

THE EFFECTIVENESS OF ALIGNING ON-THE-JOB-TRAINING (OJT) ON THE LEARNING PROCESS OF 4TH YEAR GRADUATING BUSINESS COLLEGE STUDENTS OF JRU FOR 2015-2016

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This study attempted to find out the effect of aligning on-the-job training (OJT) on the learning process of 4th year graduating business college students of JRU. Specifically, it identified the concerns, insights, and perceptions of students in looking OJT partners for their specific specialization; and related the traditional work performance with the specialized work performance of college students in line with their OJT activities. The study covered fifty (50) respondents-students of selected Business college majors. A survey instrument was used to gather data from the internal organization (JRU) and from pertinent sources of information (student-trainees).

The results showed that the student-trainees disagreed with the traditional work they were asked to perform, and they were not happy with the way the employer/OJT partners treated them with regards to the work they performed and activities they were engaged in. The student-trainees were given activities that were not aligned to their line of field, and that was the reason why some of these student-trainees were not happy with their accomplishments, and they did their work merely to finish the number of hours needed to comply with the requirements set by the school. During the Intervention, the OJT adviser and researcher talked with the employers/OJT partners and encouraged them to allot a bigger number of hours in OJT in which the student-trainee would be assigned in his/her specialized field so he/she can apply his theoretical learning absorbed in his/her school days. The post-test showed that as soon as the adviser communicated with the employer/OJT partner about the activities that should be done/rendered by the student-trainee, the student-trainee was given the chance to prove himself/herself and apply his/her acquired learning. In which case, the student-trainees began to excel in their line of work, and they strongly agreed with the activities assigned by the employer/OJT partner. To continue with this good outcome, the College of Business Administration and Accountancy should formulate rules or policies that could enhance the On-the-Job Training program and come up with and create more relevant and useful activities for the student-trainees.