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Tracer Study of Bachelor of Science in Office Administration Graduates of Camarines Sur Polytechnic Colleges

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ABSTRACT

The research is primarily a tracer study of the Bachelor of Science in Office Administration graduates of Camarines Sur Polytechnic Colleges, S/Y 2017-2018. Specifically, it sought to answer the personal, professional, and employment profile of the respondents, the graduates level of satisfaction on the services provided by CSPC, and the attributes that contributes to the employability of the graduates. It also identified the assessment of the employers on the job performance of the graduates. Moreover, this research proposes recommendations to improve the BSOA curriculum and enhance the employability of BSOA Graduates. Descriptive Method was used in this study. The respondents were the two hundred (220) BSOA graduates and some of the employers. The findings revealed that majority of the graduates are gainfully employed holding a permanent position in private organizations as an entry level/ rank and file employee. BSOA graduates are very satisfied with the educational services provided by CSPC such as the physical facilities, Student Workload, Teaching Strategies and Qualifications of Faculty. The attributes that contribute much to the employability of the graduates are Computer Literacy, Work Experience and Human Relation Skills while Appearance, Entrepreneurship Skills and High Community and Family Involvement do not show much relevance in the employability of the graduates. The employers assessment on the performance of the graduates is perceived to be Excellent.

Keywords
BSOA Graduates
Employability
Higher Education
Office Administration
Tracer Study

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Introduction

Camarines Sur Polytechnic Colleges (CSPC) was established on June 10, 1983, through Batas Pambansa (BP) 512. Its mission is to provide higher education in technology, professional and vocational training, and instruction in fisheries, trades, technology, arts, and sciences. The college also offers short-term technical and vocational courses as deemed necessary by the Board of Trustees. Additionally, CSPC is mandated to conduct research on the exploration and conservation of natural resources and to offer both degree and non-degree programs.

Currently, CSPC offers three graduate degree programs and twenty undergraduate degree programs through its six colleges [1]. The Bachelor of Science in Office Technology (BSOAT), one of the pioneering programs of the College of Business Management, was established through BOT Resolution No. 29, s. 1985. To address industry demands, a proposal for curriculum revision was submitted and approved in accordance with BOT Resolution No. 03-173, series of 2003, which officially changed the program's nomenclature to Bachelor of Science in Office Administration (BSOA) through Board Resolution No. 2, series of 1994. At present, the program has attained Level III accreditation granted by the Accrediting Agency of Chartered Colleges and Universities of the Philippines (AACCUP).

The four-year BSOA curriculum is governed by CHED Memorandum Order No. 19, Series of 2017, which ensures that students are equipped for careers in professional, outcome-focused, and technologically advanced settings. The curriculum is designed to familiarize students with modern office practices and procedures, advancements in office systems and technology, teamwork and management skills, and the principles of effective human relations and communication.

In addition, the program emphasizes report and letter writing, as well as effective communication with employers, employees, and the general public. With increasing demands for globalization and internationalization, as emphasized by government policies and economic changes, CSPC aims to produce graduates with the necessary educational qualifications and skills to meet global industry standards [2]. As industries seek highly skilled professionals who can excel in competitive environments, CSPC recognizes the need to assess

the effectiveness and relevance of the BSOA curriculum in preparing graduates for employment. To achieve this, the institution is conducting a tracer study to gather relevant data from BSOA alumni regarding their career outcomes and industry alignment.

Material and Methods

The researchers used the descriptive – survey method of research wherein it is most appropriate to trace the employability and status of BSOA graduates. The graduate tracer study survey questionnaire developed by CHED and CSPC with some modification to suit the purpose of the study used as primary data for this study.

The respondents of the study were 220 graduates out of 607 from S/Y 2017-2019 of Bachelor of Science in Office Administration at Camarines Sur Polytechnic Colleges as shown in Fig. 1.

