Graduating Students' Readiness: A Skills Inventory

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Abstract: **The study looked into graduating students' readiness a skills inventory. The study utilized descriptive correlation methods of research. Studies result the students have difficulties in conflict management; they want more career path development. Students admitted that they want to have more development for their career path; students rated ability to receive training and ready to learn. The Intellectual aspect among the Graduating students being the lowest in the survey for the reasons that they don't have idea things happen in the corporate world, and they have fear and doubt to their knowledge that they earned in school in handling duties and responsibilities in the real corporate world and will never be an alarming result considering that the study is geared towards the positive relationship of the graduating students with the society, as they are prepared and equipped by the school. In contrast, reflected as the highest, is an outlook in life telling us that the graduating students are ready to get involve with the society and they have their outlooks in life that after their graduation they can get a job and they earn. While leadership, conscience, achievements, physical, punctuality, emotional warmth, personal relation, and communication, quality and quantity of work, which are considered important elements or variables for work harmoniously follows.**

Keywords: **graduating students' readiness, skills inventory, Studies result, students, school.**

1. INTRODUCTION

Preparing the students to the world of work and help students adapt themselves to a changing business world. Help students develop interpersonal skills needed to achieve their personal and career goals; ability to meet deadlines and respond promptly to needs of clients; assertiveness firmness combined with empathy; ability to multi-task; attitude to little details with in outside environments; ability to receive training and be ready to learn; good understanding of basic issues within the industry; competitive job market; loyalty; professionalism.

In a new survey commissioned by Bentley University, 58% of respondents, including business decision makers, recruiters, and students, gave recent college graduates a letter grade of "C" or lower on their preparedness for their first jobs. Nearly two-thirds of respondents viewed the lack of preparedness among a "real problem." Sixty-four percent of corporate respondents remarked that the lack of preparation of new hires harms the productivity of their day-to-day business, while 74% said the lack of preparedness has an impact on the economic challenges facing today. Many graduates are misinformed about the requirements of a career until they have already failed in their first jobs. We can help by opening the curtain while students still have several years left of school. Some students are pushed into an area of study or career based on external factors like parental encouragement or marketability

Intellectual acquired positive connotations of social prestige derived from him or her possessing intellect and superior intelligence, especially when the intellectual's activities in the public sphere exerted positive consequences upon the common good, by means of moral responsibility, altruism, and solidarity, in effort to elevate the intellectual understanding of the public at large, without resorting to the manipulations of populism, paternalism, and condescension. The intellectual is a specific variety of the intelligent, which unlike the general property, is strictly associated with reason and thinking.

Positive reinforcement occurs when a positive stimulus is presented in response to a behavior, increasing the likelihood of that behavior in the future. Leadership is a matter of intelligence, trustworthiness, humaneness, courage, and discipline. Reliance on intelligence alone results in rebelliousness. Conscience is an aptitude, faculty, intuition or judgment that assists in distinguishing right from wrong. Punctuality is the characteristic of being able to complete a required task or

fulfill an obligation before or at a previously designated time. Personal Relationship a relation between people relationship often used where relation would serve as in the relationship between inflation and unemployment for human relation or state of bonding. Conflict management is something that companies and managers need to deal with. Conflict significantly affects employee morale, turnover, and litigation, which affects the prosperity of a company, either constructively or destructively. Interpersonal skills are the skills that they practiced and developed to communicate well with other, skills in one degree or other. It is a process of subconscious as we learn social skills, listening skills, assertive, emotional intelligence, verbal skills, personal effectiveness, cross culture communication and we learn how to react people to what we say and do. Professionalism conduct, aims, or qualities that characterize or mark a profession or professional person the following of a profession for gain or livelihood, a high level of professionalism is expected when working with clients, highly respected for her professionalism. Loyalty is faithfulness it is strictly interpersonal and only other human beings can be the object of loyalty.

Multitasking is the apparent performance by an individual of handling more than one task at the same time. The term is derived from computer multitasking. Multitasking can result in time wasted due to human context switching and apparently causing more errors due to insufficient attention.

