

The Professional Insights of Technical Vocational Workers and their Attitude towards Job: Basis for Skills Development Program for ASEAN Integration

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Abstract

The study investigated the professional insights of technical vocational workers in the Calabarzon region, Philippines. One hundred thirty-five (135) technical vocational workers who were employees from various industrial plants in the area were taken as respondents. Their professional insights were generally good considering their career beliefs, self-efficacy, and confidence in work but reasonably satisfied in their job regarding the salary scale, provision for health insurance, and sick leave policy. Married men found their professional insights better than single women. Exploratory multiple regression analysis addressed the necessity of skills training and its relevance in the industrial world. Regression coefficients showed that for each unit rise for the technical skills needed, equivalently there's also an improvement in their professional insights by two percent. In like manner, for every unit in the relevance of training, their professional insights would also increase by two percent. These findings elucidated the importance of skills development to enhance employees' capacities to work and widen their opportunities in the industrial world. This study concluded the provision for relevant technical training as part of human resource development to equip the workforce with the skills required in the labor market and the global industry.

Keyword(s): Professional Insights, Career Beliefs, Self-efficacy, Technical-Vocational workers, Work Environment.

Introduction

In the Philippine setting, technical vocational workers are trained by professional schools; these workers must pass the assessment conducted by Technical Education and Skills Development Authority (TESDA) the Philippine agency authorized to facilitate skills training and give certification for skills competency. TESDA has the authorization to deliver pertinent, available, cutting-edge, and expert technical abilities for the improvement and advancement of high-quality middle to advanced Filipino labor skills, ready to meet the needs of Philippine development objectives and priorities. Since the year 1994, TESDA had been producing competent technical vocational workers who were then referred and successfully got employed in different companies. Skills which were highly needed by industries were not all experimental by practice for it only requires the basic knowledge on some technicalities. This was the reason why the Technical Vocational Education and Training (TVET) had developed as one

of the first successful human resource advancement programs within the nation. (TESDA, 2014).

With the advent of ASEAN integration, it was anticipated that Philippine firms would embrace an intense rivalry with other ASEAN countries. This competitiveness would lift the bar for modernization, excellence, and efficiency, which would enable trades and industrial firms to level up. It is expected to affect the particular business interest of the member countries. To create jobs, boost business investments, and increase profit. The cooperation of the countries could lower the unit costs due to the access of cheaper raw materials; technology transfer and sharing would also lower prices of commodities; higher productivity, thru the easy access of human resources pooling. However, its major downside is to have supply chain disruption. As the Philippines seems to be not yet fully ready for the integration, due to having a low-skilled population and some banking systems that cannot yet compete with the rest of the member countries. (De Ramos, 2015). Eventually, these significant improvements could also have a cascading effect on professional insights of employees. Often, problems were caused by lack of education and relevant training. Other factors were lack of machine or process capabilities and material deficiencies. Since the emergence of TESDA's technical training, some of the workers had upgraded their qualifications while others had not improved their career as professional vocational workers which dictated the totality of their level of confidence in work and job satisfaction

This study contributed to the welfare of the skilled technical vocational workers since their professional insights would be assessed. By so doing, specific needs would be identified and be adequately addressed. Today's workplace is different, diverse, and continually changing. The Association of Southeast Asian Nations (ASEAN) has arranged to incorporate their markets to boost economic accomplishments, job formation, and profits. Thus, it would be essential for technical vocational workers to upgrade themselves through quality and relevant training to improve their skills towards global competitiveness which also called for the public and private institutions and training centers for offering advanced skills courses to meet the demand of the worldwide market.

Theoretical Framework

This research was anchored on the several theories which are directly related to the present study under investigation. These theories include Donald Super's career development theory (Super, as cited in Freeman, 1993), John Stacey Adam's equity theory (Adam, as cited in Moniz Jr., 2010), and Holland's theory of vocational choice (Holland, as cited in Sharif, 2017).

Adam's Equity theory explains why employee continually seeks for a fair balance among their inputs (skill level, hard work, tolerance, interest) and their outputs (income, benefits, recognition). Concurring to this hypothesis, finding these reasonable adjustments serves to guarantee a stable and beneficial relationship that is accomplished with the worker, with the overall result of being satisfied, spurred workers. It also supports the idea about that salary range and benefits alone don't define work prolongation or interest. It too explains why one individual advancement on salary-increase can have a demotivating effect on others.