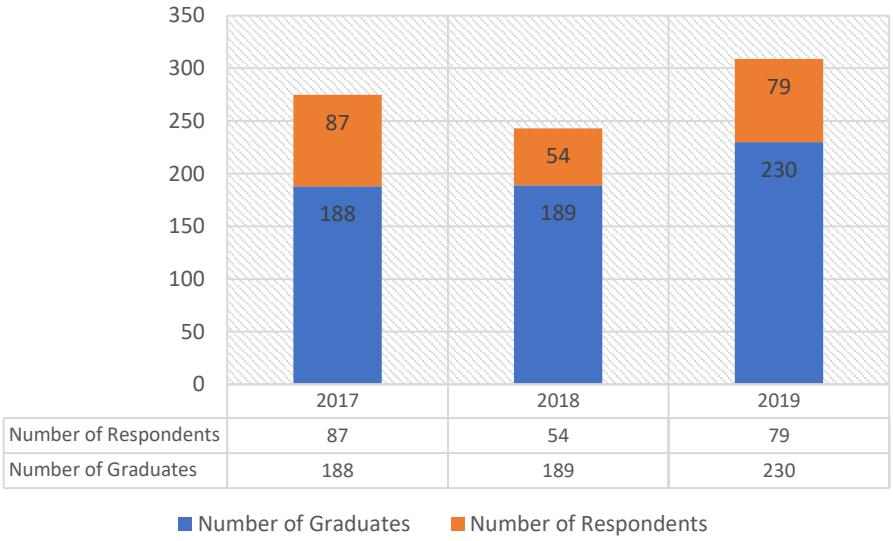


Fig. 1. BSOA Graduates of CSPC

The study used graduate tracer study survey questionnaire developed by CHED and CSPC where some modifications have been made to acquire the most relevant information about the study. This was developed to gather information about the personal, professional, and employment profile of the BSOA students, the graduates level of satisfaction on the services provided by CSPC, and the attributes that contributes to the employability of the graduates. It also identified the assessment of the employers on the job performance of the graduates. Moreover, this research proposes recommendations to improve the BSOA curriculum and enhance the employability BSOA Graduates. The questionnaire was distributed online via Google Forms with the assistance of the research adviser and CSPC's Alumni Affairs Office. Measures were taken to ensure respondents' anonymity and privacy, encouraging honest and accurate responses.

Data collected, summarized and analyzed using descriptive statics such as frequency count, percentage, weighted mean and rank.

- Frequency count – used as a guide in tallying to express the relative participation of a set responses to the totality.In this study it was used to measure the responses on the profile of the respodents.
- Weighted Mean – used to compute for the rating of the respondents along level of satisfaction on the educational services provided by CSPC, the attributes that contrinute to the emloyability of the graduates, and the employers assesment on the performance of graduates.
- Ranking Method – used to determine the order of the given indicators.Provide sufficient details to allow the work to be reproduced by an independent researcher. Methods that are already published should be summarized and indicated by a reference. If quoting directly from a previously published method, use quotation marks and also cite the source. Any modifications to existing methods should also be described.

Papers that have used human beings as the object of study or animal experimentation must indicate in the text the number of the approval by the respective Committees of Ethics. The work should not be simultaneously evaluated by another journal and all authors should be aware of the submission.

Results and Discussion

A. Personal Profile

Personal profile of the respondents is a good basis in determining the capability of the subject in the study. It includes the age, sex and civil status of the respondents. As shown in Fig. 1, 35 respondents (16%) are female, while the remaining 185 (84%) are male. Based on these findings, the majority of respondents are male. However, the Bachelor of Science in Office Administration (BSOA) program is predominantly pursued by female students, as it aligns more closely with office-related tasks and routines. This result is supported by Goldberg (2011), who stated that office jobs often require traditionally feminine characteristics such as strong interpersonal skills, effective communication, and nurturing abilities.

Additionally, the highest proportion of respondents falls within the 23–25 age bracket, accounting for 140 individuals (63.6%), followed by the 20–22 age bracket with 50 respondents (22.7%). The remaining 30 respondents (13.6%) are within the 26–28 age group. This indicates that the majority of respondents belong to the 23–25 age range, which is expected, as most participants graduated in 2017.

