

# Career Interest and Work Values of Online Filipino Psychology Graduates: Basis for Retention Program

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## ABSTRACT

The main objective of the study is to evaluate the significant association between career interests and workplace values among Filipino online psychology graduates in 2022 and to provide retention strategies for diverse organizations. The study's goal was to identify the gap between the participants' career interests and their work values and offer possible retention programs to bridge the gap. The researcher employed a quantitative correlational research design and utilized two research instruments, the RIASEC Test by John L. Holland and the Work Values Inventory by Ronald E. Super, to measure career interest and work values, respectively. In August 2022, a total of 80 Filipino graduates of the psychology program gathered, representing almost 18 colleges and universities and six regions in the Philippines. Studies show that (1) Conventional, Social, and Investigative are the main characteristics of Filipino 2022 Psychology graduates; (2) Work Values such as Achievement, Supervisory Relationships, Surroundings, Altruism, Economic Return, Way of Life, Creativity, and Security are rated as very important by the target respondents. While, Prestige, Associates, Independence, Variety, Aesthetic, Intellectual Stimulation, and Management are rated as important; (3) Filipino Psychology graduates in 2022, there is a marginally favorable association between career interest and work values.; and (4) Competitive benefits package and generous salary, recognition and rewarding employees, management involvement, corporate social responsibility, mental health policies and programs, and work-life alignment are the proposed retention programs.

**Keywords:** career interest, work values, Psychology graduates, online class, retention program

## INTRODUCTION

A recently discovered coronavirus (World Health Organization, 2020) causes the COVID-19 Pandemic, also known as the Coronavirus Disease, an infectious disease that directly affects numerous organizations worldwide. It drastically alters almost all of the systems and procedures within the organization. People use technology to its fullest extent in order to adapt to this predicament. Most academic institutions worldwide use full-online classes as a common strategy to respond to the COVID-19 pandemic and continue their mission of developing people. Since the pandemic began almost three years ago, academic institutions have continued to utilize their online classrooms. Students learned and developed new skills during this time, possibly focusing on new life goals.

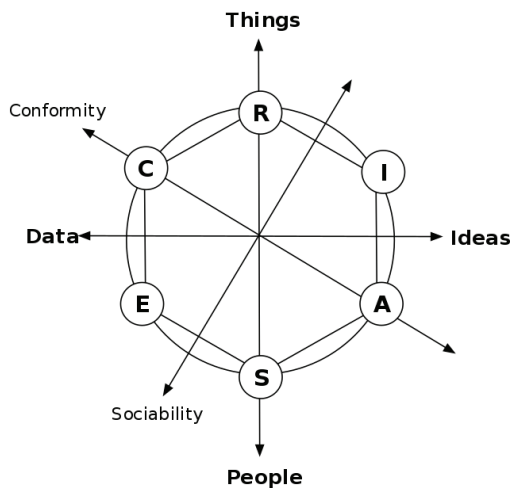
The year 2022 is significant in the history of the COVID-19 pandemic. It is a year where the hybrid platform, the combination of face-to-face and online classes is highly utilized. This year marks the shift from a pandemic to a post-pandemic era. In this year, the economy was beginning to recover, and companies were now hiring employees who aligned with the current demands and trends of the workforce.

Aligned with this, the study's primary objective is to assess the significant relationship between career interest and work values of online Filipino Psychology graduates in 2022 and propose retention programs for various organizations. The study aims to pinpoint the discrepancy between the career interests and work values of the participants and propose potential retention programs to close this gap.

## Theoretical Framework

**Figure 1**

RIASEC Hexagon Model of the Holland Codes



**Holland Occupational Themes.** The American psychologist John L. Holland first developed the Holland Codes, also known as the Holland Occupational Themes (RIASEC), as a taxonomy of interests based on a theory of vocations and career choice. He first distinguished six types, which he described as “motoric, intellectual, esthetic, supporting, persuading, and conforming.” Later on, he refined further and modified them to “Realistic (Doers), Investigative (Thinkers), Artistic (Creators), Social (Helpers), Enterprising (Persuaders), and Conventional (Organizers)”. According to Holland, the six categories have some relationships with one another. The hexagonal model, or the RIASEC model, is what it is known as (please see Figure 1: RIASEC Hexagon Model of the Holland Codes) because when the regions with strong correlation are connected by a circle, the region’s initial letter equals R-I-A-S-E-C. According to Holland, as cited by McKay (2019), a person’s type is influenced by their interests and approach to life circumstances. Holland recognized that the complexity of human beings allows for multiple classifications. One of the top three types into which someone could be categorized is represented by each letter of their Holland Code.