Adam's Equity Theory (2014) further states that when people sensibly or treated well, they feel empathized; and when they are treated ridiculously, they are significantly slanted to opinions of disappointment. Personnel perceives to retain the value of their input to work and the results they achieved compared to others. The emphasis of the theory makes workers put a worth on equal treatment, which makes them persuaded in

the reasonableness that is kept up inside the similar reactions and behavior of their co-workers and the organization.

Employee recognition of rewards and efforts, work, and pay defines inputs and yields. Concerning information, the said theory defines the eminence and amount of workers' commitments to the job. Several data incorporate the specialized abilities of the worker, their time, exertion, dependability, responsibility, capacity, flexibility, adaptability, resilience, assurance, eagerness, support from bosses, co-workers, and colleagues. Outputs in Adam's Value Hypothesis (2014) are considered as both as positive and negative results that an employee sees as a part that has been caused by a result of communication with another employee. Outputs can also be both considerable and intangible. Several outcomes are work security, self-esteem, compensation, benefits, salutation, obligation, sense of accomplishment, appreciation, and praises.

In most cases, remuneration or salaries are the primary concern in employment and consequently, became the reason for inequity, A typical worker, would definitely like that has his/her efforts in his work performance are equable towards his/her salary. Further, Adam's theory also describes that if a worker feels being less paid, it will result in the sense of aggressiveness towards the company and perhaps to their co-workers as well, which may result in the worker being inefficient at his/her job anymore. The theory also clarifies why some individuals can sometimes be cheerful by their circumstance and sudden with no alterations to their current terms and working conditions, become unusually demotivated, in case they learn that a co-employee is experiencing a more reward-to-effort ratio.

Staunton (2015), stressed out John Holland's theory of career choice, which states that in picking a work path, individuals incline toward occupations where they can be with like-minded people. Most probably, look for situations that utilize their special abilities, capacities, express their demeanors, and values, whereas doing agreeable issues and roles. Also, the behavior is influenced by an interaction between identity and workplace. In this study, the career input and output of technical-vocational trainees can be assessed concerning their conditions in the workplace considering their employment status and job satisfaction based on their salary and fringe benefits.

According to this theory, most of the people have one of these six (6) personality types: Social, Enterprising, Realistic, Investigative, Conventional, and Artistic. The Realistic nature values practical things they see. They have outstanding abilities in using hand tools, operating electro-mechanical driven machines, and interpreting plans. The investigative nature likes to learn and solve difficulties; and views oneself as scientific, precise, and intellectual. The artistic quality wants to do imaginative activities and generally avoids highly ordered or repetitive movements; and sees self as expressive, authentic, and independent. The common type, on the other hand, help people by providing pertinent information. They generally avoid the use of machines, tools to achieve a goal. They put meaningful value in making a change between people and several social issues; and sees oneself as accommodating, inviting, and reliable. The ambitious sorts are those who like to influence people and to give things and concepts. They maintain a space from things that makes them care about their perceptions and also to become logical. They are great at driving individuals and offering things or thoughts. They value victory in legislative issues, administration, or trade; and see self as lively, yearning, and agreeable. The technical vocational workers may belong to any one of the six personality types that may somehow influence their performance in their workplace.

The objective of this research was to determine the professional insights of the technical vocational workers employed in selected industrial plants in the Calabarzon Region, 2015-2018. The research aimed to:

1. Determine the respondents' assessment of their professional insights considering their Career Beliefs; Self-Efficacy; Level of Confidence In Work; and Job Satisfaction
2. Determine if there is a significant difference in the respondents' professional insights when grouped according to their profile and work status
3. Determine if there is a significant impact on the work environment against the professional insights of technical vocational workers.

Literature Review

Professional Insights as operationally defined by the researcher, synonymously described as career condition that can be influenced by employees' career beliefs, self-efficacy, level of confidence, and job satisfaction. According to Roll & Arthur as cited in Sidiropoulou-Dimakakou et al. (2012), "Career Beliefs is defined as positive and as well as negative thoughts or assumptions people hold about themselves, occupations, and the career process" (p.1241). Career beliefs were also said to be the "Conglomerate of attitudes, opinions, convictions, and notion, which seem to cohere together to create mindset and beliefs that underlie people's orientation to the idea of a career"(Arulmani et al., 2003, p.193).

