

Employers' Feedback: Work Performance of Bachelor of Science in Biology Graduates 2019-2023

Asnar L. Aloro¹, Glaiza Calubiran², Julie Ann P. Bagasbas³, Maria Xenialyn M. Buloan⁴,
Gaud Homer Y. Gesmundo⁵, and Grace-Stella Paulette A. Suarez⁶

¹College Instructor, ^{2,3,4,5,6}College Faculty

College of Arts and Sciences, Laguna State Polytechnic University – San Pablo City Campus, San Pablo City Laguna

Abstract— Laguna State Polytechnic University-San Pablo's Bachelor of Science in Biology programs aim to provide students with a thorough understanding of biological concepts, laboratory techniques, and critical thinking skills. Therefore, regular employer feedback is conducted to understand employers' feedback that will assist in shaping curriculum development and internship opportunities which will enhance the employability and success of future graduates. This study examines employers' observations about biology graduates' job performance to bridge the gap between academic preparation and industry expectations. Ethical standards were strictly followed throughout the study, including obtaining informed consent from participants, maintaining confidentiality of responses, and ensuring anonymity of data.

The study utilized a quantitative survey research design, with questionnaires used to gather data from respondents. Statistical package for social sciences (SPSS) was used for analyzing the data, involving frequency, percentage distribution, means, and t-tests. Results indicated a significant difference between employers' satisfaction levels regarding career progression and advancement opportunities, and the emerging trends in the biological sciences industry. This indicates that employers' satisfaction with career mobility and promotion opportunities does not align with their perceptions of new market trends. The study recommends the development of targeted training programs, fostering strong collaboration between the college and employers to provide a clear career advancement plan, and obtaining information on recent graduates' workplace performance to refine the curriculum.

Keywords— Employers' Feedback, Work Performance, Bachelor of Science in Biology, satisfaction; career advancement opportunities.

INTRODUCTION

In today's job market competition, the demand for experienced professionals in biology is increasing. Employers want to hire graduates who not only have a strong academic background but also demonstrate practical skills needed in the workplace. This research investigates the input from employers on the job performance of graduates with a Bachelor of Science in Biology.

The Bachelor of Science in Biology programs of Laguna State Polytechnic University-San Pablo are designed to provide students with a broad comprehension of biological principles, laboratory methods, and critical thinking abilities. Nevertheless, employers evaluate the conversion of academic knowledge into practical skills that are pertinent to industry requirements as a critical factor. Employers' feedback is regularly conducted to make sure

the program provides graduates with the competencies needed to find gainful work. This feedback identifies areas that may need further improvement and offers valuable information on how graduates prepared for the workforce. The feedback they provide is an invaluable reference for assessing the curriculum's efficacy and relevance (Sannadan, et al 2016).

This study aims to close the gap between academic training and industry expectations by exploring employers' views on the work performance of biology graduates. Comprehending feedback from employers can shape curriculum development, and internship opportunities, ultimately improving the employability and success of upcoming graduates.

This research contributes to aligning higher education outcomes with workforce requirements, emphasizing the significance of ongoing communication between universities and the industry. By conducting this study, stakeholders can work together to make sure that graduates with a Bachelor of Science in Biology are ready and able to succeed in the current ever-changing job market.

OBJECTIVES

The primary objectives of this study are:

1. To determine the level of satisfaction among employers with the work performance of Bachelor of Science in Biology graduates in various professional settings.
2. To evaluate employees' work performance based on their role in the workplace.
3. To explore employers' perspectives on the career progression and advancement opportunities for Bachelor of Science in Biology graduates within their organizations or fields.
4. To identify emerging trends in the biological sciences industry that may impact the skills and knowledge expected from Bachelor of Science in Biology graduates.

METHODOLOGY

This study was used to identify the target population of employers who have hired Bachelor of Science in Biology graduates of Laguna State Polytechnic University-San Pablo in the years 2018-2023 and utilized purposive sampling in selecting employers who have direct experience working with Bachelor of Science in Biology graduates. This could involve reaching out to HR departments, industry associations, and alumni contacts. According to Nyimbili et al (2024), purposive sampling is a method that is utilized to sample target specific qualities, which is the rationale behind the researcher's utilization of this technique to collect samples. Thus, utilizing this sampling technique in the study is appropriate to purposefully select a sample representative with the required characteristics.

