

## WORK PREFERENCES OF SENIOR BUSINESS STUDENTS OF COLLEGE OF BUSINESS AND ACCOUNTANCY

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### *Abstract*

*This study surveyed senior business students of the College of Business and Accountancy to determine their work preferences as well as the challenges that they might be facing with the chosen preference. Most of the respondents prefer work with a combination of office and field works. Almost all prefer to work on a regular hours, on full time basis. Most are willing to be relocated to find employment, and has an opportunity of extended travel. As to work rewards, sense of belongingness is of their top priority.*

*As a recommendation, they must have shown good traits and dedication to the job to become a full time regular employee. Training and awareness regarding entrepreneurship shall be part of the curriculum. Internship and on-the-job training continuously be part of the curriculum as they get a feel of the real life work experience.*

Keywords: *Work Preferences, Senior Business students*

### **1. Introduction**

Knowledge and skills are supposed to be gained in the university these are much needed in finding a decent job. In addition to the skills and knowledge and experience of students, the personal preferences about what business students want to do are critical in the job search. If they think about what kind of work they prefer before beginning the job search, they will have a better idea of which jobs to pursue. They will also be better prepared for interviews, filling out applications, and developing their resume. (Justia, 2014) Internship and On-the-job training where they get a real life experience on what-is like working in various industries and institutions will give them better views on what they really want and prefer to do after their graduation. On-the-job training is a form of training taking place in a normal working situation.

On-the-job training, sometimes called direct instruction, is one of the earliest forms of training (observational learning is probably the earliest). It is a one-on-one training located at the job site, where someone who knows how to do a task shows another how to perform it. In antiquity, the kind of work that people did was mainly unskilled or semiskilled work that did not require specialized knowledge. Parents or other community members, who knew how to do a job necessary for survival, passed their knowledge on to the children through direct instruction. (Wikipedia, 2009)

When they begin to search for jobs and companies, they have to refer back to their preferences to ensure that their work preferences are consistent with job descriptions.

Career planning applies the concepts of Strategic planning and Marketing to taking charge of one's professional future. Career is an ongoing process and so it needs to be assessed on continuous basis. It is important to come up with your career plan as it gives the much needed direction and makes it clear to see their future. It makes them aware of their strength and weaknesses and the skills and knowledge that are required to achieve goals in future

A large proportion of life is spent in achieving career goals, thus it is very important to make sure that right steps were taken and correct planning was done in the early years of life. There are very few lucky ones who are born with a clear

mind and who knows what they want to do and where they see themselves in life ahead. But majority of are not sure what they want from life and so it is very important to plan out things. Thus career planning is what gives career and in some way of life, true meaning and purpose. (Wikipedia, 2009)

This study shall focus on the work preferences of senior business students of College of business and accountancy of Tarlac State University. The results of the study shall be an input to curriculum enhancement of the various program offerings in the College of Business and Accountancy of Tarlac State University and the PESO or Public Employment Service Office on the possible assistance of the business graduates in finding their preferred employment.

## **OBJECTIVES**

### General Objective:

The study aimed to describe work preferences of the senior business students in the College of Business and Accountancy.

### Specific Objectives:

Specifically, the study sought answers to the following:

1. What are the work preferences of the senior business students in the College of business and accountancy along the ff:
  - 1.1 Working Conditions;
  - 1.2 Physical demands;
  - 1.3 Working Hours;
  - 1.4 Geographic Location;
  - 1.5 Travel;
  - 1.6 Work Rewards;
  - 1.7 Opportunity for training and further education;
  - 1.8 Work environment;
  - 1.9 Level of Responsibility;
  - 1.10 Organization type;
2. What are the challenges that they may be facing on their work preferences?

## **2. Methodology**

The descriptive survey method was employed in the research. A questionnaire was adopted and modified from Jobseekers and career planning of Sasknetwork that which served as the main source of data. Unstructured interview was conducted to see the real views of the senior business students. From the total senior students taking up Bachelor of Science in Accountancy and BSBA Major in Financial Management, a total of 130 were chosen as sample from the total population. The data gathered was tabulated and analyzed using simple frequencies and percentages.