People's choices on their current employment environment impact their way of learning new aptitudes, defining work objectives, and choosing an appropriate move to further career advancement. As operationally defined in the study of Austin et al. (2003), "Career beliefs, could be interpreted as a distinctive phases of occupational decision building process in influencing one's goals". It can also lead to career choices in a certain way (Clarkson, 2003). The significant part investigates for career beliefs, eyes on adverse feelings that can outcome in the need of fulfilment in the specific choice, decreased self-worth and little certainty to one's capacity to require successful judgements (Santos, 2001).

Self-efficacy as a factor that influences career denotes to an individual's belief in his or her ability to execute behaviors essential to create particular performance achievements (Bandura, 1986). Self-efficacy is the ability to show certainty or the confidence to achieve one's ambitions. This cognitive self-assessment impact all way of human involvement, counting the objectives for which individuals thrive, the sum of vitality exhausted toward actual accomplishment. The study of Bakar et al. (2011) proved a significant difference between self-efficacy in occupational decision-making with the educational aspiration.

The study of Forster-Heinzer et al. (2016), depicted that the willingness of technical vocational workers to endure within his job also corresponds to the increases in his job satisfaction. An individual employee may accomplish more than what he expected. He can work and collaborate easily within his workmates and use his skills to achieve a task. If the worker is overall confident in his job, he can be more than willing to contribute to his team environment (Belcher, 2015). The study of Calmand et al. (2014) proved that vocational graduates had experienced lesser difficulties in finding a job in the labor market, especially when there is a difficult economic circumstance. On the contrary, the majority of them were not easily promoted in their job three years after graduation.

Objectives and Significance of the Study

The study primarily sought to determine the professional insights of the technical vocational workers employed in selected industrial plants in the Calabarzon Region. The study aimed to determine the professional insights of the respondents regarding career beliefs, self-efficacy, level of confidence in work, and job satisfaction. Likewise, the study identifies if there is a significant difference in the respondents' career when grouped according to its profile. Another objective also is to check whether there is a substantial impact on the work environment on the professional insights of the respondents.

The results of this study would have a significant contribution to the Industrial Plant Managers and HR personnel since the survey may provide substantial information for appropriate human resource activities to optimize personnel capacity and career enhancement. To the Technical School Administrators, the results of this study would be of great help for them to plan appropriate action relative to the offering of the course program. To the Curriculum Planners, this study would provide vital information in enhancing the curriculum by planning some educational reforms for effective implementation that would address the need of the industry. To the technical vocational Workers, this study will provide insights into their career switching plans, possible technological advancement relative to the current industrial plant operation. To the technical vocational Trainees, the result of this study will provide essential inputs in their perception of enhancing their technical skills for them to be prepared in the industry. Next researchers could use this research findings that will aid further studies regarding the assessment of technical skills in the industrial workplace.

Method

Participants

The respondents of the study are the one hundred thirty-five (135) skilled technical-vocational workers who are employed in either of the manufacturing, construction and service type of industrial plants in the area.

Design

The research study used both the qualitative and quantitative research design to describe the professional insights of technical vocational workers. It is descriptive as it represents the professional insights of the professional vocational workers. The area of study was in the Calabarzon region which composed of several provinces to include Cavite, Laguna, Batangas, Rizal, and Quezon.

Materials

A researcher-made questionnaire was used as the instrument to obtain the data. Some contents in the questionnaire were translated into Filipino for a better understanding of questions and other contents. *A forward translation* was incorporated with some of the contents of the questionnaire translated into the local language (Tagalog) to ensure that the respondents would comprehend the details described in the survey. Reliability of the instrument was determined through Chronbach of scaled items which were computed as 0.86. The data obtained were statistically treated for analysis and interpreted using simple statistical measures and treatment like frequency, percentage, mean, T-Test, F-Test, and Multiple Regression Analysis.

Procedure

Since the participants are working in an industrial company, a consent letter was given to their company's Human Resource Personnel first to seek to ask permission on the survey. It was

explained to them that the researcher was interested in knowing their worker's professional insights and their work environment, which is enlisted in the questionnaire. The questionnaire was presented and explained to them, and after which the participants were selected. The participants were then given the questionnaire, and a Focused Group Discussion (FGD) was made to clear up some points need to clarify. The respondents consents were asked for the use of the recorders so that the researcher can review their responses with utmost confidence. After the completion of the survey and FGD, participants were acknowledged for their time which took one (1) to two (2) hours.