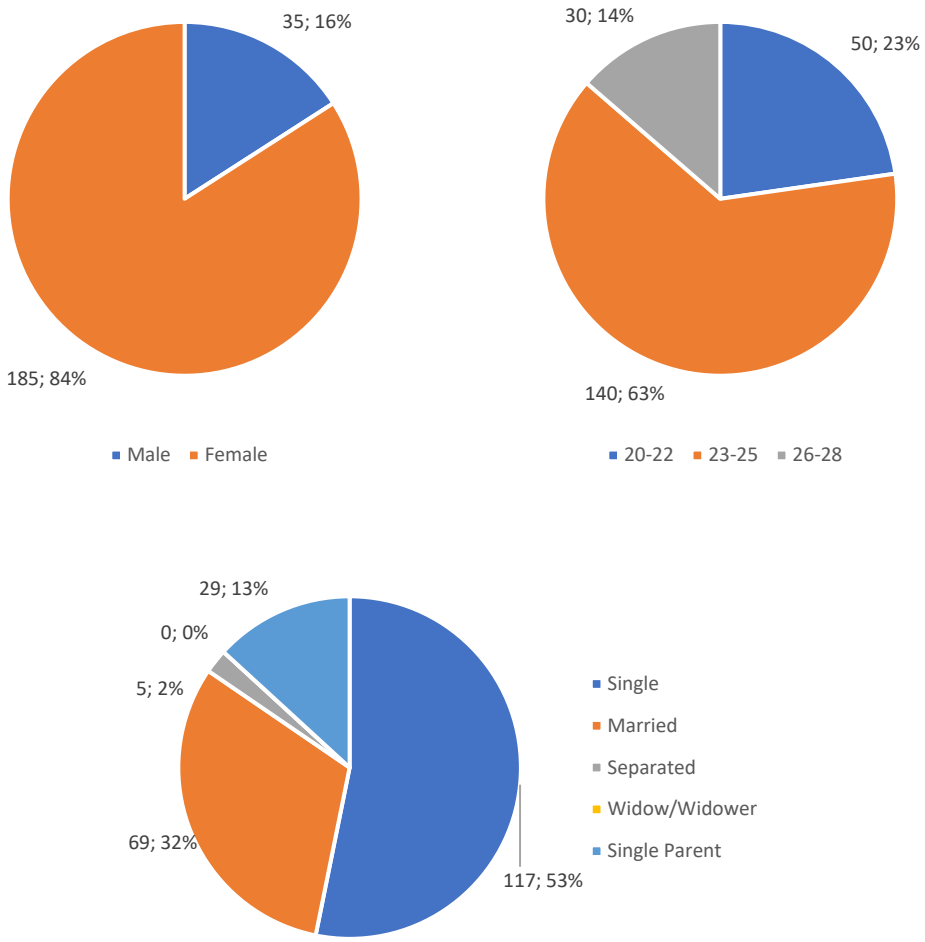


Fig. 1. The profile of the respondents (age, sex and civil status)

Regarding civil status, the data reveals that 117 respondents (53.18%) are single, 69 (31.36%) are married, 5 (2.27%) are separated, and 29 (13.19%) are single parents. The data reveals that majority of the graduates are still unmarried. This implies that graduates are prioritizing career first rather than putting up their own family. This implication is seen from the greater number of young professionals who are currently holding a position in different fields of work. According to Twenge et al. [3], young adults today are more likely to prioritize career goals and personal development over traditional milestones like marriage and starting a family, reflecting broader societal shifts in values and economic pressures.

B. Professional Profile

This section includes the presentation of the number of the graduates who pursued further studies; reasons for taking or pursuing the degree; advanced studies taken and the professional examination they have passed. Professional Profile of the Respondents according

to Highest Educational Attainment. Table 5 shows the distribution of respondents according to the graduates pursued advanced or further studies.

Table 1. Highest Educational Attainment

Indicators	Frequency	Percentage
With units in Master's Degree	44	29.3
Master's Degree Holder	16	10.7
With units in Doctorate Degree	0	0
Doctorate Degree Holder	0	0
Methods of Teaching	15	10
NONE	75	50
Total	150	100

As shown in Table 1, out of 150 respondents, 44 (29.3%) have taken units in a master's program, 16 (10.7%) have already earned a master's degree, and 15 (10%) have completed a Methods of Teaching course. Meanwhile, 75 respondents (50%) did not pursue further studies.

