

Factors Influencing Career Decisions of BSBA Graduating Students of Isabela State University

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DOI: <https://dx.doi.org/10.47772/IJRISS.2025.90700040>

Received: 21 May 2025; Accepted: 28 May 2025; Published: 29 July 2025

ABSTRACT

Deciding for an employment is one of the most challenging decisions a person makes, as it shapes their professional future and overall life direction. For students, this decision can be particularly challenging due to the broad career options available and the pressure to make the "right" choice. The difficulty is heightened by the rapidly changing global economy and the evolving nature of many professions, including business administration.

The business field, in particular, it has a significant part in economic development. As it continues to modernize through technological advancements, it demands professionals who are not only knowledgeable in traditional practices but also skilled in modern tools and systems. This makes it increasingly important for students to clearly understand the nature and demands of business administration career before entering the workforce.

Quantitative research design was used in this study, it also made use a survey questionnaire to identify what are the factors that influences the career decisions of the graduating students of BSBA. By identifying these factors, this study will help students better understand their motivations and make more thoughtful, well-informed career decisions. Ultimately, this study will assist students in gaining a clearer vision of their professional paths as they transition from academic life to the workforce. Also, institutions and educators may strengthen promoting the competence and career ambition of students by providing opportunities for students to explore their interests.

Keywords: Career, Employment, Motivation, Business Administration, Life Direction, Professional Future, Student Struggle

INTRODUCTION

Given that it affects one's professional future, choosing a career is one of the most important and challenging decisions one can make. Early career selection can provide a clear path and pave the way for a better future. M. Dowd [1]. Choosing a career can be difficult and draining. Nonetheless, picking a career path that aligns with one's skills and qualifications can be a thrilling experience and the best one to pursue. McKay [2].

Nowadays, there are numerous professional possibilities available, which makes it difficult for individuals to decide which path they should take. This is particularly so as the world gets more developed and globalized. Many aspects are taken into account as an individual begins to make decisions and plan for the future. Individuals face the challenge of transitioning into several professions since the 21st century. Kulcsár, et al [3].

School counselors have slight influence on the ability of the students in making decision on their career. It also shows how vulnerable the younger ones and easily influenced by their peer in deciding for their vocation. It also gives an emphasis about the importance of the educators that inspire and encourage their students. Work condition is also an important element that draws students toward a job. Kazi, A. S., & Akhlaq, A. [4].

However, career choice plays a crucial role in determining an individual especially student's future career aspirations. Samsuri, et al [5]. Mostly, students do not know which industry and fields they are objectively suitable for. Important life decisions are made during this time, and teenagers are typically expected to develop

a sense of their professional identity. Adolescents struggle to establish an occupational identity and wonder which profession they will end up in.

Additionally, because of the current pace of change and the effect of technological advancements on people's conceptions of careers and occupations, these aspects might be challenging when choosing a professional path. Growing evidence indicates that teenagers and college students struggle to make career decisions. Individuals who struggle with making career decisions may decide inappropriately or throw themselves in the way of making decisions. Kirdök, et al [6].

The study was conducted to determine the factors that impact the career decisions of BSBA graduating students in order to help them critically assess and comprehend the significance of selecting a career that can help them have a clearer vision of what or where they are going after finishing their studies and before entering their career in the future. This was done because it is difficult for students to fully evaluate their career choices.

LITERATURE REVIEW

Good career choices and decisions can lead to better and more productive lives with less effort on the part of students and parents. Choosing the right career or making a decision about the career you want to pursue requires many factors that are deeply rooted in career selection - a life-building process. Najar, I. A., & Yousuf, M. [18].

For many people, interests are their motivation and the driving force of their happiness in life. Interest is one of the most important factors when choosing a career. If they love what they do, they consistently do their best and try to learn more. As a result, this also leads to their self-confidence as well. [19].

People naturally want to predict unknown future; thus, students should know how to prepare for their careers for a secure future where better work possibilities are the main aspect that could influence their career choices. Students who have a career goal are more likely to feel satisfied at work. This will ultimately result in happiness. Ahmed, K. A. et al [20].

Mtemeri [21] mentioned a Nigerian researcher who proposed that a student's choice of career could be impacted by their relationship with their parents.

Additionally, a study in 2020 argues that initial salary is the primary criterion that influences students' career choices. Harun A. [22].