## **3. Results and Discussions**

As shown in table 1 below, most of the senior business students or 77% prefer to work with a combination of office and fieldwork. Employment that deals with both includes, dealing with customers, like marketing of goods and services.

**Table 1**  
**Working Conditions**

Working Conditions	Frequency	Percentage
Inside (office-work)	24	18%
Outside(field-work)	6	5%
Combination of both	100	77%
Total	130	100%

Auditing to clients can also be one the jobs with a combination of office and field works, also the bookkeeping of various clients like in the nature of works in Auditing and Accounting firms or other managerial services or even selling and marketing of goods and services.

**Table 2**  
**Physical Demands**

Physical demands	Frequency	Percentage
Sedentary work (sitting)	53	41%
Light Lifting (Up to 1kg)	61	47%
Moderate Lifting(Up to 20kg)	15	11%
Heavy Lifting	1	1%
Total	130	100%

In Table 2, forty seven percent (47%) prefer work with light lifting up to 10 kilograms but forty one percent (41%) of the respondents prefer sedentary work that includes office works like in banks, accounting and finance department of organization.

**Table 3**  
**Working Hours**

Working Hours	Frequency	Percentage
Regular 8 hours per day(40 hours/week)	117	90%
Irregular hours (shift work, extended hours, flex hours)	11	8%
Concentrated work weeks (work camps, constructions sites, fly-in camps)	2	2%
On-call hours	0	0
Total	130	100%

As presented in Table 3 above, as to their preferred working hours, almost all of the respondents prefer to work on a regular eight (8) hours per day or forty (40) hours per week with Saturdays and Sundays as rest day. Eight percent (8%) prefer the shift works or flexible hours. Two percent (2%) prefer work with concentrated work weeks like work camps and construction sites. The emergence of jobs on customer relations on call centers has been very popular nowadays. Workers of this type work on shifting hours or sometimes graveyard.

**Table 4**  
**Type of Work Arrangement**

Type of work arrangement	Frequency	Percentage
Full time-Regular employee	124	95%
Part time	0	0
Temporary	2	2%
Casual	4	3%
Seasonal	0	0
Total	130	100%

As to their work arrangement as shown in Table 4, ninety five percent (95%) of the senior business students prefer a job on a full time basis. Generally, most companies in the country give benefits to full time workers. With this in mind senior business students prefer full time to enjoy other benefits aside from the salaries.

**Table 5**  
**Geographic Location**

Relocation	YES	NO	Total
Would you relocate to take training or further education?	112	18	130
Percentage	86%	14%	100%
Would you relocate to find Employment?	111	19	130
Percentage	85%	15%	100%
Would you relocate to keep your job?	114	16	130
Percentage	88%	12%	100%
Would you relocate in order to accept promotion?	118	12	130
Percentage	91%	9%	100%
Work setting	Urban	Rural	Total

	Setting	Setting	
What setting would you prefer to live and work in?	113	17	130
Percentage	87%	13%	100%

As shown in Table 5, there are eighty six percent (86%) of the senior business students prefer to relocate and find employment outside Tarlac. On the other hand, fifteen percent (15%) would rather stay to find employment where cost of living will be lower and may enjoy the company of their loved ones and family. Relocation may entail higher cost of living for workers. But looking at the table, senior business students prefer to be relocated to other places. This will also be the same on having training and further education. Most of the senior students' respondents or 88% would also be willing to relocate in order to keep their job. Almost all of them or 91% are also willing to accept promotion and would want to be relocated at the same time. Most of them or eighty seven percent (87%) would prefer to be working in an urban setting. For a soon to be graduates, their idea of workplace is on a busy work setting that will be entirely different from what they have in the province.

**Table 6**  
**Travel**

Travel	Frequency	Percentage
None	2	1%
Local travel only	15	12%
Local and within province travel	20	15%
Extended travel (Abroad)	93	72%
Total	130	100%

Table 6 present their willingness to travel, most of the senior business students or seventy two percent (72%) prefer to work with opportunity of extended travel or travelling abroad. As soon to be young professionals, senior business students would like to travel very much as they would want to explore the different parts of the globe. Employment such as this, are the ones mostly coming from the big firms or multinational firms.

