



De La Salle University – Dasmariñas
GRADUATE PROGRAM

**A Model for On-the-Job Training:
De La Salle University-Dasmariñas
College of Business Administration
Experience**

**A Thesis
Presented to
The Faculty of
Graduate School of Business
De La Salle University-Dasmariñas**

**In Partial Fulfillment of the
Requirement for the Degree of
Master of Business Administration**

**Neil M. Villanueva
April 2000**

06 NOV 2001



Abstract

With the purview of improving the delivery of academic services of De La Salle University-Dasmariñas (DLSU-D) to match the needs of prospective employers in the Cavite-Laguna-Batangas-Rizal-Quezon (CALABARZON) area, this study seeks to: (a) assess the strengths and weaknesses of the present implementation phase of the on-the-job-training program; (b) identify the critical factors that will ensure the success of the on-the-job-training program; and (c) come up with a model and procedure for the on-the-job-training program.

Survey results showed that DLSU-D's On-the-job-training Program found positive acceptance among the student-trainees and company representatives. The survey showed that student-trainees value the quality of work performed in a practice area, good grooming, flexibility in exercising work decisions, motivation for work, clear-cut work responsibilities and bonding with the company image. On the other hand, company representatives found mutual benefits of the on-the-job-training program on both parties. In addition, they placed a premium on motivation of student-trainees to learn new skills, good grooming, self-confidence in carrying out



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assigned tasks, logical structure of office work and positive office environment.

The model for on-the-job-training program can serve as a guide or procedure in order to have a clear understanding, objectives and step on the things needed to do for the improvement of the program.

Thus, to attract a wider base of prospective employers for the De La Salle University -- Dasmariñas students, the latter's on-the-job-training program should continue to build on its strong points, and design an OJT strategy sensitive to the increasing demands of the marketing industry, corporate size, and also to the demographic profile of students. Towards this end the development of an OJT manual will be appropriate.



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