



De La Salle University – Dasmariñas
GRADUATE PROGRAM

**MOTIVATIONS AND BARRIERS OF STUDENTS IN PURSUIT OF
AN MBA DEGREE: EVIDENCE FROM SELECTED
GRADUATE SCHOOLS IN CAVITE**

A Thesis
Presented to the Faculty of the
Graduate Studies in Business
De La Salle University-Dasmariñas
Dasmariñas, Cavite

In Partial Fulfilment
of the Requirements for the Degree of
Master in Business Administration

REINA CATHERINA L. ROMERO
February 2012



ABSTRACT

ROMERO, R.C. L., Motivations and Barriers of Students in Pursuit of an MBA Degree: Evidence from Selected Graduate Schools in Cavite. Master in Business Administration, De La Salle University-Dasmariñas, Cavite, February 2012. Adviser: Dr. Alice T. Valerio.

The purpose of this research was to determine the motivations and barriers of respondents in finishing an MBA degree; their characteristics; the relationship between motivations and barriers and selected demographic factors; their level of motivations and barriers in terms of characteristics; and the effects of demographics, motivating factors, and barrier factors on the decision of the students to finish their MBA degree.

Most of the respondents were not enrolled in the MBA program, with an average age of 35.07 years. Majority of the respondents were male (51.1%) and married (64.9%). The respondents were highly motivated on personal motivation, mainly for career enhancement motivation. For the barriers, the results showed that the identified barrier factors showed less effect on MBA students, but the commitment concern barrier ranked the highest.

All demographic factors are related to the motivations and barrier factors, except for the number of children. The level of motivation of students is related to the demographic factors except for gender and number of children of married MBA students. The level of barrier of students is related to all the demographic factors.



Using logit regression, the factors that significantly affect the decision of the students in finishing an MBA degree are marital status, number of children, personal development motivation, financial resources barrier, commitment concern barrier, preparedness barrier, and school-related barriers. Furthermore, it was found that there is significant difference in the motivations of MBA students when grouped in terms of MBA status, marital status, age when first enrolled, and length of work experience. Moreover, there is a significant difference in the barriers of MBA students when all demographic factors are considered.

In order to address the barriers identified in finishing an MBA program, graduate school should focus their efforts on demonstrating how MBA can change the life of students, and that a graduate business degree can enhance the opportunities for career outside the corporate world. Graduate school should take into consideration to conduct a regular review of tuition fee, in order to address the financial resources barrier. Graduate school can extend the marketing of MBA program to private and public firms, as part of marketing and promotional strategies. School policies and professor's performance evaluation must be evaluated regularly by management and students as well.

