


**ESSENTIAL DIMENSIONS IN RECRUITMENT CONSIDERED BY WOULD-
BE GRADUATES IN AGRIBUSINESS FROM SELECTED UNIVERSITIES
IN THE PROVINCE OF CAVITE**



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ABSTRACT

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Organizations and companies (including the agriculture industry) must consider the role that they play in the career decision making of potential applicants and current employees. Human resource managers from organizations should constantly monitor their recruiting activities to ensure that qualified individuals will best suit the vacant positions they are looking for.

The purpose of this study is to identify the essentials dimensions in recruitment considered by would-be graduates in Agribusiness from selected universities in the province of Cavite and to determine the degree of influence of other influential persons in their career decision making. The situation was investigated by identifying the employment preferences randomly arranged and asked the respondents to select their choices using

four Likert scale. Modified survey instrument was developed and adopted from previous studies, books, and other related articles.

The responses were analyzed by getting the weighted mean of each dimension compare and ranked standardized means to analyze and compare the relative differences of responses within the two groups - those who answered that they were influenced by influential others and those that did not. To reveal any significant differences in the responses rating of the employment preferences and between CvSU and DLSU-D, Mann Whitney Z-test was used and Friedmann two-way ANOVA was used to compare the degree of influence of other influential persons.

The analysis of the mean difference among the essential dimensions shows that no amount of differences among student responses those who answered yes, they were influenced and not. The gaps in the dimensions were found to be no significant differences. These reveal that there are no significant differences between responses of students, those who were influenced, and not influenced. No amount of influence can affect the importance of the dimensions in recruitment to the student respondents.

Based on the findings in the study, there is a need to really develop recruitment policies pertaining to graduates of agriculture. The very narrow competition among recruitment of young skilled workforce calls for a need that the industry must be competitive enough in the essential dimensions in recruitment. Companies can also tie up with school administrators for holding seminars and counseling sessions to students and parents.

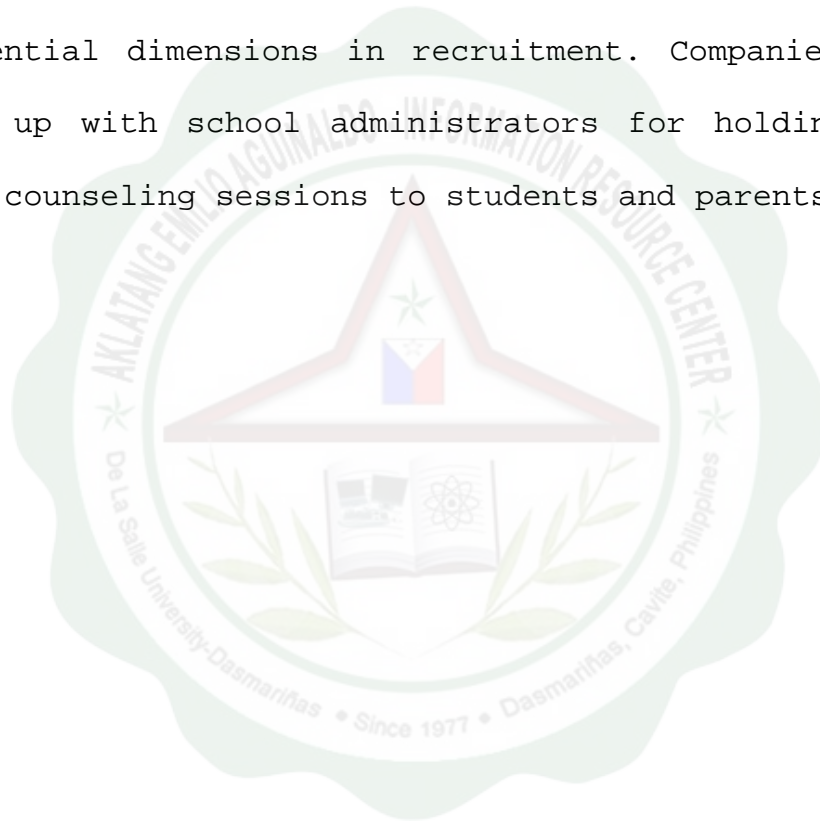
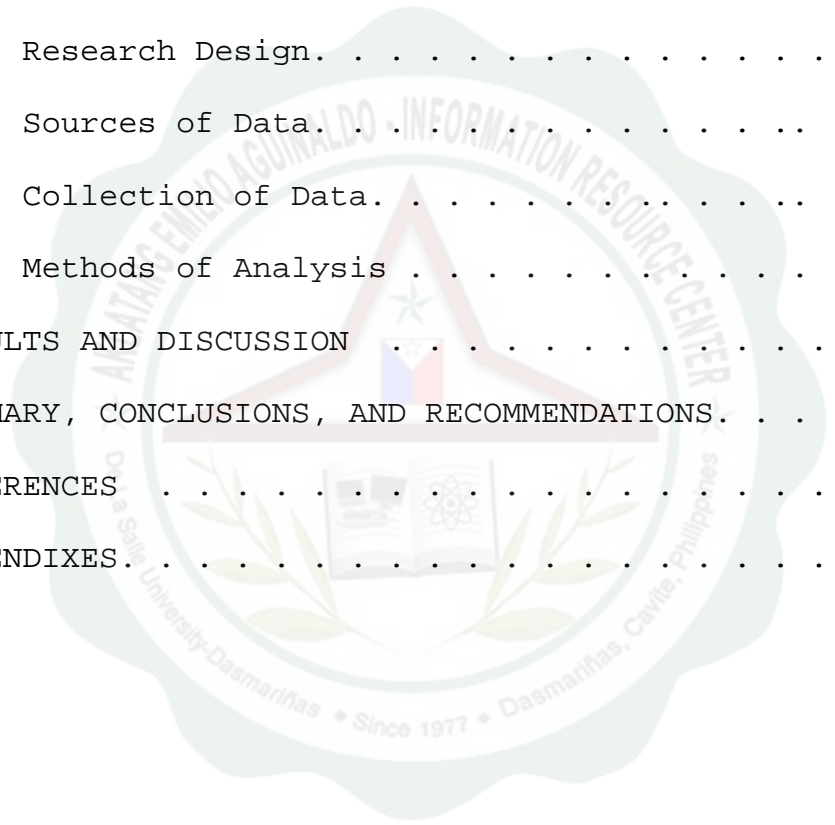