The researcher developed and used a structured questionnaire with closed-ended (quantitative) questions with a 0.88 Cronbach's alpha. Quantitative questions were used to rate performance on specific skills to elaborate on their experiences and observations to gather comprehensive feedback. The researchers also analyzed survey responses using statistical methods to derive numerical insights into employers' satisfaction levels, perceived preparedness, and skill proficiency of Bachelor of Science in Biology graduates. Ethical standards were observed

throughout the study, including informed consent from participants, confidentiality of responses, and anonymity of data.

RESULTS AND DISCUSSIONS

This section aims to elucidate the implications of the results and their significance on employers' feedback on the work performance of Bachelor of Science in Biology employed graduates.

Table 1. Employers' Level of Satisfaction

Statement	Mean	SD	Verbal Interpretation
My employee...			
1. Shows proficiency in technical skills relevant to their role (laboratory, data analysis).	4.45	0.50	Excellent
2. Demonstrates problem-solving and critical thinking skills.	4.59	0.49	Excellent
3. Exerts efforts to work in teams and collaborates with colleagues.	4.73	0.45	Excellent
4. Consistently completes his tasks and meets his deadlines.	4.73	0.45	Excellent
5. Demonstrates adaptability to new situations and takes initiative.	4.59	0.49	Excellent
Overall Mean	4.62	0.38	Excellent

Legend: 4.21 – 5.00 Excellent; 3.41 – 4.20 Very Satisfactory; 2.61 – 3.40 Satisfactory;

1.81 – 2.60 Needs improvement; 1.00 – 1.80 Poor

Results showed that employers displayed a high level of satisfaction with an overall mean of 4.62. This suggests that BS Biology graduates are exceptional in the workplace. It also demonstrates that they are well-versed in workplace decorum and etiquette and have actual, hands-on experience in the working world. Estacio and Manuel (2021) found that employers are satisfied with the job performance of Bulacan State University graduates based on grooming, attendance, and punctuality, work quality, dependability, and reliability, communication skills, judgment, and decision-making, initiative, and flexibility, cooperation, and teamwork, and judgment, and decision-making. Konstantin et al (2020) noted the importance of practical skills and further suggest that theoretically structured knowledge on its own is not sufficient to fulfill the demands of the employers. In this sense, some companies work to raise graduates' proficiency in particular training areas in order to supply themselves with competent employees.

Table 2. Employers' Feedback on Employees' Work Performance

Statement	Mean	SD	Verbal Interpretation
My employee demonstrates...			
1. Knowledge of industry-specific concepts, trends, and practices.	4.55	0.50	Highly observed
2. Ability to analyze problems and propose solutions.	4.73	0.45	Highly observed
3. Comprehensive written and verbal communication skills in conveying information and ideas.	4.68	0.47	Highly observed
4. Flexibility to changes and new challenges in the work environment.	4.64	0.57	Highly observed



5. Professionalism in terms of behavior, work ethics, and attitude towards their responsibilities.	4.82	0.39	Highly observed
Overall Mean	4.68	0.40	Highly observed

Legend: 4.21 – 5.00 Highly observed; 3.41 – 4.20 Observed; 2.61 – 3.40 Somewhat observed; 1.81 – 2.60 Slightly observed; 1.00 – 1.80 Not observed

Professionalism (4.82), ability to analyze problems and propose solutions (4.73), comprehensive written and verbal communication skills (4.68), flexibility to changes and new challenges in the work environment (4.64), and knowledge of industry-specific concepts, trends, and practices (4.55) were highly observed among the graduates. This simply means that Biology graduates provide exceptional service by exhibiting commitment to their field, being aware of the duties and responsibilities associated with it, and appreciating the significance of the organization's objective to carry out particular activities and meet predetermined targets. These graduates are distinguished by their value of going above and beyond to show their genuine devotion to their work and the company to which they are employed. Results are similar with the study of Gaite et al (2022) which suggests a relationship between graduates' overall ranking and their work performance. Employers have found that they do exceptionally well in terms of dedication at work. Their remarkable task execution is attributed to their credibility, teamwork, and proficiency.