**Work Values.** One school of thought asserts that the transition from secondary to college education serves as a formative period for the development and establishment of personal and global values. Young people, socialized into the world and exposed to various ideals and behavioral norms, assimilate and test these beliefs and standards. Members of a certain generation get the same messages throughout their formative years from their family, school, media, and religious organizations, resulting in a shared ideology that distinguishes them from other generations. Because the social context in which each generation grew up is different, the generations have ideological differences. As a result, the dominant societal context characterizes each age. Hechanova and Franco (2005) have linked the characteristics of each generation to their unique socialization experiences as adolescents and young adults (Pine & Innis, 1987).

Whereas the previous models argue that value orientations are “locked in” at a particular stage in a person’s development, others contend that our values continue to change even after early adulthood. Changes typically occur at specific life phases, which correspond to certain ages. The life-cycle model challenges cross-sectional research that relies on a generational explanation to explain differences in work values between young and older employees, as life-stage differences can equally explain the variation (Rokeach, 1973). In other words, value differences may be more a matter of age than a generation (Hechanova & Franco, 2005).

Like the life-cycle model, the occupational perspective believes that our values do not remain stable after a critical period. This perspective posits that work experience can shape our work values. Job positions, for example, carry corresponding role explanations to which we might align our values (Super, 1957), as cited by Hechanova and Franco (2005). The occupational perspective provides an alternative explanation for differences in work

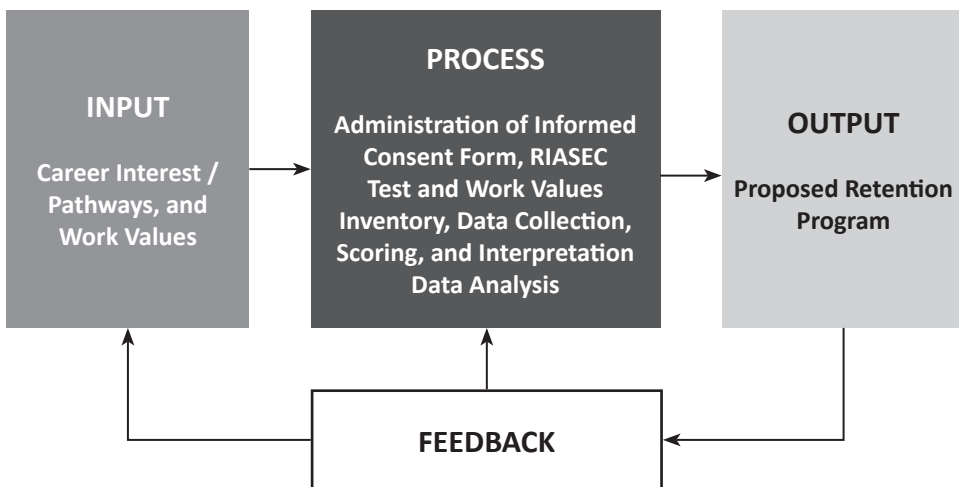
values between generations because individuals belonging to different generations are likely to differ in positions as well. Claudio-Pascua (2005) explains that in societies such as the Philippines, age closely correlates with a position.

As cited by Claudio-Pascua (2005), both the life cycle and the occupational perspectives maintain that values may continue to change over time. However, these arguments cannot completely dismiss the existence of real generation-based differences because there is evidence from research showing qualitative changes in values every decade, even after age has been considered (Smith, 2000).

### Conceptual Framework

Figure 2 shows the conceptual paradigm of the study, which is an open system composed of input, processing, output, and feedback. The inputs are the career interests or pathways and work values of online Psychology graduates during the COVID-19 pandemic, particularly in the year 2022. To process the input information, the researchers will administer two main research instruments, which are the RIASEC TEST and the Work Values Inventory. The researchers will collect, score, interpret, and analyze the data after administration. The proposed retention program will be developed based on the results and findings of the study.

