1.8. Indicators on performance of graduates are studied such as:

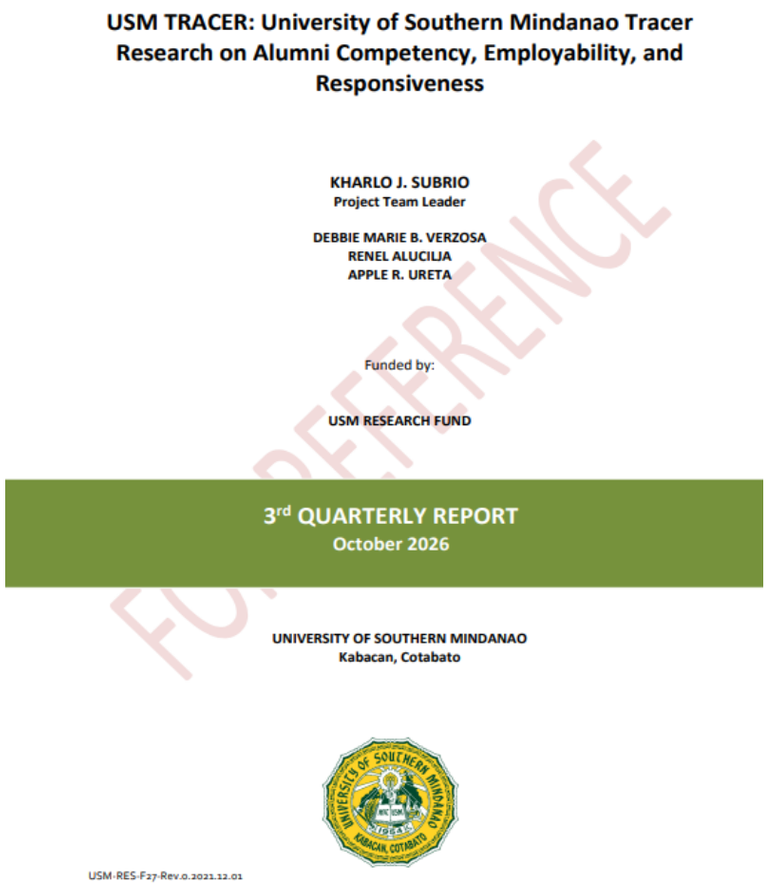
I.8.1. analysis of performance of graduates in the CPA Licensure Examination;

Not applicable

I.8.2. employability of graduates; and

The 3rd Quarterly Narrative Report for the University of Southern Mindanao (USM) tracer research project, which alumni competency, employability, and responsiveness. Directed by Kharlo J. Subrio and team members Debbie Marie B. Verzosa, Renel M. Alucilja, and Apple R. Ureta, the project encompasses three specific studies tracking employment outcomes, employer perspectives, and alumni engagement strategies. Funded with a budget of Php 50,000.00, the report outlines methodologies such as mixed-methods surveys and qualitative interviews to gather data on the 2024 graduates.

Initial survey results indicate an overall relative employment rate of 83.29%. Additionally, the document details administrative updates, financial expenditure summaries, and comprehensive



USM TRACER: University of Southern Mindanao Tracer Research on Alumni Competency, Employability, and Responsiveness

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Funded by:

USM RESEARCH FUND

3rd QUARTERLY REPORT
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UNIVERSITY OF SOUTHERN MINDANAO
Kabacan, Cotabato

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statistical breakdowns categorized by both college units and specific academic programs.

BS Management Accounting alumni yielded a 100% relative employment rate.

Click link to read full 3rd Quarterly Narrative Report for the University of Southern Mindanao (USM) tracer research project: https://drive.google.com/file/d/1lXN-GNNY1whFZTZ4WC6jMETeTDO5lpf3/view?usp=sharing

In addition, the employability of Bachelor of Science in Management Accounting (BSMA) graduates of the University of Southern Mindanao is highly favorable, as reflected in the Tracer Study of Batch 2022 Graduates of USM. Of the 69 BSMA graduates, 65 responded to the survey, representing a high response rate of 94.20%. Among these respondents, 63 were employed, resulting in a **relative employment rate of 96.92%,** which exceeds the 90% threshold used by the study to classify programs with high employment rates. This result demonstrates the strong employability of BSMA graduates and indicates that the program remains relevant to employment opportunities in the labor market.

