

**MANAGERIAL COMPETENCY ASSESSMENT
AMONG MBA STUDENTS IN CAVITE**

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GLENN NIELSEN S. FERNANDEZ

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ABSTRACT

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The general purpose of the MBA program is to hone the managerial competency of its students, composed of rank and file employees, supervisors, and aspiring and current managers. However, little attention has been given to the assessment of managerial competencies among MBA students in Cavite to effectively determine the appropriate and needed managerial competencies. This study aimed to assess the managerial competency of MBA students composed of rank and files, supervisors, and managers at graduate schools of business in Cavite. By focusing on the core competencies of effective managers according to job levels, this study will help MBA students to determine managerial competencies needed to succeed in today's global organizations.

Three types of research designs were utilized to answer the problems and objectives presented at the beginning of the study, namely: descriptive, comparative, and correlational design. Survey was used as a method of data collection to gather the primary data. Out of 162 MBA students at selected graduate schools of business in Cavite, 145 MBA students (89.50%) have participated in the survey. The demographic profile of MBA students and managerial competency were summarized using frequency, percentage, mean, standard deviation, and cross tabulation. ANOVA was utilized to compare the managerial competency of MBA students when grouped



according to age, gender, civil status, education, number of subordinates, and years of work experience. Spearman's coefficient of rank correlation was utilized to ascertain the relationship between managerial competency and some demographic variables.

Results reveal that MBA students who are rank and files and who belong to 31 to 35 years age group obtained the highest mean in managerial competencies. They also obtained high mean in managerial competencies regardless of gender and civil status. Furthermore, those who are graduates of engineering course, with postgraduate diploma in business administration, and have 9 to 12 years of work experience displayed higher mean in managerial competencies.

Findings show that those who are 36 to 40 years old obtained higher mean in managerial competencies for MBA students who are supervisors. Those who are 46 to 50 years old displayed higher mean in managerial competencies for MBA students who are managers. For both of these respondents, results show those who are female, married, graduates of business-related course, and with postgraduate diploma in business administration, obtained higher mean in managerial competencies. Furthermore, higher mean in managerial competencies are also found among MBA students who are supervisors that have 18 to 23 subordinates and having 17 to 20 years of work experience. Higher mean in managerial competencies are also found among MBA students who are managers that have 6 to 11 subordinates and those having 21 to 26 years of work experience.

The findings of one-way ANOVA demonstrate that there is no significant difference between managerial competency of MBA students who are rank and files



and managers when compared according to demographic variables such as age, gender, civil status, education, number of subordinates, and years of work experience. Only education and years of work experience of MBA students who are supervisors have significant differences.

The results of Spearman's coefficient of rank correlation show that there is a significant relationship between managerial competency of MBA students who are rank and file and their age. As they become older, they may become more managerial competent. Also, the findings show that there is significant relationship between managerial competency of MBA students who are supervisor and their gender. Female supervisor obtained higher mean in managerial competency. However, results show that there is no significant relationship found between managerial competency of MBA students who are managers and the aforementioned demographic variables.

The MBA students composed of rank and files, supervisors, and managers have overall demonstrated high managerial competency in terms of communication and self-management competencies for rank and files; planning and administration, teamwork, strategic action, and multicultural competencies for supervisors and managers. The positive findings of this study provide a good indication and affirm that MBA students in Cavite are highly managerial competent in light with the mounting criticisms and contradictions to the relevancy of education and acquired competencies in MBA programs mentioned in several literature.



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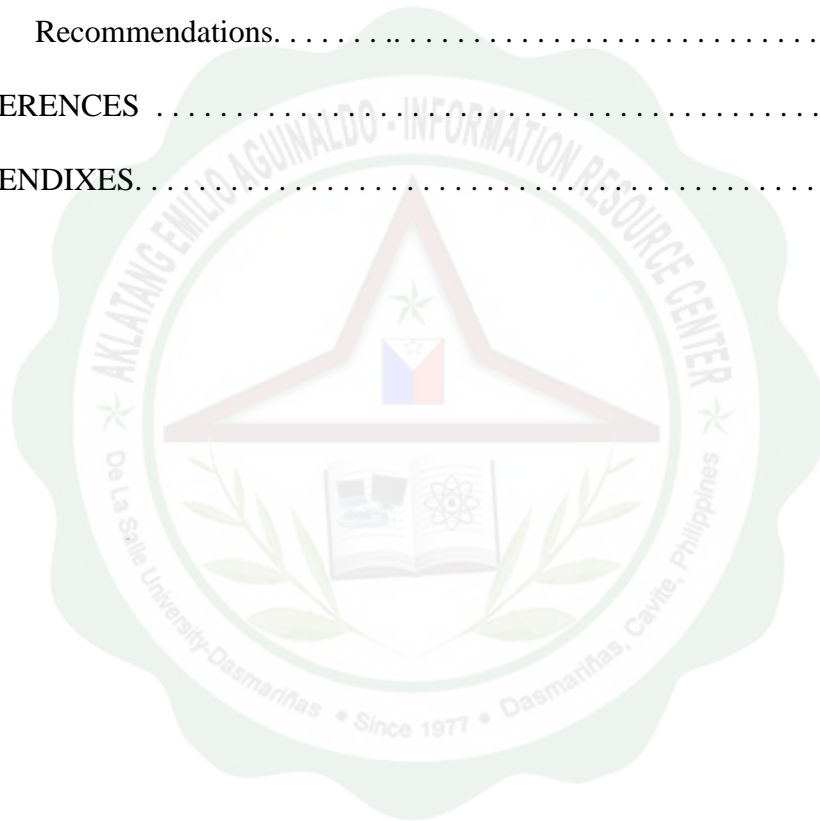
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