**Figure 2**  
Conceptual Paradigm



### Statement of the Problem

The study aims to assess the significant relationship between career interests and work values of online Filipino Psychology graduates. The study aims to provide answers to the following questions:

1. What are the career interests of the participants in terms of:
  - 1.1 Realistic
  - 1.2 Investigative
  - 1.3 Artistic
  - 1.4 Social
  - 1.5 Enterprising
  - 1.6 Conventional?
  
2. What is the level of importance of the work values of the participants in terms of:
  - 2.1 Creativity
  - 2.2 Management
  - 2.3 Achievement
  - 2.4 Surroundings
  - 2.5 Supervisory Relationships
  - 2.6 Way of Life
  - 2.7 Security
  - 2.8 Associates
  - 2.9 Aesthetic
  - 2.10 Prestige
  - 2.11 Independence
  - 2.12 Variety
  - 2.13 Economic Return
  - 2.14 Altruism
  - 2.15 Intellectual Stimulation?
  
3. What are the significant relationships between career interests and work values of online psychology graduates?
  
4. What are the possible proposed retention programs based on research findings?

### Hypothesis

**H<sub>0</sub>**. There is no significant relationship between career interests and work values among online Filipino Psychology graduates.

**H<sub>1</sub>.** There is a significant relationship between career interests and work values among online Filipino Psychology graduates.

### **Scope and Limitation of the Study**

This study involved two major research variables, which are: (1) Career Interests in terms of six characteristics, which are realistic, investigative, artistic, social, enterprising, and conventional; and (2) Work Values in terms of 15 (fifteen) categories, which are Creativity, Management, Achievement, Surroundings, Supervisory Relationships, Way of Life, Security, Associates, Aesthetic, Prestige, Independence, Variety, Economic Return, Altruism, and Intellectual Stimulation. The study aims only to explore the significant relationships between career interests and work values of online Filipino Psychology graduates in the year 2022 and to propose a retention program.

### **Definition of Terms**

**Career Interests.** Career interests are individual preferences regarding work activities and environments (Indeed Editorial Team, 2021).

**Retention Program.** The ability of an organization or institution to retain its employees

**Work Values.** Enduring beliefs about what is personally desirable, independent of the unique circumstances of a particular work situation (Rokeach 1973), as cited by Hechanova and Franco (2005). Appendix A shows the definition of the 15 sub-variables of Work Values according to Super (1970).

### **Literature Review**

Work values occupy a certain space in people's lives (Pryce, 2014). They decide how much importance people (and groups of people) assign to their occupations and work-related activities over the course of their entire lives. According to her research, managers' work values differ significantly from those of front-line employees, and there is a lack of consistency among the managerial staff. Managers and front-line hospitality staff share similar work values in terms of how they view their roles as hospitality providers. The management team, on the other hand, demonstrated work ethics that were consistent with disregard for social norms and a stronger reliance on power and authority. The work ethics they demonstrated, however, were more in line with an altruistic character.

Manero (2013) conducted her research at one of the Philippines' leisure companies, which focuses on the relationship between work values and its recognition program. Among all 15 work values, only Creativity is rated as very important, while the

others are rated as important. She concludes that the demographic profile significantly influences work values. The female gender has a moderately positive relationship with Surroundings, Supervisory Relations, Esthetics, and Variety. The male gender does not exhibit a significant correlation with work values. The relationship between Independence and single civil status is moderate, while the relationship between married civil status and associate status is strongly positive. The job rank/level of Assistant Manager 1-4 has moderately positive relationships with Achievement, Surroundings, and Supervisory. The Job Rank/Level of Managers 1-3 exhibits a moderately positive relationship with Management, Achievement, Security, Esthetics, Variety, and Intellectual Stimulation. And as to Length of Service, Creativity has the highest interpretation, which is a weak positive relationship.

Cardiño and Briones (2017) also seek to understand the work values of HR personnel of the same institution using the Work Values Inventory (WVI) of Donald Super as the primary research instrument. Researchers identify Achievement, Surroundings, Supervisory Relations, Way of Life, Economic Return, Altruism, and Intellectual Stimulation as crucial work values for HR personnel. While some work values such as Creativity, Management, Security, Associates, Esthetics, Prestige, Independence, and Variety are considered equally important.