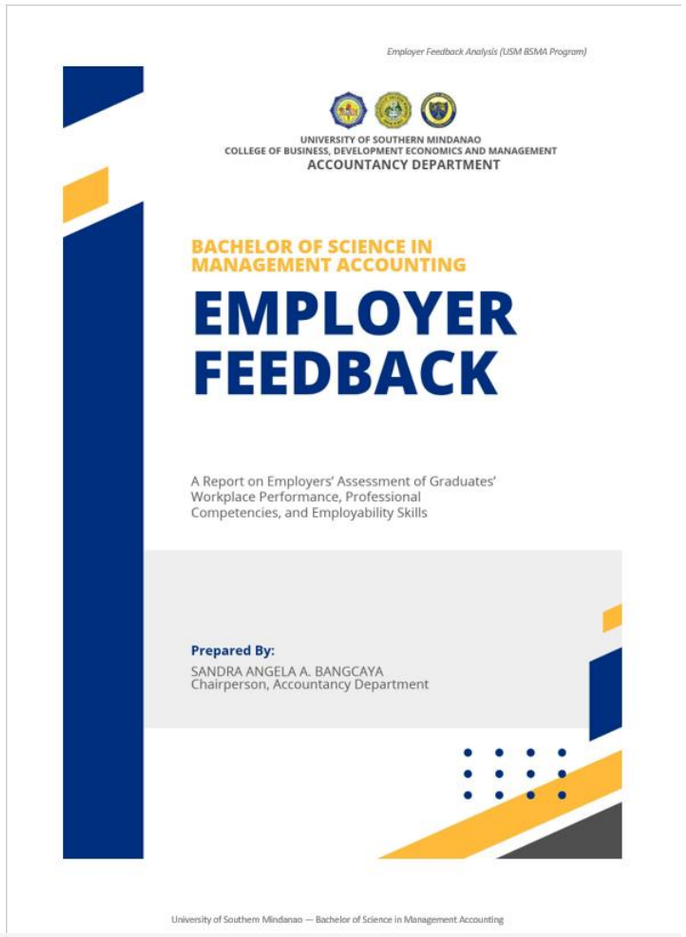
Overall, the tracer study provides positive evidence of the employability of BSMA graduates. Sustaining this performance requires the continuous alignment of the curriculum with evolving industry requirements and the development of graduates' technical, analytical, communication, and problem-solving competencies. While the survey confirms a high employment rate, it does not specify whether all employed graduates work in positions directly related to management accounting. Thus, further monitoring of job relevance, career progression, and employer satisfaction would help the department assess the extent to which the program prepares graduates for their intended professional careers and identify opportunities for continuous improvement.

College/ Program/ Major	No. of Graduates	No. of Responses	Response Rate	No. of Employed	Relative Employment Rate	Absolute Employment Rate
Bachelor of Science in Business Administration	103	96	93.20%	92	95.83%	89.32%
Bachelor of Science in Development Management	71	68	95.77%	64	94.12%	90.14%
Bachelor of Science in Management Accounting	69	65	94.20%	63	96.92%	91.30%
College of Education	248	233	93.95%	199	85.41%	80.24%
Bachelor of Elementary Education	97	90	92.78%	67	74.44%	69.07%

Click link to read full tracer study of batch 2022 graduates of USM:
https://drive.google.com/file/d/1iftcpA0lHi3JLH9i1itgh9-qHoLcwnQC/view?usp=sharing

I.8.3. feedback from employers regarding performance of graduates.

This report presents the results of the Employer Feedback Survey conducted to evaluate the workplace competencies and overall performance of graduates of the Bachelor of Science in Management Accounting (BSMA) program of the University of Southern Mindanao (USM). Employer respondents represented diverse employment sectors, with the government and public sector accounting for the largest proportion (42.4%), followed by education and academe (15.2%), and agriculture, manufacturing, and financing (12.1%). The survey assessed 38 competency indicators across six domains: learning skills, communication skills, self-management skills, technology skills, teamwork and interpersonal skills, and problem-solving skills.



The findings revealed that BSMA graduates demonstrated **excellent overall competency performance**, obtaining a grand mean of 4.4490 (SD = 0.8195) on a five-point scale. Learning skills ranked highest (M = 4.5000), followed by communication skills (M = 4.4916) and self-management skills (M = 4.4727). Among the individual indicators, reading independently and having a personal vision and goals received the highest mean ratings of 4.61 each. Employers

also gave graduates an overall satisfaction rating of 8.85 out of 10, indicating a favorable assessment of their workplace performance and the relevance of the program to employment requirements.

Despite these positive results, the survey identified opportunities for continuous quality improvement. The relatively lower-rated competencies included resolving complex customer or project concerns (M = 4.21), possessing a range of basic information technology skills (M = 4.24), and assuming leadership roles when appropriate (M = 4.27). Employer feedback also emphasized the need for greater practical exposure to real-world accounting and financial management scenarios, industry-standard accounting software, data analytics, tax filing procedures, and workplace leadership responsibilities.

In response, the report recommends strengthening the integration of practical case studies and simulations into accounting and financial management courses, incorporating enterprise resource planning and modern accounting software into the curriculum, enhancing internship and on-the-job training partnerships, and providing workplace readiness and leadership development activities. Institutionalizing regular employer feedback and industry consultation is likewise recommended to support evidence-based curriculum enhancement. Overall, the findings affirm the strong performance of USM BSMA graduates while identifying specific areas for improvement to sustain program relevance, strengthen graduate employability, and support continuous quality improvement in alignment with outcomes-based education and accreditation standards.

Click link to read full report of survey:
shttps://drive.google.com/file/d/166LbL4XrkGCeLEHwav492BHMc8V5lE7h/view?usp=sharing



Infographic on employers' feedback survey.