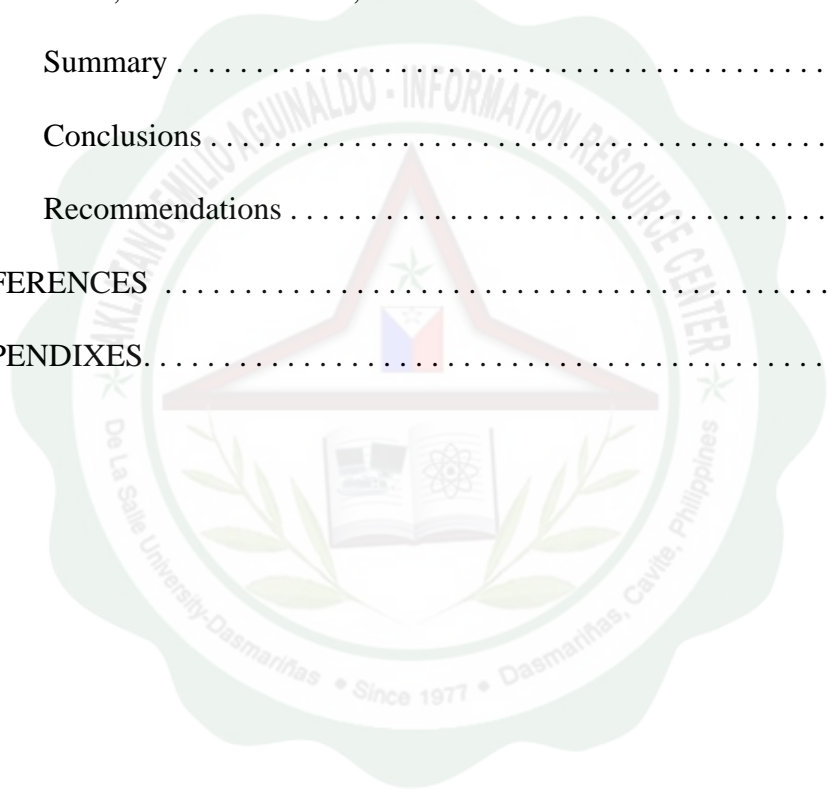


TABLE OF CONTENTS

	Page
TITLE PAGE.....	i
DEED OF DECLARATION.....	ii
APPROVAL SHEET.....	iii
BIOGRAPHICAL SKETCH.....	iv
ACKNOWLEDGMENT.....	vi
ABSTRACT.....	viii
TABLE OF CONTENTS.....	x
LIST OF TABLES.....	xiii
LIST OF APPENDIX TABLES.....	xv
LIST OF FIGURE.....	xviii
LIST OF APPENDIX FIGURES.....	xix
LIST OF APPENDIXES.....	xx
INTRODUCTION.....	1
Background of the Study.....	3
Statement of the Problem.....	5
Objectives of the Study.....	7
Hypotheses of the Study.....	7
Significance of the Study.....	9

Scope and Limitations of the Study	10
Definition of Terms	11
REVIEW OF RELATED LITERATURE	16
Needs of organizations for MBA	17
Enrollment and graduates in the MBA Program	18
Low representation of Women in MBA	19
Perceived effects of an MBA degree	20
MBA graduates' satisfaction on the value of MBA degree	21
Motivations for pursuing MBA	22
Barriers for pursuing MBA	25
CONCEPTUAL FRAMEWORK.	28
METHODOLOGY.	34
Research Design.	34
Time and Place of Study	34
Sampling Procedures and Respondents	35
Collection of Data.	36
Methods of Analysis	38
RESULTS AND DISCUSSION	42
Characteristics of the Respondents	42
Motivations of Students to Finish an MBA Degree	47
Barriers of Students to Finish an MBA Degree	57
Relationship Between Motivations and Selected Demographics	65

Relationship Between Barriers and Selected Demographics	81
Comparison of Level of Motivations	98
Comparison of Level of Barriers	105
Factors Affecting the Decision of the Students to Finish their MBA Degree	113
SUMMARY, CONCLUSIONS, AND RECOMMENDATIONS.	118
Summary	118
Conclusions	121
Recommendations	123
REFERENCES	126
APPENDIXES.	132