Table 3. Perspectives on Career Progression and Advancement Opportunities

Statement	Mean	SD	Verbal Interpretation
My employee...			
1. Performs his tasks effectively and efficiently in the organization.	4.55	0.50	Strongly agree
2. Contributes positively to the organization's goals and objectives.	4.64	0.48	Strongly agree
3. Possesses potentials in progressing into higher level positions within the organization.	4.41	0.58	Strongly agree
4. Possesses advanced knowledge and experience in their field of specialization.	4.32	0.70	Strongly agree
5. Has the skills, qualifications and experience of Bachelor of Science in Biology graduates to advance in his career pathways.	4.41	0.58	Strongly agree
Overall Mean	4.46	0.48	Strongly agree

Legend: 4.21 – 5.00 Strongly Agree; 3.41 – 4.20 Agree; 2.61 – 3.40 Neutral; 1.81 – 2.60 Disagree; 1.00 – 1.80 Strongly Disagree

Employers strongly agree that Biology graduates contribute positively to the organization's goals and objectives (4.64), perform tasks effectively and efficiently in the organization (4.55), possess potentials, skills, qualifications, and experience (4.41), and have advanced knowledge and experience in their field of specialization. This suggests that the graduates are determined to work towards the achievement of the company's goals and objectives. Not only did many of them stay with the organization, but they were also successful in achieving the company's objectives. This success, however, is said to be a result of young graduates applying their knowledge, skills, and experiences acquired in their places of work. According to Gaite et al. (2022), employers thought highly of the graduates for their ability to execute tasks with passion, take on leadership roles in a variety of activities



voluntarily and with a distinct sense of duty and dependability, participate in decision-making and the implementation of the organization's activities, and provide the necessary support for the organization's well-being and service-oriented to others. Employers are highly satisfied with the performance of College of Arts and Sciences graduates. The graduates are punctual, highly attentive, and highly participatory. Additionally, the graduates were professionals, kind, and dependable individuals (Maratas 2018).

Table 4. Emerging Trends in the Biological Sciences Industry

Statement	Mean	SD	Verbal Interpretation
The Bachelor of Science in Biology graduates...			
1. Are influenced by the up-to-date developments in biological science industry.	4.14	0.55	Agree
2. Are capable to adapt with the advancement of laboratory machines in the landscape of biological science research.	4.05	0.56	Agree
3. Are knowledgeable on the new regulatory requirements and ethical considerations in the biological science industry.	4.41	0.65	Strongly Agree
4. Foresee a growing demand for interdisciplinary knowledge within the industry (bioinformatics, biotechnology and the likes).	4.09	0.60	Agree
5. Consider their future career prospect within the biological science industry.	4.23	0.67	Strongly Agree
Overall Mean	4.18	0.51	Agree

Legend: 4.21 – 5.00 Strongly agree; 3.41 – 4.20 Agree; 2.61 – 3.40 Neutral; 1.81 – 2.60 Disagree; 1.00 – 1.80 Strongly disagree

The results indicate that graduates are highly aware and well-informed of the most recent legal requirements, ethical issues, and emerging trends in the biological science sector. Their awareness and being well-informed will help them to become ready and competitive members of society, as well as adapt quickly to the new technology used in their workplace. They also consider their possible workforce and the potential job market within the biological sciences sector, anticipating positions, functions, and promotions that may exist and can possibly be attained by them when mapping out their careers in this area. Castro et al. (2016) findings indicate that the nature of the graduate improves by using precise management to make ethically sound judgments, guidelines, and procedures for making responsible use of workplace resources.

Table 5. Test of Difference to Employers' Level of Satisfaction

		t	df	p
Employers' Level of Satisfaction	- Employees Work Performance	-1.32	21	0.20
	- Perspectives on Career Progression and Advancement Opportunities	2.63	21	0.02
	- Emerging Trends in the Biological Sciences Industry	4.57	21	0.01

Legend: p < 0.05 Significant; p > 0.05 Not significant

The table shows a significant difference between employers' level of satisfaction with perspectives on career progression and advancement opportunities, and emerging trends in the biological sciences industry. This indicates that employers' satisfaction regarding career mobility and promotion opportunities does not align with



their perceptions of new market trends. This could mean that while they may be content (or dissatisfied) with one aspect, the views or expectations on the other aspect are very different. Nawai (2021) found that companies expect graduates to have a variety of broader skills and qualities, such as critical thinking, leadership, cooperation, communication, as well as being intelligent, autonomous, and having problem-solving abilities.