Results and Discussion

1. Respondents' Assessment on their Professional insights

The professional insights of technical vocational workers were found to be generally good considering self-efficacy, career beliefs, level of confidence in work, and job satisfaction. Professional insights refer to the work environment of the technical vocational workers in their workplace. Professional Insights or the employees' career condition is the utmost serious factor in employee's fulfilment (Lawson, 2012). Excellent **working conditions developed the from values that the firm sees as fundamental to its mission, such as ensuring a sensible workload and progressing two-way communication through open office spaces and standard gather social occasions.** (Heibutzki, 2015).

Table 1

Indicators	Mean	Interpretation
Self-Efficacy	3.29	Good
Career Beliefs	3.08	Good
Level of confidence in work	2.85	Good
Job Satisfaction	2.48	Fair
Grand Mean	2.92	Good

Scale: 3.25 - 4.00 (Very Good) ;

2.50 - 3.24 (Good);

1.75 - 2.49 (Fair);

1.00 - 1.74 (Not Good)

A good working environment makes employees happy, healthy, and inspired which makes them feel that they have a value. Employees devote their most precious time at work; thus, it is clear that they have a dynamic role at staying at the workplace. When workers perceived more constructive in the job, they become more motivated and challenged towards work. It makes challenge among themselves that becomes valuable for the company as a whole.

The respondents' level of efficacy was found to be very good (mean: 3.22) which indicates that they have the capacity to do the job which determines their level of persistence and effort when understanding tough jobs. Self-efficacy impacts the jobs of workers in which they selected to acquire and the objectives they established. According to Bandura, "Self-efficacy refers to the individual's self-appraisal about whether they can accomplish a given task. An efficacy expectation is a conviction that one can successfully execute a task. Moreover, whether or not an individual conducts certain behaviour needs to consider another factor: outcome expectancy, which is the person's estimation of the possible outcome if he/she initiates this behaviour. Expectations of personal ability and possible outcome affect both the individuals' initiative and

the persistence of the coping behaviour, which would eventually affect employees' job performance.”

In like manner, the respondents' career beliefs were good (mean:3.08), which pose a significant influence in their work environment. Career beliefs in this study refer to a conglomerate of attitudes, opinions, convictions that seem to cohere together to create mindset that underlie respondents' orientation to the idea of a career. Right career beliefs imply good working vibes that could influence good outcomes, thereby increasing self-confidence and thus work environment.

The respondents' level of confidence in work was found to be good (mean: 2.78). This poses a significant implication to work environment since confidence is specifically related to how well the person does their work and how well do they look upon to the individuals performing in their workplace. (Belcher, 2015)

The respondents' find their job at a fair level (Mean; 2.47) which pose a significant implication to their work environment. Employee satisfaction was defined as the level to which the personnel, generally feels contented to their job. To develop a high-performance workforce, this could be a key, creating a good working environment (Ingram, 2015). The fair level of the respondents' job satisfaction can be attributed to the less provision of benefits for health insurance, relevant training, salary scale, and employers' sick leave policy. The work environment can also be associated with the public interaction at the workplace, seeks link among the hierarchies of the firm. Predominantly, it determines the situations where employees work together.