METHODOLOGY

Quantitative research design was used which aims to investigate what are the factors that affects career decisions of the graduating business administration students. It made use a large range of research approach to analyze one or more variables. This type of research aimed to identify the 4 variables. McCombes, S. [7]. In this study the variable stated was interest, job opportunities, relationship, and salary. This study made used a survey questionnaire method to know the factors that influenced graduating business administration students' career decision. The questions were close-ended. This method helped the researcher to analyze the problem deeply. The questionnaire was used to know what are the factors influencing them in selecting their career in terms of four variables which are interest, job opportunity, relationship, and salary. It consists of five questions for each factor. The questionnaire was constructed using the Rating Scale which are 1-Strongly Disagree, 2-Disagree, 3-Neutral, 4-Agree, and 5-Strongly Agree.

The main source of data was the responses from the graduating students of BSBA in ISU Cauayan Campus from the survey questionnaires given through online platform by the researchers.

RESULTS

The results and discussions of the data collected using the survey questionnaire answered by the Graduating Bachelor of Science in Business Administration students in Isabela State University. The gathered data was

interpreted and analyzed using 5-point Likert scale and the statistical treatment like mean, standard deviation, frequency distribution, and percentage,

As for the Respondents Demographic Profile

Table 1.1 Distribution of the Respondents in terms Gender

Gender	Frequency	Percentage
Male	8	33.3%
Female	16	66.7%
Total	24	100.0%

As shown in the table 1.1 the respondent's distribution in terms of gender. As shown in the table, 66.7% (or 16 respondents) are female and 8 or 33.3% (or 8 respondents) are male with an overall percentage of 100% respondents.

Table 1.2 Distribution of the Respondents in terms of Age

Age	Frequency	Percentage
21	6	25.0%
22	15	62.5%
23	3	12.5
Total	24	100.0%

Table 1.2 indicates the respondent's distribution in terms of age, 62.5% (or 15 respondents) has the age of 22 answered the questionnaire, 25% (or 6 respondents) from the age of 21 and 12.5% (or 3 respondents) from the age of 23. Therefore, most of our respondents came from the age of 22 who answered the questionnaire.

As for the Factors Influencing Career Decision of BSBA Graduating Students

Table 2.1 Mean and Standard Deviation of Factors Influencing Career Decision of BSBA Graduating Students in terms of Interest

A. INTEREST	Mean	Standard Deviation	Descriptive Interpretation
1. The career is subject to your interest.	3.46	0.833	Agree
2. The subject related to the career is your strength.	3.42	0.717	Agree
3. I see myself as competent in this career.	3.50	0.590	Agree
4. This career is my ambition.	3.38	0.970	Agree
5. I will be comfortable with this career.	3.42	0.830	Agree
Grand Mean	3.43	0.788	Agree

Based on the table 2.1, it shows the factors influencing career decision of the respondents in terms of Interest, the highest result came from the statement 3 whereas the respondents most see themselves as competent in this career followed by statement 1 which reveals that most of the respondents' career decision is subject to their interest. Thus, these two statements who got the high mean ranging from 3.46-3.50 identifies that the respondents agreed that interest influence their career decision.

Based on the result, statement 3 who got the highest mean of 3.50 and it has 0.590 as a standard deviation, revealing that a student chooses a career in which they see themselves as competent. As individual think about work life, that is the important aspect of a career because a subjective career is not a behavior but an idea. Goal-oriented, thinking, attitudes and beliefs in continuity of experience help individuals foster capability in preparing and planning for the future. Savickas, M. L. [8].

Table 2.2 Mean and Standard Deviation of Factors Influencing Career Decision of BSBA Graduating Students in terms of Job Opportunity

B. Job Opportunity	Mean	Standard Deviation	Descriptive Interpretation
1. In-demand Career.	4.08	0.717	Agree
2. Employment Growth.	3.58	0.974	Agree
3. Employment Stability.	3.71	0.955	Agree
4. Job Availability.	3.71	0.999	Agree
5. Opportunity to learn and develop professional skills.	3.83	0.963	Agree
Grand Mean	3.78	0.927	Agree

It appears in the table 2.2 the factors influencing career decision of the respondents in terms of Job Opportunity, as per the statement ‘in-demand career’ with a mean score of 4.08 shows that this most affect the career decision of the respondents followed by statement 5 with a mean score of 3.83 which also considered by the respondents that when choosing a career, it is significant to choose a career with the opportunity to learn and develop professional skills. Presenting all the statement used in obtaining the result in terms of job opportunity the total mean of 3.78 with standard deviation of 0.927 was attained with an interpretation of “agree”, which shows mean scores ranging from 3.58 to 4.08. This indicated agreement with statements related to an in-demand career, employment growth, stability, job availability, and the opportunity to learn and develop professional skills.

As shown in the table 2.2, the first statement with a mean of 4.08 shows that students chose a career that is in-demand, the student considers opportunity as an important factor in choosing a career by selecting a profession whose demand is high in the market. Gwelo, A. S. (2019). [9].