**Table 7**  
**Work Rewards**

Work rewards	Frequency	Percentage
Earn a high salary	32	25%
Do work which I enjoy	60	46%
Work in an environment where I belong and feel accepted	38	29%
Total	130	100%

Table 7 above shows, as to their work rewards, it is more important to the senior respondents to choose and prefer jobs that they enjoy or forty six percent (46%) of the respondents prefer jobs which they enjoy. While 38 % of the respondents find working in an environment where sense of belongingness and feel accepted is an important factor to them. The least important among the respondents is earning a high salary with (25%) of the respondents. While they are not yet in the working force these senior students find earning a high salary is a least important consideration to them.

Based on the Hierarchy of needs of Abraham Maslows, the third stage includes, love and belongingness needs - friendship, intimacy, affection and love, - from work group, family, friends, romantic relationships is true to the senior students. (McLeod, S. A.2007) This is highlighted to the needs of senior students, their needs of sense of belongingness is of primary importance to them. While as a student, their basic and physiological needs are being provided by their parents, the need for friendship, affection and love is their primary preference on work rewards. According to the hierarchy of needs of Maslows the first stage is the need for biological and physiological needs of man, the second is the need for safety and the third is the need for sense of belongingness. In the case of the respondents, since their basic needs are being provided by their parents the top work rewards to them is the self belongingness. As part of the Philippine culture, basically children become independent after getting a stable job. Generally during college they are still dependent on their parents.

As to the opportunity to look for further education as presented in Table 8 on the next page, almost all of them or ninety two percent (92%) seek jobs with room for further education. Among those who are willing to work and look for education, sixty percent (60%) are willing to take further education for less than one year. Since learning is indeed a continuous process, the respondents are aware that learning does not stop from college graduation.

Table 8  
Further Education

Further Education	Frequency	Percentage
Yes	120	92%
No	10	8%
Total	130	100%
If Yes, how long would you consider taking training before entering the workplace:		
Less than 1 year	73	60%
1-2 years	32	27%
2 to 4 years	13	11%
Longer than 4 years	2	2%
Total	120	100%

As presented in Table 9, next page, as to their work environment, ninety two percent (92%) senior business students prefer a job with little or no risk of physical danger. The level of pressure that they would want to handle are jobs with “some pressure” or with sixty five percent (65%) among senior business students. While thirty percent (30%) would prefer little or no pressure and there are five percent (5%) who prefer to handle extreme pressure. Majority of the senior students’ respondents are willing to work on extreme temperatures, 91% of the respondents will not be willing to work on strong smells, eighty five percent (85%) are not willing to work on extreme noise, eighty seven percent (72%) are not willing to work on an environment where these may be dust, pollen, grain dust and animal hair. Among the respondents, fifty percent (50%) prefer a calm and relaxed atmosphere and fifty percent (50%) prefer a job with an exciting and busy setting.

**Table 9**  
**Work Environment**

Work environment	Frequency	Percentage
Little or no risk of physical danger.	119	91%
Some risk of physical danger	10	8%
High risk of physical danger	1	1%
Total	130	100%
Level of Pressure/stress due to workload and deadlines	Frequency	Percentage
Little or no pressure	40	30%
Some pressure	84	65%
Extreme pressure	6	5%
Total	130	100%
Able to work in extreme temperatures (Cold, heat)	Frequency	Percentage
Yes	69	53%
No	61	47%
Total	130	100%
Able to work in strong smells	Frequency	Percentage
Yes	12	9%
No	118	91%
Total	130	100%
Able to work with extreme noise	Frequency	Percentage
Yes	19	15%
No	111	85%
Total	130	100%
Able to work where there may be dust, pollen, grain dust, animal hair in the work environment	Frequency	Percentage
Yes	17	13%
No	113	87%
Total	130	100%
Would you prefer to work in:	Frequency	Percentage
A calm, relaxed atmosphere	65	50%
An exciting, busy setting	65	50%
Total	130	100%

As to level of responsibility, as shown in Table 10, majority of the senior students or 60% prefer a job that “can plan work for and supervise other.” They prefer a job that may lead to be a manager and lead an organization. While there are 2% prefer a job that “do not have to plan work for or supervise others” or just a follower of instructions. On the other hand, there are 38% who prefer a work as part of a decision-making team or they prefer a job of a top management team in a large organization.