Cardiño and Perez (2021) also used the Work Values Inventory to measure the work values of selected displaced Filipino workers of the COVID-19 pandemic in the Philippines and correlate this to the level of stress using the Perceived Stress Scale. The respondents perceive Achievement, Surroundings, Supervisory Relationships, Intellectual Stimulation, Way of Life, Economic Return, Security, Creativity, Altruism, Aesthetic, and Independence as significant factors in their job perceptions. At the same time, Associates, Management, Prestige, and Variety are considered equally important. However, their study also shows that their respondents have a moderate stress level, and there's no significant relationship between work values and the stress level of displaced Filipino workers by the COVID-19 pandemic.

The ability of a business to control employee turnover, or the number of people who voluntarily or involuntarily quit their jobs within a certain time frame, is known as employee retention (Holliday, 2021). Nowadays, it is the main priority of leading human resources organizations, as they value the job satisfaction of employees. Employee retention has numerous advantages. Retention helps companies save money by avoiding the costly replacement of experienced employees with new ones. It also improves morale, increases productivity, and increases customer experience. Engaged employees improve relationships between the customer and the company. The way they interact and behave with clients is advantageous for the business's goal of meeting societal needs. They will allocate time for recruiting and training as necessary. The company will improve its culture, increase employee engagement, increase revenue, and return on investment. Therefore, the goal of employee retention is to prevent a company from experiencing

productivity losses, as employees are the ones responsible for the company's success. The employee will attain job satisfaction in their workplace.

Employees' career interests are important because passion and dedication will work for them, boosting the company's morale. Work values are also significant, as they determine the work culture and optimal career path. For employees, the work they do shapes their lives. Hence, the culture employees find in the workplace impacts their morale, productivity, behavior, attitudes, and satisfaction. Furthermore, career interests and work values have a significant impact on employee retention. There are also programs implemented for employees to achieve their satisfaction on the job. A retention program is a specific set of actions or initiatives that a business implements to maintain its clientele, with the goal of increasing client value and encouraging repeat business (Yunita, 2020). The Human Resources Management takes care of employee retention, which connects customers to the company through advertising and product sales. Hence, dissatisfaction among employees and customers calls for an effective retention program.

Investigating the reason why workers are leaving a company is an important component before implementing an employee retention strategy. Some of the potential causes include the need for better work-life balance, a lack of career advancement, boredom, dissatisfaction with management, worries about the future or financial stability of the business, dissatisfaction with the company's culture, the desire to change, and more alluring job opportunities at other companies (Half, 2022). These reasons may be attributed to the company, its environment, or the employees themselves.

A study by Kwan et al. (2020) found that a lack of career advancement, new job prospects, dissatisfaction with the manager or supervisor, a lack of pay increases, and a lack of challenge in the position would motivate employees to look for new employment.

These notions are the basis for implementing a retention program. Observations reveal that if the company they work for fails to meet their expectations, leading to job dissatisfaction, they would seek alternative employment. Internal company data combined with retention rates will allow the company to create a wise strategic retention program. Conducting a survey on satisfied and dissatisfied employees will be crucial in determining the appropriate strategy for implementation.

There are 14 employee retention strategies for job satisfaction (Half, 2022). First is the onboarding and orientation, especially for newly hired employees. Employee orientation covers both company culture and work. The second component of an effective workforce is the mentorship program. The third element is employee compensation, which enhances employees' job performance and increases their job satisfaction by adjusting their pay based on their achievements. Fourth, there are perks that provide potential and motivation for newly hired employees. Fifth are the wellness offerings, which keep the employees mentally, physically, and financially fit. Sixth is communication,



which improves the workplace environment. Seventh is continuous feedback on performance. This will let workers know how they're doing, what to keep, and what to improve for future assignments. Eight is training and development. Regular enhancement of employees' capabilities is necessary to achieve better outcomes. Ninth is a system for recognizing and rewarding employees' skills and capabilities. The tenth is the work-life balance. Too much work will exhaust employees, and it will not improve job satisfaction, but the opposite. Flexible work arrangements, which allow employees to choose between working part-time and working full-time, are the eleventh. The twelfth is effective change management, which deals with positive change and adverse change. This also ensures that employees receive compensation for their contributions to the company. The thirteenth is putting an emphasis on teamwork. Working is not always about doing the job alone; it also includes working with others, which can increase the team's competitiveness. The fourteenth strategy involves acknowledging milestones, regardless of their size, as it provides a reward for the employee's hard work. Therefore, it is crucial to implement these strategies in the workplace, as they will undoubtedly satisfy employees and contribute to the company's success.