The results indicate that a significant number of graduates chose to continue their education to gain additional knowledge and skills that are increasingly valued by employers. However, the majority of respondents opted to enter the workforce immediately rather than pursuing further studies. This finding aligns with Arnett (2000), who argued that emerging adults often prioritize immediate financial stability and career establishment over further education, reflecting the economic pressures faced by young professionals.

As presented in Table 2, prospect for immediate employment ranked first in the reason for taking the course with a weighted mean of 53.33; tie on the next rank were the availability of course offering in chosen institution and affordable for the family with a weighted mean of 48.88; followed by prospect of attractive compensation with 28.88; ranked fifth is the status or prestige reason of no particular choice or no better idea with 22.22 as a weighted mean. The table also represents the reasons for pursuing the degree. Prospect of attractive compensation got the highest rank with a weighted mean of 4.44 and the rest got a weighted mean of 2.22. No particular choice or no better idea is not a reason for pursuing the degree.

This only implies that the graduates' main reason for taking the BSOA program is for prospect of immediate employment. Offices and establishments can be found anywhere, hence employment for administrative professionals, clerk, secretary, office staff and the like is imperative and easy. On the other hand, most of the respondent's reason for pursuing Masters in Business Management (MBM) program is for prospect of attractive compensation. In a highly competitive global market, master's degree holder will be more eligible for a high-paying jobs.

Table 2. Reasons for Taking the Course or Pursuing the Degree

Indicators	BSOA WM	Rank	MBM WM	Rank
Good grades in the subject are	33.33	7.5	2.22	4.14
Good grades in high school	28.88	9.33	2.22	4.14
Influence of parents or relatives	37.77	5	0	8.25
Peer influence	40	4	0	8.25
Inspired by a role model	28.88	9.33	2.22	4.14
Strong passion for profession	35.55	6	4.44	1.33
Prospect for immediate employment	53.33	1	2.22	4.14
Status or prestige of the profession	24.44	12	2.22	4.14
Availability of course offering in chosen institution	48.88	2.5	2.22	4.14
Prospect of career advancement	33.33	7.5	4.44	1.33
Affordable for the family	48.88	2.5	2.22	4.14
Prospect of attractive compensation	28.88	9.33	4.44	1.33
No particular choice or no better idea	22.22	13	0	8.25
Others, please specify	0	14	0	8.25

As shown in Table 3, 32 respondents (14.6%) have passed the Civil Service Examination – Professional level, while 21 (9.6%) have passed the CSC Sub-Professional level. Additionally, 16 respondents (7.27%) obtained eligibility through the Licensure Examination for Teachers (LET), and 10 (4.6%) have earned TESDA competency certifications. Meanwhile, the majority—141 respondents—do not hold any eligibility certifications.

Table 3. Professional Examination Passed

Indicators	Frequency	Percentage
Civil Service Examination (Professional)	32	14.6
Civil Service Examination (Sub professional)	21	9.6
Licensure Examination for Teacher (LET)	16	7.27
TESDA	10	4.6
None	141	64.1
Total	220	100

Based on the data presented, it can be implied that the majority of the graduates still lack eligibility. Considering BSOA as a non-board program with no definite policy on taking the Civil Service exam, TESDA competencies, or other examinations, there are rarely chances that students or graduates voluntarily submit themselves for these examinations unless they are preparing for greater opportunities ahead. This is supported by the statement of Geminiano [5], who argued that "passing the examinations will give chances to be a potential government employee and will gain access to promising promotion and salary increase." Additionally, TESDA [6] emphasizes the importance of certification in enhancing employability, particularly for graduates of non-board programs, as it validates their skills and competencies in the job market.

