. A total of 85 BSN graduates at National University were surveyed. Majority of the respondents were female. Most of them were working as regular employee for almost two years in their present job. Twenty-eight are working as a staff nurse while the rest were employed in other related jobs like private duty nurse, company nurse and customer service representative in business processing and outsourcing services. The graduates took almost a year to get employed. Three has a master's degree in nursing and business administration and one is currently pursuing medicine course. The graduate tracer study will be conducted every year to completely locate the graduates and determine their employability.

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