Importantly, an individual can identify the most crucial aspects of their professional career by understanding the concept of career values, also known as work values, which are beliefs, motives, and personal principles. It serves as a source of motivation to work, enabling one to contribute to overall work satisfaction and success. Aside from that, career interest, as well as work values, could mean personal qualities and principles that will serve as a guide to one's conduct at work, thus the basis for a retention program.

The study by Kamalaveni, Ramesh, and Vetrivel (2019) suggests that companies may face challenges in fostering a dynamic and competitive environment. The study provides a comprehensive perspective on the methods and tactics used by companies to retain a dedicated and skilled workforce, both locally and globally. Despite the fact that technology fuels most businesses today, the authors concluded that its implementation still requires human resources. As a result, it is essential to make sure that human resources are always the driving force behind the development and expansion of the company.

On the other hand, Dobson, Gardner, Metz, and Gore (2013) highlighted the common combination of personal traits such as interests and values in an integrated career assessment. Clients will be intentionally assisted in developing the essential self-knowledge for examination, clarification, and integration. Using a sample of 57,032 respondents, the authors further examined the relationship between career interests measured by the Choices Interest Profiler and the work values measured by the Choices Work Value Sorter.

The results revealed that work values had catastrophic internal consistency reliability, with five of the six items being negative. This contrasted with the strong

internal consistency reliability for career interests, which received a .93. Career interests and work values generally have low correlations with one another (0). According to Koh (2016), a person's ability to meet their desires and expectations through work determines their work values, which in turn influence their career success. Koh acknowledged that a handful of previous studies yielded conflicting results, potentially due to variations in research methodologies.

Sulistiobudi and Hutabarat (2022), relevant to the topic at hand, emphasized the importance of partially utilizing practical instruments to discern the work value preferences of graduating students. These tools can help students choose a career path and establish a career plan before completing their studies. According to Sulistiobudi and Hutabarat's study, Josephine Pryce (2014) demonstrated how work values play a significant role in shaping people's lives. Indeed, the author went on to say that these factors determine the importance that a person or group of people attach to their jobs and work-related activities over the course of their entire lives. Van Steden, van der Wal, and Lasthuizen (2013), on the other hand, noted that in terms of general values, work values might serve as criteria from which people could use them in making and enacting work-related decisions. The authors added that work values could influence both goals and behaviors. People typically evaluate work values based on the significance they assign to the operational aspects of their work environments.

McKenzie and Bennett (2022) explored the complexities of a career in relation to the aforementioned topics. In fact, the authors continued by stating that selecting a career is a complicated, individual, and dynamic action that people engage in in order to significantly influence their lives. Factors such as beliefs, behaviors, society, and environment influence the complex interplay of private and professional processes that create a career through dynamic interactions.

McKenzie, Coldwell-Neilson, and Palmer (2017) added to this argument by stating that both the availability of career support and the presence of barriers may have an effect on how a person develops a professional interest and, as a result, their decision to pursue a certain field. Furthermore, Luse, Rursch, and Jacobson (2014) found that interest and outcome expectation had a significant positive impact on students' choice of major (as individuals with a longing for the career). This further indicates that job prospects for aspiring IT professionals could be promising over the next 10 years, with opportunities expanding globally.

## **RESEARCH METHODOLOGY**

The researcher utilized a quantitative correlational study design. According to Bhandari (2021), a correlational study design looks at correlations between variables without modifying or influencing any of them. A correlation shows the intensity and/

or direction of the link between two (or more) variables. A correlation could indicate anything positive or unfavorable. Similarly, Calderon and Gonzales (2011) discuss how a correlational study reveals the relationship between two or more variables, i.e., how one variable varies with another. Two different research instruments will gather the principal data, which will then undergo scoring, analysis, summarization, and interpretation to present answers to each specific question in the problem statement and to propose retention programs.

The target respondents of the study are individuals who passed the standard given by the researchers and describe as follows: (1) they are willing to participate voluntarily in the research; (2) Filipino citizens; (3) Psychology graduates in the year 2022; and (4) they experience online class setup or modalities during the COVID-19 pandemic. We utilize convenience sampling to gather the target participants. Simkus (2023) described convenience sampling as a non-probability sampling strategy that collects data from a readily available group. We disseminated the informed consent form and research instruments across multiple social media platforms to enlist the intended respondents.