As shown in Table 4, out of 220 respondents, 98 (44.5%) attended local or regional trainings and seminars, 64 (24.5%) participated in national-level events, and 15 (5.5%)

attended international training or seminars. Meanwhile, 56 respondents (25.5%) did not attend any training or seminars. Therefore, there is significant number of respondents who attended Local/Regional trainings/seminars. Based on the informal interview conducted by the researcher, the employed respondents were given more opportunities to attend such in this time of pandemic as compared before the emergence of COVID-19 since the activities now a days are being conducted online and are free of charge. According to Ngah et al. [7], the adequacy of training to employment is essential because it is the keystone to any desired development.

Table 4. Trainings/ Seminars attended

Indicators	Frequency	Percentage
Local/Regional	98	44.5
National	64	24.5
International	15	5.5
None	56	25.5
Total	220	100

From Table 5, out of 220 respondents, 30 (13.6%) pursued further studies for job promotion, 115 (52.3%) did so for professional development, and 75 (34.1%) cited other reasons. The data suggests that the majority of graduates choose to continue their education to enhance their career opportunities and advance in their respective fields. This finding aligns with Cappelli & Crocker-Hefter [8], who stated that most companies seek highly skilled graduates to ensure competency in job performance.

Table 5. Reasons for Pursuing Advance Studies

Indicators	Frequency	Percentage
For promotion	30	13.6
For professional development	115	52.3
Others	75	34.1
Total	220	100

C. Employment Profile

This section includes the present employment status of the respondents, present job level position, type of organization, monthly salary range, mode of application, and how long it takes to land on a job. Fig. 2 shows that out of 220 respondents, 164 (74.5%) are currently employed, while the remaining 56 (25.5%) are either unemployed or have never been employed. The results indicate that the majority of graduates have successfully secured employment, highlighting the strong demand for office professionals in the job market. The industry requires skilled office workers, and the competencies imparted by the BSOA program align with the demands of office management roles.

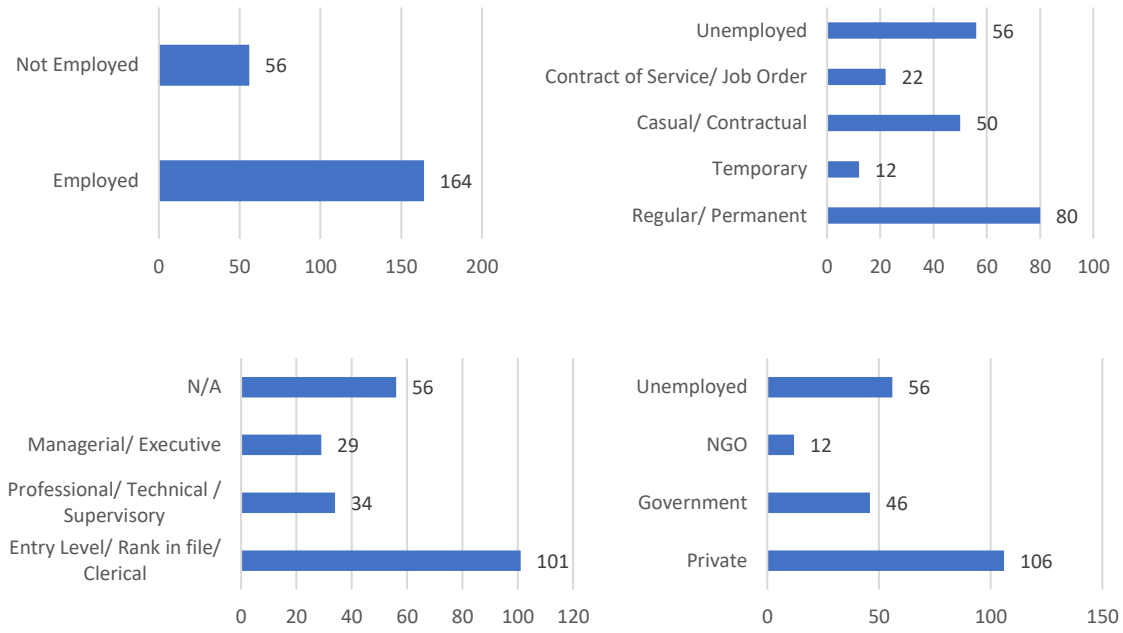


Fig. 2. Employment Profile

This finding supports the statement of Cheng et al. [9], who emphasized that employability is a strong indicator of the relevance and significance of programs such as the Bachelor of Science in Office Administration. Furthermore, the continued demand for BSOA graduates demonstrates that the program remains valuable across various industries. Out of the 220 respondents, 80 (36.36%) hold regular or permanent positions, 12 (5.45%) are in temporary roles, 50 (22.72%) are employed under casual or contractual status, 22 (10%) work under Contract of Service/Job Order arrangements, and 56 (25.45%) remain unemployed.