2. THEORETICAL FRAMEWORK

This study is anchored on the theory of Campus to Corporate Developing a Professional Image by **Russ Howard** that states the transition of students from college to a corporate environment requires a big adjustment for many graduates. Expectations and responsibilities in the workplace are very different than those in school. There are social norms that many graduates are completely unaware of and adjusting to a professional environment can be extremely challenging. Recent graduates need to be prepared for the changes and ready to adapt in order to thrive in the professional world. Mr. Kojo Adjabeng also states that excellence is achievable if one pursues his or her passion. He spoke extensively on how best fresh graduates could prepare themselves to face the corporate world. He talk with the fact that a poor relationship with God while on campus amounts to emptiness, notwithstanding whatever else the person may achieve, he introduced that life belongs to people who are determined and resolute and believe in the future of their dreams. A fresh graduate is a like a product that is undergoing processing, so when they fulfill their first assignment; packaging and selling themselves as a product, then they can sell anything at all, he added that to be able to sell themselves requires that they get to know themselves very well, so the first point they talked about was "self assessment". He emphasized the need for one to know his own personality as a vital key in determining which career one can excel in. In addition, Mr. Adjabeng said that one needs to know his personal abilities to enhance opportunity recognition.

3. METHODOLOGY

The study utilize the descriptive methods of research, making use of information gathered from Instructors/Professors handle graduating, and all graduating students in the College of Business and Accountancy, as basis to their social preparedness to the corporate world. The respondents of this study will be the various majors of the College to mention, Entrepreneurial Management, Tourism, Hotel and Restaurant Management, Marketing Management, Management Information System, Accountancy, and Accounting Technology

4. RESULTS AND DISCUSSION

Table 1: Social Preparedness among Graduating Students

Students Assessment on Social Preparedness among Graduating		
Conflict management	3.34	Satisfactory
Good Interpersonal Skills	3.68	Very Satisfactory
Ability to meet deadlines and response promptly	3.97	Very Satisfactory
Assertiveness, fairness combined with empathy	3.64	Very Satisfactory
Ability to multi-task	3.62	Very Satisfactory
Attitude to details with in outside environment	3.67	Very Satisfactory
Ability to receive training and ready to learn	4.23	Very Satisfactory
Good understanding of basic issues within the industry	3.79	Very Satisfactory
Loyalty	4.16	Very Satisfactory
Professionalism	3.79	Very Satisfactory
MEAN	3.789	Very Satisfactory

Table showed that the lowest weighted value obtained was 3.34 as which is conflict management among Graduating students. They emphasize that in their level conflict management quite difficult to handle, as they feel to experience the real situations in the workplace as conflict management is the process of limiting the negative aspects of while increasing the positive aspects of conflict. The aim of conflict is to enhance learning and group outcomes, including effectiveness or performance in organizational setting. Properly managed conflict can improve group outcomes (Alpert, et. Al 2005,). Students also admitted that they want to have more development for their career path that's why graduating students has a highest weighted obtained in ability to receive training and ready to learn has 4.23. In developing of career among graduating students they need to have good interpersonal skills, their ability to meet deadlines and respond promptly , the assertiveness, firmness combined with empathy, their ability to multi-task, their attitude to details with in outside environments, their good understanding of basic issues within the industry, their loyalty to the organization they work and most important thing is their professionalism when they join to the corporate world they want to learn more and they want to prove themselves that they have their potentials that can show to them companies in achieving corporate goal.

Table 2: Ability and Productivity of Graduating Students

Students Assessment on Ability and Productivity of Graduating		
Intellectual	2.54	Bright
Leadership	2.71	Average Achiever
Conscience	3.18	Somewhat law abiding
Achievements	2.80	Performing Satisfactorily
Physical	3.33	Somewhat Physically Active
Punctuality	3.21	Somewhat Punctual
Emotional Warmth	3.35	Somewhat lively and pleasant
Personal Relation	3.36	Somewhat accommodating
Communication	3.18	Somewhat eloquent and assertive
Outlooks in Life	3.46	Very Ambitious
Quality / Quantity of Work	3.02	Very Little Supervision

The Intellectual aspect among Graduating students being the lowest in the survey which is 2.54 for the reasons that they don't have idea things happen in the corporate world, and they have fear and doubt to their knowledge that they earned in school in handling duties and responsibilities in the real corporate world and will never be an alarming result considering that the study is geared towards the positive relationship of the graduating students with the society, as they are prepared and equipped by the school. In contrast, reflected as the highest, is an outlook in life with 3.46, telling us that the graduating students are ready to get involve with the society and they have their outlooks in life that after their graduation they can get a job and they earn. While leadership, conscience, achievements, physical, punctuality, emotional warmth, personal relation, and communication, outlooks in life, quality and quantity of work, which are considered important elements or variables for work harmoniously follows.