Table 2.3 Mean and Standard Deviation of Factors Influencing Career Decision of BSBA Graduating Students in terms of Relationship

C. Relationship	Mean	Standard Deviation	Descriptive Interpretation
1. Advised/ Influenced by Parents.	2.75	0.847	Neutral
2. Advised/ Influenced by Peers (Friends).	2.75	1.073	Neutral
3. Advised/ Influenced by Instructors/Teachers.	2.79	0.833	Neutral
4. Advised/ Influenced by the community (surroundings).	2.79	0.833	Neutral
5. Other relatives.	2.50	0.780	Neutral
Grand Mean	2.72	0.871	Neutral

Presented in the table 2.3 above, it shows the relationship-related factors influencing the graduating students' career choices. The third and fourth statement has the same mean of 2.79 which shows that advised/influenced by instructors/teachers and by the community has an equal effect and impactful on the student's career decision. Teacher support, including instructors' opinions and interest in students, encouragement, and having a teacher as a role model, has a significant effect in students' career choices. Zotorvie, J. S. T. [10]. Confirms that teachers and school instructors have influenced the career choices of students. Chukwu, et al. [11]. Students' careers are controlled by the beliefs and attitudes of society, as their choice of career is dependent on the community in which they belong. Fouad, et al [12]. However, the table has an interpretation of neutral thus the findings identified that relationship as the least important factors influencing career choice by the respondents.

Table 2.4 Mean and Standard Deviation of Factors Influencing Career Decision of BSBA Graduating Students in terms of Salary

D. Salary	Mean	Standard Deviation	Descriptive Interpretation
1. Better (Higher) Compensation.	3.79	0.833	Agree
2. Benefits (Rewards, incentives, leaves, and etc.).	3.92	0.776	Agree
3. Salary rate helps on life/financial sustainability.	3.83	0.868	Agree
4. Interested in financial gain.	3.92	0.929	Agree
5. Higher chances for promotions.	3.83	0.917	Agree
Grand Mean	3.86	0.885	Agree

The table 2.4 above shows the factors influencing career decision of the respondents in terms of Salary. The highest result came from the second and fourth statement with an equal mean of 3.92 revealing that benefits (rewards, incentives, leaves, and etc.) and interest in financial gain has the highest effect in terms of salary in choosing a career. In line with this, these two statements reveal that benefits and financial gain have the greatest impact on the student's career decision. Badrolhisam, et al [13]. One of the payment obligations that a company or organization has to its workers is salary, which affects both the employee's and the company's financial status. Wen, et al [14]. Benefits are a management tool that enable, encourage, and motivate employees to increase their level of performance as well as to stick with their career in their profession. Badrolhisam, N. I., Achim, N., & Zulkipli, N. [15].

With all the results obtained with the total mean is 3.86 in terms of salary with standard deviation of 0.885 was attained with an interpretation of "agree". Presenting the results from table 2.4, the mean scores are ranging from 3.79 to 3.92, signifying agreement with statements regarding better compensation, benefits, financial sustainability, interest in financial gain, and promotion opportunities. The standard deviations ranging from 0.776 to 0.929 suggested some variability in responses but overall agreement with these factors.

Additionally, with the highest grand mean of 3.86 and 0.885 standard deviation, indicating "agree," the study shows that salary has the biggest influence on the career decisions of graduating BSBA students. Salary was confirmed as the most significant external influence on a young person's career decision in one article examining the factors influencing career choices. Lindsay, et al [16]. Salary was marked as a major consideration in life, especially among self-reliant young ones. Agarwala, T. [17].

CONCLUSION

It can be concluded that business administration undergraduates' career decisions are influenced by factors related to their interest, job opportunity, and salary. However, the impact of various sources such as family, relatives, friends, instructors and community on career choice was found to be neutral, indicating that these

factors may have less impact. The study further concluded that perceived benefits and financial gain plays an important part in students' decision to pursue business administration.

RECOMMENDATIONS

The following are recommendations were derived based on the findings and conclusions:

1. Educational institutions may emphasize and promote the subject competence and career ambition of students. This can be done through engaging and stimulating coursework and providing opportunities for students to explore their interests.
2. Business Administration programs may highlight the opportunities for professional growth, employment stability, and the in-demand nature of business employment. Emphasizing these aspects can help attract more students to pursue business administration.
3. Future research may focus on understanding the factors influencing the neutral stance towards the impact of various sources on career decisions. Exploring strategies to enhance the influence of these sources can provide valuable insights into improving career guidance and support systems.
4. A similar study can be conducted in a larger participant to determine if the same findings will be established.

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