The data suggest that BSOA graduates possess the necessary qualifications for securing regular positions in both private and government organizations. Their attendance at various trainings and seminars, eligibility for industry-recognized certifications, and acquired skills and competencies contribute to their readiness for professional roles. With real-world office experience, BSOA graduates are well-equipped to be effective and efficient administrative professionals in their respective fields.

Regarding job positions, 101 respondents (45.9%) currently work in entry-level, rank-and-file, or clerical roles, while 34 (15.45%) are in professional, technical, or supervisory positions. Additionally, 29 respondents (13.2%) have advanced to managerial or executive roles, whereas 56 (25.45%) selected the "not applicable" category.

These findings indicate that since most respondents graduated relatively recently, they have not yet gained enough experience or qualifications for higher-level positions. Consequently, the majority currently hold entry-level or clerical roles. However, it can be inferred that BSOA graduates are gainfully employed in fields aligned with their specialization.

Out of the 220 respondents, 106 (48.18%) work in private organizations, 46 (20.9%) are employed in government agencies, and 12 (5.45%) are engaged in non-government organizations. Meanwhile, 56 respondents (25.45%) remain unemployed. This implies that most of the employed respondents are working in a private organization since private sectors don't require further qualifications on landing on a job and workers tend to be promoted easily. According to Investopedia.com, private sector employs workers through individual business owners, corporation or other non-profit organization. That is why workers are not required to have the best qualifications before landing on their company or organization.

Table 6 presents the monthly salary distribution of the employed respondents. As shown in the table, 34 respondents (15.45%) earn below Php10,000, while 75 (34.09%) have a salary ranging from Php10,001 to Php20,000. Additionally, 37 respondents (16.82%) earn between Php20,001 and Php30,000, and 7 (3.18%) have a salary range of Php30,001 to Php40,000. Only 1 respondent (0.45%) falls within the Php40,001 to Php50,000 salary range, while 6 (2.72%) earn between Php50,001 and Php60,000. Meanwhile, 4 respondents (1.82%) receive a salary exceeding Php60,000. Lastly, 56 respondents (25.45%) are currently unemployed.

Table 6. Monthly Salary Range

Indicators	Frequency	Percentage
Below Php10,000	34	15.45
Php10,001 to 20,000	75	34.09
Php20,001 to 30,000	37	16.82
Php30,001 to 40,000	7	3.18
Php40,001 to 50,000	1	.45
Php50,0001 to 60,000	6	2.72
Over Php60, 000	4	1.82
Unemployed	56	25.45
Total	220	100

The result implies that majority of the employed graduates are still in the lower position as an office clerk and are working in the private sectors. Thus, minimum wage set forth by the law is being implemented and followed by the employers. On the other hand, based on the informal interview conducted by the researcher, the respondents with high salary are working outside the country considering the value of money and the greater work opportunities abroad.

Table 7 shows the modes of application taken by the respondents in landing on their current employment. Table 16 shows that the highest in rank when it comes to mode of application through walk-in with 46 respondents (20.9%). It was followed by the Internet/ Social Media with 37 respondents (16.8%). Next is through recommendation by someone with 33 respondents (15%). On the other hand, the least in rank is the others with three or 1.36% followed by internal promotion with five or 2.27% and through family business with six or 2.72%.