**Table 10**  
**Level of Responsibility**

Level of responsibility	Frequency	Percentage
Can plan work for and supervise others	78	60%
Do not have to plan work for or supervise others	2	2%
Work as part of a decision – making team	50	38%
Total	130	100%

As to organization type, most of the respondents or 79% opt to be part of a large organization. This is because in a large organization there is a great opportunity for a good career. The ladder for success is very promising and the opportunity for promotion is high. On the other hand, 16% would be willing to work in a small and private company. On self employment, there are only 7 or 5% would be willing to become an entrepreneur. Senior business students are conscious that starting a new business needs a lot of guts. Entering a new business will involve a great deal of risk on capital and competition is very stiff for a new entrant.

**Table 11**  
**Organization Type**

Organization type	Frequency	Percentage
A large organization	102	79%
A small, private company	21	16%
Self-employment	7	5%
Total	130	100%

#### 4. Conclusions and Recommendations

In light of the findings presented above the following conclusions are drawn:

Most of the respondents prefer work with a combination of office and field works. Most of the respondents prefer sedentary work and light lifting of up to 1 kg only. Almost all of the respondents would want to work on a regular hours per day (40 hours per week). Most of the respondents prefer on full time basis. On relocation, most of the respondents are willing to be relocated to find employment, training and are also willing to live in an urban setting. Majority of the senior business students want a job that has an opportunity of extended travel. As to work rewards, the least they prefer is earning a high salary, sense of belongingness is of their top priority. As to the opportunity to look for further education, almost all of them seek jobs with further education. Among those who are willing to work and look for education. Majority are willing to take further education for less than one year.

As to their work environment, ninety two percent (92%) senior business students prefer a job with little or no risk of physical danger. The level of pressure that they would want to handle are jobs with “some pressure” or with sixty five percent (65%) among senior business students. While thirty percent (30%) would prefer little or no pressure and there are five percent (5%) who prefer to handle extreme pressure. Majority of the senior students’ respondents are willing to work on extreme temperatures, 91% of the respondents will not be willing to work on strong smells, eighty five percent (85%) are not willing to work on extreme noise, eighty seven percent (72%) are not willing to work on an environment where these may be dust, pollen, grain dust and animal hair. Among the respondents, fifty percent (50%) prefer a calm and relaxed atmosphere and fifty percent (50%) prefer a job with an exciting and busy setting.



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On the basis of the above findings and conclusions the following recommendations are drawn by the researchers to address the challenges being met and encountered by the senior business students of College of business and accountancy:

1. Senior business students should be aware that working on shifting hours for call center agents can be a great venue for job search not only from a typical regular working hours. The emergence of jobs on customer relation nowadays or customer service relations is very popular. Workers of this type must be willing to work on irregular hours. Shifting works or extended hours are common to this type.
2. One must have under-go training and must show a good attitude towards work and co-workers before an employer hire on a full time-regular employee. Senior business students must have shown good traits and dedication to the job to become a full time regular employee and enjoy promotion and other fringe benefits.
3. Senior business students should be aware that traffic is rampant and cost of living in an urban setting is very high. They may have a good salary package but still they will end up short on their finances because of high cost of food and lodging in the city.
4. Senior business students should also be aware that basic needs are to be provided too as to their needs of sense of belongingness and affection during their job search. In the Philippine culture basic needs are generally provided by parents until such time they can be independent financially. Senior business students should be trained at an early age to be very independent and work rewards are very important to achieve financial independence.
5. Leadership training should be part of the training of senior business students as they prefer a job that can plan work for and supervise others and that they should have enough knowledge and training in making decisions.
6. Senior business students should be very much aware that finding a job after graduation is a very tough decision to take. They should be aware that entrepreneurship is not a bad idea. There are a lot of rooms for them to get financially independent. Training and awareness regarding entrepreneurship shall be part of the curriculum.
7. Internship and on-the-job training shall be continuously be part of the curriculum so they may get a feel of the real life work experience and this may help senior business students get a work preferred and that they can show their passion to it and exert their full potential.
8. Careful Career planning seminar shall be regularly conducted to the senior business students so they may be aware of what to get and expect from jobs on their ways after college.

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