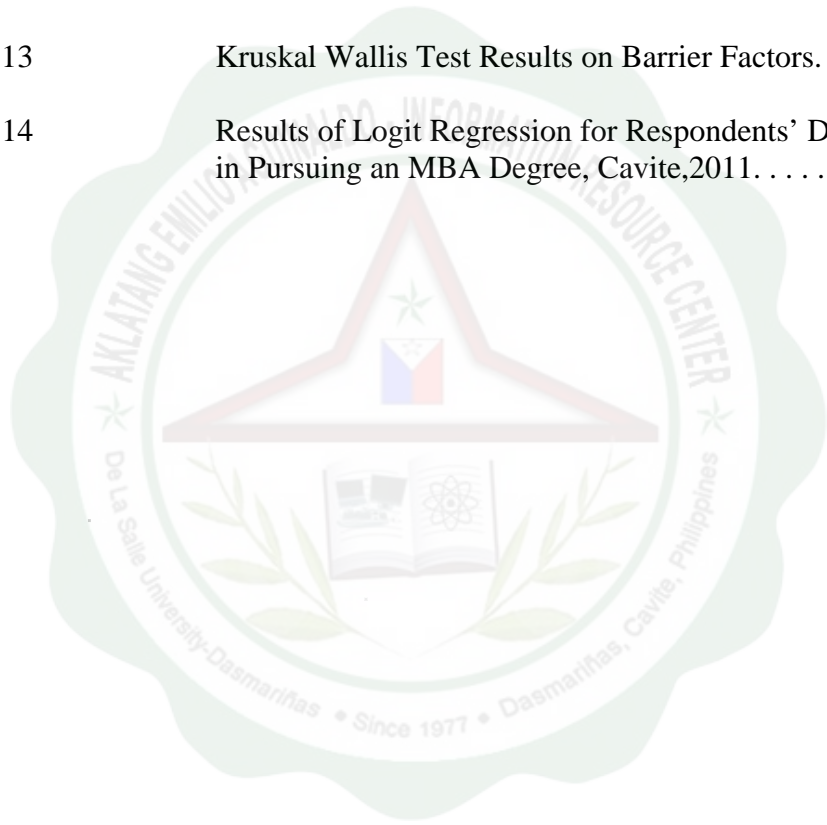


LIST OF TABLES

Table		Page
1	Table of Summary of Target and Actual Respondents, Cavite, 2011	36
2	Summary Table Showing the Descriptive Statistics for Characteristics of Respondents, Cavite , 2011.....	44
3	Summary of Means and Standard Deviation for Motivations and Barriers of Respondents, Cavite, 2011.....	50
4	Distribution of Overall Mean Ratings of Respondents on Motivation Factors by Item, Cavite, 2011.....	53
5	Distribution of Overall Mean Ratings of Respondents on Barrier Factors by Item, Cavite, 2011.....	60
6	Phi Correlation Analysis Table for Motivations and Gender, Marital Status, and MBA Status	67
7	Chi square Correlation Analysis Table for Motivations and Age Group, Age When First Enrolled, Number of children, Length of Work Experience, Monthly Income.....	70
8	Spearman’s Rho Correlation Analysis Table for Motivations and Age group, Age When First Enrolled, Number of Children, Length of Work Experience, Monthly Income	76
9	Phi Correlation Analysis Table for Barriers and Gender, Marital Status, and MBA Status.....	84
10	Chi square Correlation Analysis Table for Barriers and Age Group, Age When First Enrolled, Number of Children, Length of Work Experience, Monthly Income	88



Table		Page
11	Spearman’s Rho Correlation Analysis Table for Barriers and Age group, Age When First Enrolled, Number of Children, Length of Work Experience, Monthly Income.	93
12	Kruskal Wallis Test Results on Motivation Factors. . . .	99
13	Kruskal Wallis Test Results on Barrier Factors.	107
14	Results of Logit Regression for Respondents’ Decision in Pursuing an MBA Degree, Cavite,2011.	114





LIST OF APPENDIX TABLES

Appendix Table		Page
1	Descriptive Statistics Table of Respondents by Age Group.	145
2	Descriptive Statistics Table of Respondents by Age When First Enrolled.	145
3	Descriptive Statistics Table of Respondents by Number of Children.	146
4	Descriptive Statistics Table of Respondents by Monthly Income	146
5	Descriptive Statistics Table of Respondents by Length of Work Experience.	147
6	Adjectival Mean Ratings of Respondents by Personal Motivation: On Career Enhancement, Cavite, 2011 . . .	148
7	Adjectival Mean Ratings of Respondents by Personal Motivation: On Career Switching, Cavite, 2011.	149
8	Adjectival Mean Ratings of Respondents by Personal Motivation: On Personal Development, Cavite, 2011. .	150
9	Adjectival Mean Ratings of Respondents by Organizational Motivation, Cavite, 2011.	151
10	Adjectival Mean Ratings of Respondents by School-related Motivation, Cavite, 2011.	152
11	Adjectival Mean Ratings of Respondents by Personal Barriers: on Financial Resources Concerns, Cavite, 2011.	153
12	Adjectival Mean Ratings of Respondents by Personal Barriers: Commitment Concerns, Cavite, 2011.	154



Appendix Table		Page
13	Adjectival Mean Ratings of Respondents by Personal Barriers: Prepared Concern, Cavite, 2011.	155
14	Adjectival Mean Ratings of Respondents by Organizational Barrier, Cavite, 2011.	156
15	Adjectival Mean Ratings of Respondents by School-related Barrier, Cavite, 2011	157
16	Kruskal Wallis Test Results of Respondents and Motivation Ranks by Gender	158
17	Kruskal Wallis Test Results of Respondents and Motivation Ranks by MBA Status.	159
18	Kruskal Wallis Test Results of Respondents and Motivation Ranks by Marital Status.	160
19	Kruskal Wallis Test Results of Respondents and Motivation Ranks by Age Group	161
20	Kruskal Wallis Test Results of Respondents and Motivation Ranks by Age When First Enrolled.	164
21	Kruskal Wallis Test Results of Respondents and Motivation Ranks by Number of Children.	167
22	Kruskal Wallis Test Results of Respondents and Motivation Ranks by Length of work experience. ...	169
23	Kruskal Wallis Test Results of Respondents and Motivation Ranks by Monthly Income.	172
24	Kruskal Wallis Test Results of Respondents and Barrier Ranks by Gender	175