Table 7. Distribution of the mode of application

Indicators	Frequency	Percentage
Vacancy Notice	12	5.45
As walk-in applicant	46	20.9
Internet/ Social Media	37	16.8
Recommended by someone	33	15
Information from friends	15	6.82
Family business	6	2.72
Job Fair	7	3.18
Internal Promotion	5	2.27
Others	3	1.36
Unemployed	56	25.45
Total	220	100

This only implies that most of the graduates landed on their jobs through walk-in application as they are independent enough to look for jobs to fit in. According to Campion [10], a candidate who's willing to show up in person are eventually the one really has an edge over other applicants who send resume via online.

Table 8 presents the waiting period for graduates before securing employment. Out of 220 respondents, 92 (41.8%) found a job within 1 to 6 months after graduation, while 57 (25.9%) were employed in less than a month. Additionally, 6 respondents (2.72%) waited for 1 year, while another 6 (2.72%) waited for 2 years before gaining employment. Lastly, 3 respondents (1.36%) took more than 2 years to secure a job.

Table 8. Distribution of Waiting Time After Gaduation

Indicators	Frequency	Percentage
Less than a month after graduation	57	25.9
1 to 6 months after graduation	92	41.8
1 year after graduation	6	2.72
2 years after graduation	6	2.72
More than 2 years	3	1.36
Unemployed	56	25.5
Total	220	100

It can be deduced that most of the respondents found their job in 1 to 6 months after graduation. According to Jintalan [11], making decision to search for a job is not easy but the graduates should have a point of embracing patience to be able to be a step closer to better career because in today's competitive job market, it takes considerably more time and energy to find employment than it did a decade ago.

D. Level of Satisfaction of Respondents on The Educational Services

Table 9 shows the level of satisfaction of respondents on the educational services provided by CSPC. The data reveals that highest in rank in the level of satisfaction on the educational services provided by CSPC is its Physical Facilities with 3.53 WM with verbal

interpretation of highly satisfied followed by the Student Workload with 3.51 WM and verbally interpreted as highly satisfied. On the other hand, the least in rank are the Program Curriculum with 3.37 WM and Industry Linkages with 2.64 WM both with verbal interpretations of satisfied.

Table 9. Level of Satisfaction

Indicators	Weighted Mean	Verbal Interpretation
Teaching Quality	3.49	Satisfied
Educational Qualifications of Faculty	3.49	Satisfied
Physical Facilities	3.53	Highly Satisfied
Program Curriculum	3.37	Satisfied
Student Workload	3.51	Highly Satisfied
Industry Linkages	2.64	Satisfied
Total	3.34	Satisfied

This can be deduced that graduates are highly satisfied with the physical facilities of CSPC. It can be noted that CSPC is a home of benchmark college because of its state-of the art amenities that includes Library, laboratories, buildings among others. Added with the fact the CSPC is the only institution in Bicol Region with machine stenography and real time machine that is being used by the BSOA students in their steno laboratory subjects, there is also a significant number of computers being utilized in the computer subject and the presence of a well organized Office Simulation for Administrative Office Procedures and Management subject.

E. Attributes that Contribute to The Employability of The Graduates.

Table 10 shows that the highest rank along attributes that contribute to the employability of the graduates is the Computer Literacy with 3.70 WM and verbally interpreted as Very Much. This was followed by Work Experience with WM of 3.6 with verbal interpretation of Very Much. Next in rank is the Human Relation Skills with 3.54 WM and verbally interpreted as Very Much. It can be revealed that the lowest in rank are the appearance with 3.23 WM, Entrepreneurship Skills with WM of 3.1 and High Community and Family Involvement with 3.05 WM all interpreted as Much.

The result can be deduced that BSOA Graduates should really be equipped with computer skills as today's world dwells more in the Digital Era. With the growth of technology in the workplace, computer skills are becoming more desirable. In today's information and technology age, it's no surprise that job seekers with strong computer skills land far more jobs than those who don't.

With the growth of technology in the workplace, computer skills are becoming more desirable [12]. Depending on the field of work, the computer skills could be the very traits that make the applicant stand out from other candidates. On the other hand, BSOA graduates can

still be accommodated to work even the absence of having a pleasing appearance. Nonetheless, personality traits shall always be in place to make you the right fit for the company.