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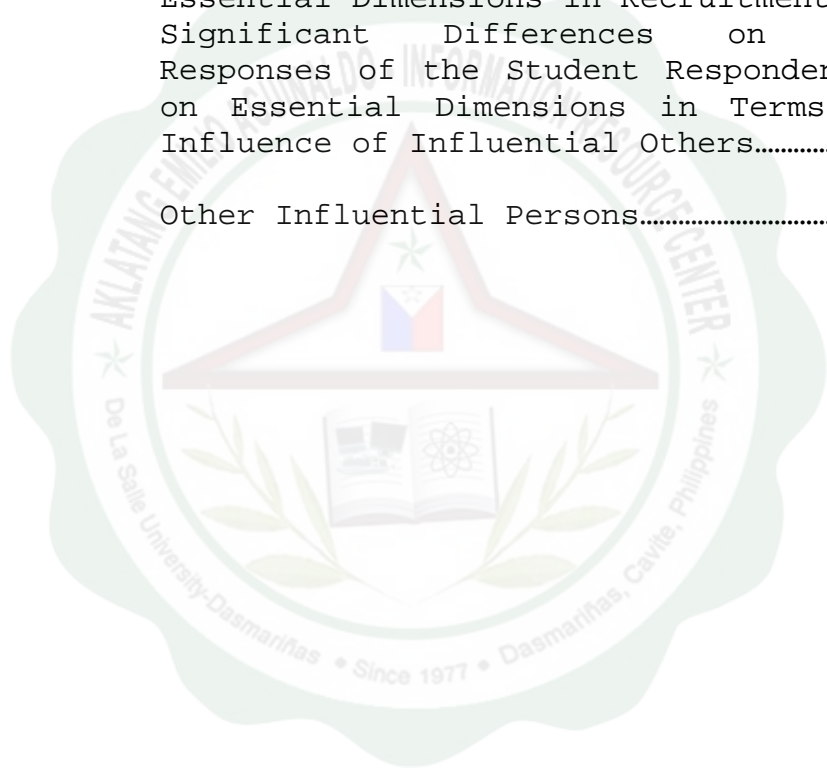
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