Appendix Table		Page
25	Kruskal Wallis Test Results of Respondents and Barrier Ranks by MBA Status.	176
26	Kruskal Wallis Test Results of Respondents and Barrier Ranks by Marital Status.	177
27	Kruskal Wallis Test Results of Respondents and Barrier Ranks by Age Group	178
28	Kruskal Wallis Test Results of Respondents and Barrier Ranks by Age When First Enrolled.	181
29	Kruskal Wallis Test Results of Respondents and Barrier Ranks by Number of Children.	184
30	Kruskal Wallis Test Results of Respondents and Barrier Ranks by Length of Work Experience.	186
31	Kruskal Wallis Test Results of Respondents and Barrier Ranks by Monthly Income.	189



LIST OF FIGURE

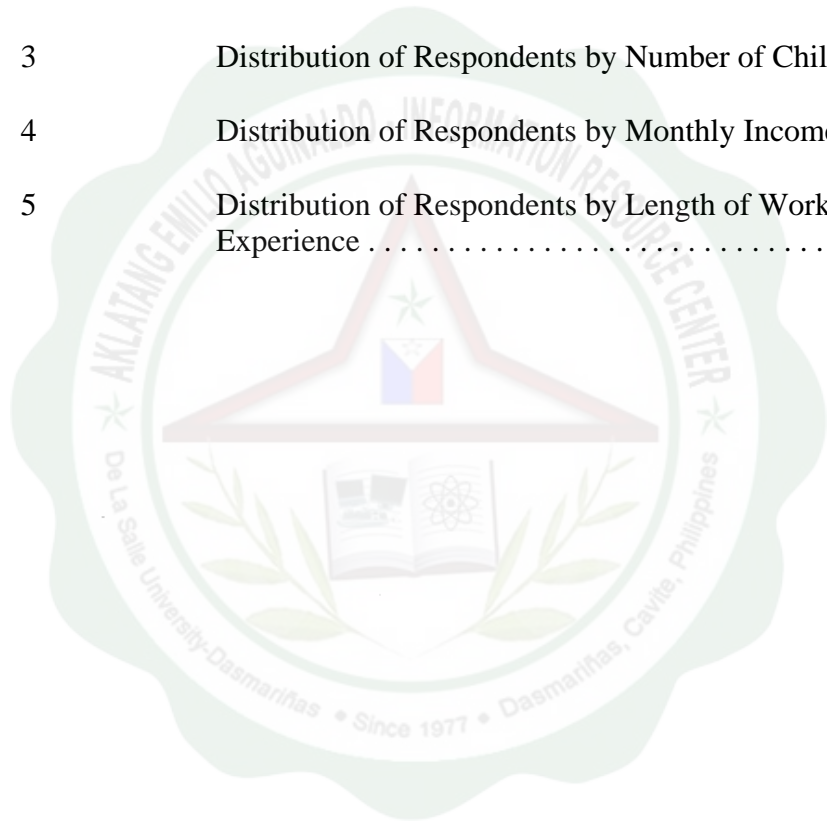
Figure		Page
1	Conceptual framework showing the relationship between motivation factors, barrier factors, and demographic factors and students’ decision to finish an MBA Degree	30





LIST OF APPENDIX FIGURES

Appendix Figure		Page
1	Distribution of Respondents by Age Group	192
2	Distribution of Respondents by Age When MBA Students First Enrolled.	193
3	Distribution of Respondents by Number of Children . .	194
4	Distribution of Respondents by Monthly Income	195
5	Distribution of Respondents by Length of Work Experience	196





LIST OF APPENDIXES

Appendix		Page
A	Certification of English Editor	133
C	Request Letter to Graduate School – De La Salle University Dasmariñas	139
D	Request Letter to Graduate School – Philippine Christian University - Dasmariñas.	141
E	Request Letter to Graduate School – San Sebastian College Recoletos Cavite.	143
F	Descriptive Statistics Table of Respondents by Category.	145
G	Adjectival Mean Ratings of Respondents by Motivation Factors	148
H	Adjectival Mean Ratings of Respondents by Barrier Factors.	153
I	Kruskal Wallis Test Results of the Respondents and Motivation Ranks by Category	158
J	Kruskal Wallis Test Results of the Respondents and Barrier Ranks by Category	175
K	Distribution of Respondents by Category	192