Table 10. Attributes that Contribute to the Employablity

Indicators	Weighted Mean	Verbal Interpretation
Highest Educational Attainment	3.5	Very Much
Academic Achievements	3.5	Very Much
English Language Competency	3.4	Much
Logical Skills	3.45	Much
Computer Literacy	3.70	Very Much
Leadership Skills	3.18	Much
Technical Knowledge	3.2	Much
Entrepreneurship Skills	3.1	Much
Human Relation Skills	3.54	Very Much
Problem Solving Skills	3.35	Much
Reputation of the School	3.42	Much
High Community and Family	3.05	Much
Work Experience	3.6	Very Much
Attitude	3.46	Much
Appearance	3.23	Much
Total	3.38	Much

Employers assessed the performance of the graduates as Excellent with 3.61 WM. First in rank is the Demonstrate Acceptable Human Relation Skills with 3.84 WM and verbally interpreted as Excellent. This was followed by the Work Effectively and Efficiency with Minimum Supervision with WM of 3.84 and again verbally interpreted as Excellent. Next in rank is the Work with Maximum Flexibility in a Multi-tasking environment verbally interpreted as Excellent with 3.80 WM. The indicators that belong to the lower ranks include Good Command in Professional Business Communication with 3.22 VM with verbal interpretation of Very Satisfactory, Out of the Box Thinking with 3.29 WM and Equip with Skills to Pursue Lifelong Learning and Keep Abreast with the Development within their Field with 3.35 WM and both verbally interpreted as Very Satisfactorily.

It can be gleaned that graduates exemplify excellent work and ethical behavior in workplace as set of values and moral principles are within their capacity to increase productivity and uphold integrity. This moral principles or values that the graduates abide by and uses help the employers assess the graduate's performance and eventually reflect on the school they attended and the program curriculum as foundations of their knowledge, skills and attitude. As postulated by Mishra & Aithal [13], the ethical behavior such as obeying company rules and policies, taking responsibility, professionalism, trust and mutual respect for colleagues at work ensure maximum productivity output at work. And could be pivotal for career growth. Nevertheless, on the skills and competencies of the graduates, there is a need

for more concentration on business communication and empowerment of the graduates to perform task effectively.

Conclusion

On the personal profile of the BSOA graduates, majority are female, single and belong to age bracket of 23-25 years old. As to professional profile, most of the respondents believe that taking BSOA program will give them an immediate prospect for employment while pursuing further studies such as Master in Business Management program will lead them for prospect of career advancement. Moreover, it can be gleaned that a signifacant number of repondents have units in Masters Degree and continue to pursue advance studies with the aim of professional development. Most of the respondents alo attended local/regional trainings/seminars in accordace to their field of specilaization. However, it is imperative to note that there are significannt numbers of BSOA grdauates who do't have any eligibilities at all. The employment profile of the repondents shows that majority of the BSOA graduates are employed in a private organizations holding a regular/permanent position as entry level/rank in file employee. They commonly found their first job 1 to 6 months after graduation through a walk-in mode of application. The average salary of the graduates is Php10,001 to 20,000

BSOA Graduates perceived that they are satisfied with the educational services provided by Camarines Sur Polytechnic Colleges being their Alma Matter. Given more emphasis, the physical facilities and the student workload were perceived by the majority of the respondents with high weighted mean as they are highly satisfied with these services. On the other hand, the Industry linkages and Program Curriculum belong to the educational services with lower ranks. The graduates presumed that Computer Literacy, Work Experience and Human Relation Skills are the top three most attributes that contribute much to the employability of graduates. However, Appearance, Entrepreneurship Skills and High Community and Family Involvement do not show much relevance in the employability of the graduates as they belong in the lowest ranks. The employers assessment on the performance of the graduates is Excellent. They demonstrate acceptable human relation skills , work effectively and efficiency with minimum supervision and work with maximum flexibility in a multi-tasking environment. The graduates exemplify excellent work and ethical behavior in workplace. However, there is a need to expose themselves and be trained on the good command of business communication. The graduate as well shall be empowered to do the task accorded to them and be equipped with skills to pursue lifelong learning and keep Abreast with the new development in the modern world.

Conflict of Interest

The authors declare that there is no conflict of interest.

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