# Feedback of Employer/Supervisor Feedback on PhD Agricultural Sciences (Animal Science) Graduates

# 2025

### Rationale

Supervisor feedback is an essential component of program evaluation and graduate performance assessment. In the context of doctoral training, it validates the competencies, skills, and professional behaviors of graduates as observed in workplace contexts.

It ensures alignment between academic preparation and labor market needs, identifies areas not typically measured in academic settings, and strengthens accountability through quality assurance processes. Moreover, it highlights graduates' soft skills, adaptability, and leadership capacities that are critical to professional success.

Supervisor evaluations also foster collaboration between universities and industry stakeholders, creating opportunities for curriculum refinement, research expansion, and stronger graduate employability. Ultimately, supervisor feedback bridges the gap between theory and practice, ensuring that doctoral graduates remain competitive, relevant, and impactful in their fields.

### Data Gathering

A structured questionnaire was used in collecting the needed information. The google form was utilized thru this link: https://docs.google.com/forms/d/e/1FAIpQLSfxSRy-C6Z71OIjdpFBLHWwO5Nz_KgKZgmOYw9AS_D5DNB8nw/viewform?pli=1&pli=1

The employers and supervisors of the PhD graduates in Agricultural Science, major in Animal Science were identified and sent questionnaires in compliance with the Data Privacy Act of 2012 (Republic Act No. 10173) of the Philippines. All information collected through this survey were kept strictly confidential and used exclusively for the purpose of enhancing our academic program and supporting accreditation efforts.

## Dataset and Measurement Overview

The instrument captured evaluator and employee profiles and assessed multiple performance domains: clarity of job responsibilities, technical skills, application of knowledge to problem-solving, quality standards, autonomy/supervision, task efficiency, timeliness/deadline adherence, communication (clarity and professionalism), teamwork, leadership/role-modeling, receptivity to feedback, and delegation/resource management. Open-ended prompts elicited strengths and areas for improvement. An ordinal composite index was derived per item (higher = better), enabling cross-domain comparisons.

**Response context.** A total of 15 evaluations were returned. The distribution of evaluations across employees was uneven (e.g., one employee received five evaluations while several received one), which is relevant for interpreting variance and potential clustering effects.



Number of Evaluations per Employee
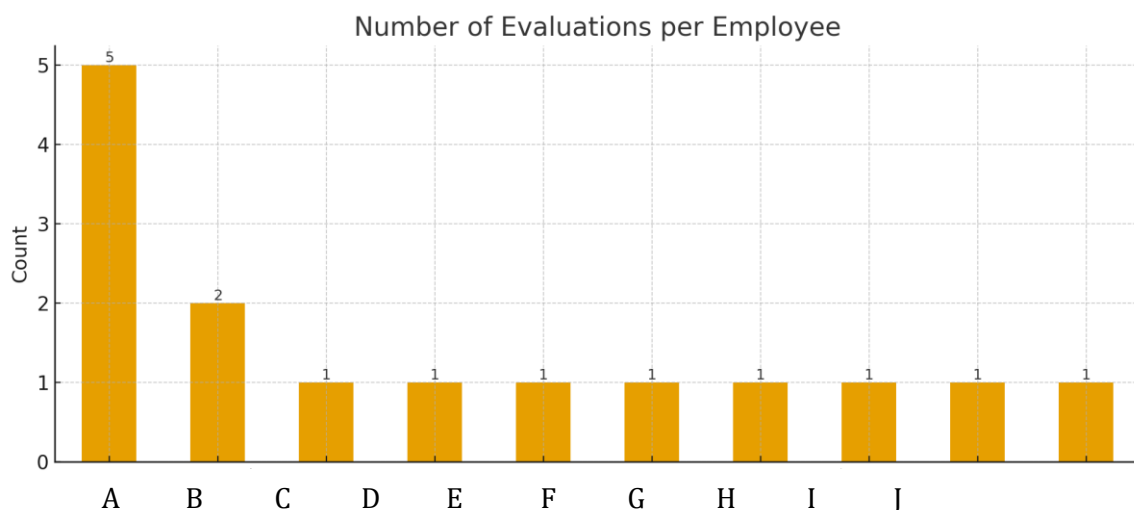
**Results**

The employer and supervisor evaluations of graduates of the PhD in Agricultural Sciences, major in Animal Science, yielded consistently high ratings across nearly all performance domains, reflecting the graduates' strong professional preparation and workplace adaptability. A total of 15 evaluations were analyzed, providing both quantitative and qualitative evidence of competencies, strengths, and areas for development.