On the other hand, it also shows no significant difference in employers' satisfaction levels regarding employees' work performance. The statement suggests that employers are equally satisfied when evaluating employees' work performance. In other words, since all types of workers are similar in terms of satisfying their employers, we can conclude that there is agreement or homogeneity in employers' satisfaction levels with their employees' performance. They also mentioned that there were no differences in satisfaction levels among groups regarding this aspect. These results align with Aquino's (2018) study, which found no significant difference in the work performance rates of all employed graduates.

CONCLUSION

1. Employers displayed a high level of satisfaction with the work performance of Bachelor of Science in Biology graduates in various professional settings.
2. Biology graduates provide exceptional service by exhibiting commitment to their field, being aware of the duties and responsibilities, and appreciating the significance of the organization's objectives to carry out particular activities and meet predetermined targets.
3. Employers strongly agree that the graduates are determined to work towards the achievement of the company's goals and objectives. Not only did many of them stay with the organization, but they were also successful in achieving the company's objectives.
4. Biology graduates are thinking about their possible workforce and the potential job market within the biological sciences sector.

RECOMMENDATIONS

1. The college may develop targeted training programs that will provide information on services to assist students in honing their skills to meet or even exceed the company's expectations.
2. Strong collaboration and partnership between the college and companies will provide clear career advancement plans and professional development packages that guarantee valued graduates stay with the company by demonstrating commitment.
3. Establish a continued feedback mechanism between the academic institution and employers to obtain information on the performance of recent graduates in the workplace. Utilize these suggestions to keep refining the curriculum, instruction, and approaches to better meet employers' expectations.

REFERENCES

- [1] Castro, Evelyn & Prenda, Maria Theresa & Dolot, Joselito & Laguador, Jake & Dotong, Conrado. (2016). Employers' Feedback on the Job Performance of Computer Engineering Graduates in an Asian Academic Institution. *Asia Pacific Journal of Education, Arts and Sciences*. 3. 55-61.



- [2] Dalagan, Jr., S. (2022). Employers' Feedback on Davao Oriental State College of Science and Technology (DOSCST) Professional School Graduates in their Workplace. *Davao Research Journal*, 13(2), 44-51. <https://doi.org/10.59120/drj.v13i2.89>
- [3] Estacio, Dennis & Manuel, Jane. (2021). Employer's Level of Satisfaction on the Job Performance of Bachelor of Science In Architecture Graduates in Bulacan State University. *International Journal of Engineering Technology Research & Management*. Vol-4 Issues 04, April -2020 ISSN: 2456-9348
- [4] Gaite, F.G., Arroyo, R.A., Lim, P., Vergara, P.E. & Doria, J.A. (2022). Employer's Feedback on Job Performance of Hotel and Restaurant Management Graduates. *International Journal of Academe and Industry Research*, Volume 3 Issue 4, pp. 129 - 144. DOI: <https://doi.org/10.53378/352944>
- [5] Konstantin, Pleshkov & Irina, Leonteva & Alena, Trukova. (2020). Study of the Level of Employers' Satisfaction with the Quality of Training in Universities. 10.2991/aebmr.k.200324.145.
- [6] Layaoen, Mediah Perle. (2024). Employers' Feedback on the Expectations and Performance of BSBA Marketing Management Graduates of Mariano Marcos State University: A Gap Analysis. *International Journal of Multidisciplinary Research and Analysis*. 07. 10.47191/ijmra/v7-i03-25.
- [7] Maratas, Ed Neil, Employer'S Feedback on College of Arts and Sciences Graduates: An Exploratory Study in JRMSU - Main Campus Dapitan City (September 1, 2018). Available at SSRN: <https://ssrn.com/abstract=3794980> or <http://dx.doi.org/10.2139/ssrn.3794980>
- [8] Nawai, N. (2021). Employers' Perceptions of the Employability Skills of Islamic Business Administration Graduates in Universiti Sains Islam Malaysia. *International Journal of Islamic Economics and Finance Research*, 4(1 July), 41 - 52. <https://doi.org/10.53840/ijiefer47>
- [9] Nyimbili, Friday & Nyimbili, Leah. (2024). Types of Purposive Sampling Techniques with Their Examples and Application in Qualitative Research Studies. *British Journal of Multidisciplinary and Advanced Studies*. 5. 90-99. 10.37745/bjmas.2022.0419.
- [10] Sannadan, J.G.M., Langay, P.L.D. and Guidangen, J.S. (2016) Feedback of Employers on the Performance of Ba-History Graduates of KASC. *International Journal of Advanced Research in Management and Social Sciences*