2. Statistics on the Professional insights of the technical vocational workers when Grouped According to their Profile.

Table 2

Profile	Group	Mean	Desc	p-Value	Significance	Decision
Age	Ages 18-25 (n =72)	2.84	Good	0.86	Not Significant	Accept
	Ages 26-40 (n =63)	2.96	Good			
Gender	Male (n=87)	2.63	Good	0.0097	Significant	Reject
	Female (n=48)	2.25	Fair			
Civil Status	Married (n=23)	2.80	Good	0.025	Significant	Reject
	Single (n=112)	2.39	Fair			
Educational Attainment	College graduate(n=49)	2.55	Good	0.36	Not Significant	Accept
	Vocational Course (n=86)	2.41	Fair			
Employment Status	Regular (n=55)	2.40	Fair	0.33	Not Significant	Accept
	Non-regular (n=80)	2.54	Good			
Years in service	More than a year (n=77)	2.38	Fair	0.071	Not Significant	Accept
	Less than a year (n=58)	2.67	Good			
Monthly Compensation	More than Php 10,000.00 (n=44)	2.40	Fair	0.46	Not Significant	Accept
	Php 10,000.00 and less (n=91)	2.51	Good			
Licenses Passed	Group 1. Passed multiple National Competency Tests (n = 32)	2.41	Fair	0.86	Not Significant	Accept
	Group 2. Passed National Competency Tests I or II (n = 62)	2.51	Good			
	Group 3. Have Certificate of Training (n = 41)	2.45	Fair			
				0.37	Not Significant	Accept

Legend: (p-value)
 0.00 - 0.050 Shows the significant difference
 0.051 above Shows no significant difference

In this indicator, results have shown that there is no significant difference in the professional insights among the technical vocational workers when grouped according to age. Both groups perceived their working condition as good. This result can be explained concerning their age group. Results reveal that the respondents included in this study are relatively young, with a mean difference of 0.12. This result has a necessary implication in job performance. Younger employees have plenty of energy and a thirst for knowledge, which can be of advantage in cultivating good workplace. The result also implies communication in the workplace. As cited by McQuerrey(2015), many young workers grew up in an excellent environment and have a more rugged nature with innovation instruments compared to their older workmates. Whereas all aged socioeconomics must grasp innovation within the work environment to communicate and successfully reach clientele, a workforce that contains technology-enabled workforce has a clear advantage over firms that utilize old specialists.

Results further revealed that professional insights significantly differ when grouped according to gender ($t= -2.644$). Male respondents rated their professional insights as good (mean: 2.63), while females rated it as fair (mean:2.25). This result can be ascribed concerning the type of workplace. The area of study is more industrial plants that specialized in manufacturing products which require technical skills appropriate for men. The fair rating of the female technical vocational workers can be attributed to their job position in the company. As pointed out by Scott (2015), gender contrasts within the working environment that regularly stem from social variables, impact the practices of both gender. A few organizations welcome gender differences and empower the incorporation of both genders when making company choices and advertising unique opportunities. Some firms debilitate both sexual difference inclusion and advance inclination within the work environment. Concerning educational attainment, the respondents are categorized into two groups — one group comprised technical vocational workers who pursue college, and the other group comprised those who finished until vocational courses. Results show that both groups have no significant difference in their professional insights ($t= -0.916$). A closer look at their mean indicates that those who pursue college have good professional insights (Mean: 2.55) compared to those who finished vocational courses (Mean: 2.41) which can be rated as fair. This result can be explained regarding their salary as a component of their professional insights. Those who finished higher education will most likely occupy a higher position and have better compensation compared to those who finished until vocational courses. The value of higher instruction can be surveyed in numerous distinctive ways. It may give a personal challenge, or it can be an opportunity to pick up mental satisfaction. The encounter of understudy life in college may moreover offer secure assistance information and create critical abilities such as time management, interpersonal skills, and critical thinking, which are beneficial to their career. Higher education is associated with more excellent job stability and increased earning potential thus, invariably leads to life of better quality. The study of Playdon (2013), proved some advantage of having higher education regarding compensation. Those who have been through higher education earned, on average 50% more than those who have not.

Regarding employment status, the respondents are grouped into regular and non-regular. The result shows that there has been no significant differences between the two(2) groups when grouped according to their employment status ($t=.976$). A closer look at their means appears that the regular employees find their career as fair (mean: 2.40) while the non-regular employees rated their career as good (n=2.54). This result can be explained concerning their job satisfaction, which was found to be at a fair level.

Another significant finding is that there is no significant difference in the respondent's professional insights when they are grouped for their years in service ($t=1.785$). The respondents were grouped into two; those who have more than a year in service ($n=101$) and those who have less than a year in service ($n=34$). The first grouped who have lesser in years in service appears to be more satisfied in their professional insights than those who already have more than a year of work experience. This result can be traced back in the fact that majority of the respondents are young, being a freshman in their career, satisfaction is achieved when firstly after graduating to the school, they'd be aiming to earn the job first. In the employer's side, they prefer hiring younger professionals since they have a lower salary offer than those who already have higher work experience on to the same work. As time passes by, they eventually master all the procedures and techniques in their respective work assignments and will be asking for more growth both in their professional and personal needs. This is the reason why they will become less happy if those needs are not met and lead to turnover of employment. This result is supported in a study of Chao and Gardner (2008), which stressed that many young adults were not bound to some organizations by any sense of commitment; thus they could probably leave their organization once they perceived a better offer from another organization.