**Job Performance and Technical Competence**

Graduates were highly commended for their understanding of job responsibilities, with one-third (33.3%) rated as excellent in this area. Technical expertise was also strongly recognized, with 33.3% of respondents noting that graduates exceeded expectations. These findings highlight the program's success in equipping its graduates with the specialized skills and knowledge required to fulfill complex roles in agricultural and animal science settings.

**Problem-Solving, Quality Standards, and Independence**

The evaluations revealed unanimous agreement (100%) that graduates excelled in applying knowledge to work-related problem-solving and consistently meeting quality standards. Similarly, all respondents confirmed that graduates were able to complete tasks with minimal supervision, demonstrating strong independence and accountability. These attributes not only reflect technical mastery but also point to critical thinking and decision-making skills that are essential in addressing challenges within agricultural organizations.

**Efficiency, Timeliness, and Professionalism**

Graduates were rated as extremely efficient (100%) in completing assigned tasks and consistently able to meet deadlines. Moreover, evaluations unanimously affirmed that graduates communicated effectively, conveyed ideas professionally, and maintained respect and support for team members. These findings highlight their capacity to manage time, resources, and interpersonal relations effectively, ensuring productivity and professionalism in diverse work environments.

**Teamwork, Leadership, and Responsiveness to Feedback**

Strong interpersonal skills were reinforced by unanimous ratings of excellence in teamwork and collaboration. Graduates were consistently described as setting positive examples for their peers and effectively guiding and motivating others, underscoring their leadership readiness. Their openness to feedback was also unanimously rated as excellent, reflecting adaptability and commitment to continuous learning and professional growth.

**Strengths Identified by Employers**

Open-ended responses highlighted graduates' most valued strengths, including strong problem-solving skills, excellent communication abilities, reliability, adaptability, and leadership capacity. Professionalism, technical expertise, creativity, and the ability to perform under pressure were also commonly cited. These qualities collectively demonstrate the well-rounded preparation of graduates, who are perceived as both technically competent and interpersonally effective.



Distribution of Employer-Identified Strengths

**Areas for Improvement**

Despite overwhelmingly positive evaluations, several areas for improvement were noted. Employers suggested further development in adaptability, creativity, time management, emotional regulation, and research engagement. These recommendations point to the importance of continuous capacity building in soft skills and scholarly productivity, complementing the already strong technical foundation of graduates.

**Overall Performance**

When asked to assess overall job performance, 86.7% of respondents rated graduates as excellent, while 13.3% rated them as satisfactory. The predominance

of excellent ratings affirms the high level of competence demonstrated by graduates, although the presence of satisfactory ratings indicates room for targeted interventions to sustain excellence across all graduates.
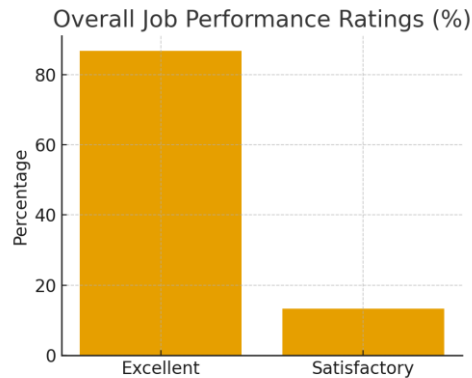


**Summary of Strengths and Areas for Improvement**

| Strengths | Areas for Improvement |
|---|---|
| **Strong problem-solving skills** | Adaptability and flexibility |
| **Excellent communication abilities** | Creativity and innovation |
| **High reliability and dependability** | Time management |
| **Adaptability and flexibility** | Emotional regulation |
| **Strong work ethic and dedication** | Research engagement and linkages |
| **Ability to work well under pressure** | |
| **Positive attitude and professionalism** | |
| **Leadership and team management** | |
| **Technical expertise and knowledge** | |
| **Creativity and innovation** | |

**Conclusion**

The results present a clear profile of graduates as technically skilled, efficient, and leadership-ready professionals capable of contributing meaningfully to institutional and organizational goals. The consistency of high ratings across domains suggests strong program alignment with employer expectations. However, the identified areas for improvement highlight opportunities to enrich the PhD curriculum with targeted training in adaptability, time management, and research networking.

Collectively, the findings underscore that the PhD in Agricultural Sciences (Animal Science) program produces graduates who are not only competent in specialized technical fields but also possess the professional and interpersonal qualities needed to excel in diverse and challenging contexts. Strengthening the program's focus on reflective practice, soft skills, and collaborative research will further ensure that graduates remain at the forefront of agricultural leadership and innovation.