Table 3: Social Preparedness among Graduating Students

Faculty Assessment on Social Preparedness among Graduating Students		
Conflict management	3.75	Very Satisfactory
Good Interpersonal Skills	3.75	Very Satisfactory
Ability to meet deadlines and response promptly	3.25	Satisfactory
Assertiveness, fairness combined with empathy	3.125	Satisfactory
Ability to multi-task	2.385	Poor
Attitude to details with in outside environment	3	Satisfactory
Ability to receive training and ready to learn	4.13	Very Satisfactory
Good understanding of basic issues within the industry	3.5	Very Satisfactory
Loyalty	4.13	Very Satisfactory
Professionalism	4	Very Satisfactory
MEAN	3.502	Very Satisfactory

As parents would feel inhibitions towards their children, teachers would be hesitant to send off their students to actual practice in the real corporate world, in which the results in the ability to multi-task turned out to be the lowest in rate of 2.385 since the students are experience difficulties in handling responsibilities in their life as mostly be dependent to their parents. However, the senior students assured the teachers elasticity and readiness towards the society, which make the ability to receive training and ready to learn and loyalty aspects showed higher results which the students need to develop their competencies beyond school learning's. With the ability to receive trainings the conflict management, good

interpersonal skills, ability to meet deadlines and respond promptly assertiveness, firmness combined with empathy, attitude to details with in outside environments, good understanding of basic issues within the industry, and professionalism will eventually follow.

Table 4: Ability and Productivity of Graduating Students

Faculty Assessment on Ability and Productivity of Graduating Students		
Intellectual	2.5	Average, adequately informed
Leadership	2.63	Average Achiever
Conscience	3	Somewhat law abiding
Achievements	2.63	Performing Satisfactorily
Physical	3.25	Somewhat Physically Active
Punctuality	3.25	Somewhat Punctual
Emotional Warmth	2.88	Occasionally Pleasant with little enthusiast
Personal Relation	3.25	Somewhat Accommodating
Communication	2.75	Somewhat eloquent / assertive
Outlooks in Life	3.38	Somewhat Ambitious
Quality / Quantity of Work	2.5	Perform Satisfactorily

The graduating students at this point are not dealing much with the intellectual aspect and the quantity and quality of work which is 2.5, simple because the mentality of students would be their effort is already enough base on their satisfactions but towards the satisfactions of others won't be enough, they are perceived by the teachers as ready for actual work in the corporate world based on their outlooks in life which is 3.38 since the students experience difficulties in their studies. Along with the outlooks in life come leadership, conscience, achievements, physical, punctuality, emotional warmth, personal relation, and communication, which important aspects would give the teachers confidence to send the students to corporate world

5. CONCLUSION

Base on the data gathered from the students and faculty the social preparedness among graduating students they have lowest weighted value obtained on conflict management that has 3.34 but it doesn't mean that the graduating are not capable in managing conflict because at their level of expertise they don't have an idea what's going on in the real corporate world but on the other hand they are willing to undergo training where the students are rate themselves the highest score on ability to train and ready to learn who has 4.23 weighted score. On the other side the students and faculty rate the lowest on intellectual aspect of the ability and productivity among students since the faculty and students their basis on rating what they earned during their quizzes and other scholastic activities but on the corporate world there is no examinations and other test to measure their competencies but only the promptness in their duties.

6. RECOMMENDATION

For Instructors to be aware of the pressing social issues, in a way to fully endow to students methods and techniques on how to survive in the corporate world. Both Instructors and Students must develop hand in hand strategies to strengthen corporate social responsibilities and its dissemination to the community, so that the community in response shall be cooperative with the purposes of any venture or business organization.

For students to become full-fledged leaders, obtaining knowledge of the act of leading, a kind of leadership that is actually doing and not merely supervising.

Both Instructors and Students must possess positive drive for motivation towards career objectives and future plans through personal encouragement, confidence, and constructive criticism.

Rest assured graduates from the University are expected to be socially aware and advocates for common good of the society.

REFERENCES

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