Concerning monthly compensation, respondents are grouped into two; those who have below 10,000 pesos salary range and those who have higher. Results revealed that those who have higher than 10,000 pesos salary range tends to be reasonably satisfied in their professional insights than those who have lower salary range, which they perceived it as generally good. It can also be interpreted that there is no significant difference between their salary range of the two groups and their professional insights. The study of Bostrom et al. (2015) indicates that employees do not only seek for better compensation, but his workability is also influenced by work circumstances and private life which drives him for more opportunities, maximize skills and abilities, ensure their job security, and build a relationship with management. The study highlighted that getting better compensation is second only in contributing to the employee's overall job satisfaction. To maintain employees happy and engaged in the workplace, and to keep on being a top performer, employers should consistently make an effort to solicit feedback regularly from workers and encourage open lines of communication.

3. Statistics on the Professional insights of the technical vocational workers when Grouped According to their Work Status

Data further revealed that there is no significant difference in the professional insights of technical vocational workers considering all the indicators of work status. This result can be traced back to their first career beliefs, self-efficacy, and work confidence. The respondents' professional insights do not significantly differ when grouped according to their related work experience (t value:1.627; p -value: 0.106). Two groups were established, one group comprised those with two to five related work experiences ($n=62$) and the other group comprised those with at least one related work experience ($n=50$). Results have shown that both groups have the right professional insights. However, a closer look at their mean indicates that those group of technical vocational workers with at least one related work experience (mean:2.94) find their professional insights better than the other group having two to five related work experience (n :2.85). This result can be explained regarding their job satisfaction, particularly on salary compensation. It is expected that an employee with ample work experiences received higher payment than those with less experience.

Concerning the skills training attended, the respondents are categorized into two groups. One group consists of technical vocational workers who have attended only one skills training ($n=92$) with a mean average of 2.87, which is rated as fair. The other group consists of technical vocational workers who have attended two to four skills training. The two groups were found do

not significantly differ in their professional insights (t value:-1.271; p -value: 0.130). This can be attributed in the mere fact that all of them have attended at least one skills training that will qualify them to work in the industrial company. A closer look at their mean revealed that those respondents who attended only one skills training rated their professional insights as fair (mean: 2.87) as compared to those with two to four skills training (mean: 2.99) which is rated as excellent.

Table 3

Work Status	Group	Mean	Desc	p -Value	Significance	Decision
Related Work Experiences	Have 2-5 Related Work experience (n =62)	2.85	Good	0.58	Not Significant	Accept
	Have 1 or less than 1 Related Work experience (n=73)	2.94	Good			
Skills Training Attended	Have attended only one skills training (n=92)	2.87	Fair	0.130	Not Significant	Accept
	Have attended 2-4 skills training (n=43)	2.99	Good			
Job Termination	Job terminated before the contract ends (n=37)	2.96	Good	0.55	Not Significant	Accept
	Job terminated before the contract ends (n=98)	2.90	Good			
Job Assignment	Job not aligned with specialization (n=59)	2.90	Good	0.58	Not Significant	Accept
	Job aligned with specialization (n=76)	2.87	Good			

Legend: p -value
0.00 - 0.050 shows significant difference
0.051 above shows no significant difference

This results can be explained in terms of their level of confidence in work. People with more skills training are most likely have high confidence in work compared to those with less training. Meyer et al. (2014). The skills provided during the training consist of relevant knowledge and technical know-how were needed to do a specific job. Also, being more self-confident is the key to cultivating effective vocation. On the other hand, when people found to be less or not confident in their particular job, they could not to contribute well to their respective team environment, according to Belcher (2015).

Data further revealed that the respondents did not differ in their professional insights when grouped according to their job assignment (t value:0.561; p -value 0.582). Two groups were established, one group comprised technical vocational workers whose job not aligned with specialization (n=59) and the other group comprised those respondents whose job is aligned with specialization (n=53). A closer look at their mean indicates that those respondents whose job is aligned with their field of specialization find their professional insights better (mean: 2.90) than those respondents whose job is not aligned with specialization.

