

**GRADUATE EMPLOYABILITY AND WORK PERFORMANCE:
A TRACER STUDY FOR BACHELOR OF SECONDARY
EDUCATION MAJOR IN SCIENCE**

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ABSTRACT

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This study investigated the employability and work performance of Bachelor of Secondary Education (BSED) Science graduates from Davao del Sur State College (DSSC) from 2019-2021. A quantitative-descriptive design was employed, utilizing a structured survey questionnaire administered to 80 graduates and their employers. The study revealed that graduates possess high levels of employability skills, particularly in interpersonal skills, adaptability, communication, time management, and problem-solving. Employers also rated their work performance highly, especially in technical knowledge, meeting organizational expectations, and task execution. Notably, no significant differences were found in employability outcomes based on demographic factors, suggesting that skills and experience play a greater role in job success. Recommendations include enhancing problem-solving skills training, integrating workplace

simulations and leadership training to improve adaptability, and offering workshops and programs to strengthen time management skills. Future research may explore a wider scope by comparing graduates across different disciplines or institutions, conduct qualitative interviews with employers, and track graduates' career progress over time. The study also found that a significant portion of graduates were employed under contractual agreements, highlighting the need for more secure and stable employment opportunities. These findings suggest that employment success is more strongly influenced by skills and training than personal characteristics. In light of this, it is recommended that DSSC enhance critical-thinking activities, simulation-based learning, and industry linkages to further improve graduate preparedness. Moreover, a unified tracer study instrument is suggested for institutional use, while future research may explore teaching versus non-teaching roles for deeper alignment.

Keywords: employability, work performance, skills development, career readiness, education graduates

SDG's: 4 Quality Education, 8 Decent Work and Economic Growth