Job specialization poses some advantages of having enhanced expertise, efficient performance, and higher pay. However, it has also disadvantages, which include being not flexible to work other types of jobs. Moreover, as a result, show the job specialization has its benefits for both the employer and the employee. People who specialize in a specific area possess valuable knowledge that produces superior results in a work environment, but contrary could also be an indicator for personnel with generic competencies.

The respondents' professional insights do not significantly differ when grouped according to job termination (t -value:0.579; p -value:0.552). Job termination in this study does not mean a negative impression on the part of the respondents. It refers to the respondents' termination of a

particular job due to the completion of a project, transfer of job assignment, budget cuts, the exigency of services, retrenchment or a great opportunity that strikes on the part of the employee.

A closer look at their mean indicates that those group of respondents whose job terminates before the contract ends (n=37) find their professional insights better (mean:2.90) than those group whose job terminated after the contract ends (n=75; mean:2.90). This result can be explained concerning job opportunity, employees whose job terminated before contract ends can get another job. Another reason could result regarding severance or separation pay. According to Holzmann et al. (2011), since the creation of labor code, the most critical financial benefit for terminated workers might be the severance offered to them, ultimately functions as a social advantage compensation, a manpower supervision tool, and work security.

Most companies offer workers a package that is based upon how many years they've logged with the business. Workers who may have worked three years consistently with the company may qualify for three weeks of wage and two weeks of vacation pay. Employees who have worked ten years for the company might qualify for ten (10) weeks amount of pay and three (3) weeks of vacation pay. Whatever could the severance package be, terminated employees ought to know about how much money and benefits they are fit for and the steps they must take to receive it.

4. The Impact of the Work Environment on the Professional Insights of Technical Vocational Workers.

The Multiple Linear Regression Analysis between professional insights and the work environment of technical vocational workers revealed that the work environment has no significant impact on the professional insights of technical vocational workers is rejected. The F value of 8.734 indicates that the model was significant at alpha 0.002. The whole set of variables on work environment explained 17.3 percent of the variation on the professional insights of technical vocational workers.

Table 4

Independent Variables	Regression Coefficients	p-value	Interpretation	Decision
Technical Skills Needed	0.24	0.009	Significant	Reject
Technological Advancement	0.18	0.082	Not Significant	Accept
Relevance of Training	0.18	0.007	Significant	Reject

Legend: **p-value**
 0.00 - 0.050 Shows significant difference
 0.051 - above Shows no significant difference

The technical skills needed and relevance of training reveals a highly significant impact on the professional insights of the skilled technical vocational workers. In the second run of the Multiple Regression, these two variables of work environment explained 15.7% of the total variation in the professional insights of technical vocational workers. In fact, for every unit increase in the needed technical skills, their professional insights would improve by 0.28 percent holding relevance of training always. These findings reveal that it is necessary to provide the

necessary training to improve the professional insights of technical vocational workers considering their self- efficacy, confidence in work, and job satisfaction.

Results further revealed that the relevance of training posed a significant impact on the professional insights of technical vocational workers. In fact, for every unit increase in the relevance of training, their professional insights would improve by 24 percent holding technical skills training regularly. This result indicates that it is very much significant for industrial plants to provide relevant training to their employees to prosper in a fast shifting and dynamic marketplace; hence, upturn the workforce efficiency and improve firm-wide skills.

Conclusion and Recommendation

The professional insights of the Technical vocational workers were generally good considering their career beliefs, self-efficacy and confidence in work but reasonably satisfied in their job regarding the salary scale, provision for health insurance and sick leave policy which posed an important implication to improve the employee benefits for the welfare of its employees. Since it was found out that more women and single individuals were fairly satisfied in their job, there should be a need to review some organizational policies and propose several activities related to gender and development, more workshops for the young and single workers to promote self-efficacy among workers. Also, many have attended only one skills training before work, and these training for some reason were not relevant in their job. Thus the current technical vocational offerings should be upgraded to matched and keep up with the needs of workers for their relevance to the demands in the workplace and global job market. The thoroughness of the training and potential partnerships should also be forged to be consistent with the skills needed for ASEAN integration.

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