A total of 80 Filipino participants in the research gathered in August 2022 who are graduates of the Psychology program batch 2022. As shown in Table 1, 74 of them, or 92.50%, are graduates with a BS degree in Psychology, while 6, or 7.5%, are graduates with an AB degree in Psychology. 47 of them, or 58.75%, are 22-year-old graduates, followed by 23-year-old graduates with 17 participants, or 21.25%, 21-year-old graduates with 15% or 12 participants, two graduates aged 24, or 2.5%, and one graduate, or 1.25%, who is 25 years old. 62, or 78%, are female, and 18, or 23%, are male. The 80 participants are coming from different universities which are the University of Santo Tomas (29=36.25%), Our Lady of Fatima University (9=11.25%), Pamantasan ng Cabuyao (7=8.75%), De La Salle Araneta University (5=6.25%), Mondriaan Aura Collage (5=6.25%), City College of Angeles (4=5%), Saint Vincent College of Cabuyao (3=3.75%), University of Mindanao Tagum College (3=3.75%), Golden Link College (2=2.5%), Laguna State Polytechnic University (2=2.5%), National University (2=2.5%), University of Caloocan City (2=2.5%), University of the Philippines (2=2.5%), Adamson University (1=1.25%), Colegio De Sebastian (1=1.25%), Emilio Aguinaldo College (1=1.25%), Holy Angel University (1=1.25%), and La Consolacion University Philippines (1=1.25%). Participants also represent six regions of the country. The majority are from the National Capital Region with 31 participants, equivalent to 38.75%, followed by Region III: Central Luzon with 22 participants, or 27.50%; Region IV-A: CaLaBaRZon with 20 participants, or 25%; Region XI: Davao Region with 3 participants, or 3.75%; and 2 participants, or 2.5%, per region of Region I: Ilocos Region and Region V: Bicol Region.

**Table 1**  
Demographic Profile of the Respondents

Demographic Profile	<i>f</i>	%
<b>Citizenship</b>		
Filipino	80	100
<b>Total</b>	<b>80</b>	<b>100</b>
<b>Batch</b>		
2022	80	100
<b>Total</b>	<b>80</b>	<b>100</b>
<b>Degree</b>		
BS Psychology	74	92.50
AB Psychology	6	7.50
<b>Total</b>	<b>80</b>	<b>100</b>
<b>Age</b>		
21	12	15.00
22	47	58.75
23	17	21.25
24	2	2.50
25	1	1.25
26	1	1.25
<b>Total</b>	<b>80</b>	<b>100</b>
<b>Sex</b>		
Male	18	22
Female	62	78
<b>Total</b>	<b>80</b>	<b>100</b>
<b>Name of Schools</b>		
University of Santo Tomas	29	36.25
Our Lady of Fatima University	9	11.25
Pamantasan ng Cabuyao	7	8.75
De La Salle Araneta University	5	6.25
Mondriaan Aura College	5	6.25
City College of Angeles	4	5.00
Saint Vincent College of Cabuyao	3	3.75
University of Mindanao Tagum College	3	3.75
Golden Link College	2	2.50
Laguna State Polytechnic University	2	2.50
National University	2	2.50
University of Caloocan City	2	2.50
University of the Philippines	2	2.50
Adamson University	1	1.25

Demographic Profile	<i>f</i>	%
<b>Name of Schools</b>		
Colegio De Sebastian	1	1.25
Emilio Aguinaldo College	1	1.25
Holy Angel University	1	1.25
La Consolacion University Philippines	1	1.25
<b>Total</b>	<b>80</b>	<b>100</b>
<b>Location</b>		
National Capital Region	31	38.75
Region III: Central Luzon	22	27.50
Region IV-A: Calabarzon	20	25.00
Region XI: Davao Region	3	3.75
Region I: Ilocos Region	2	2.50
Region V: Bicol Region	2	2.50
<b>Total</b>	<b>80</b>	<b>100</b>

### Research Instruments

In this study, the researcher used two primary research tools. The RIASEC Test by American Psychologist John L. Holland and the Work Values Inventory by Psychologist Donald E. Super.

#### ***The RIASEC Test***

The RIASEC Test is also known as the Holland Code (RIASEC) Career Test or RIASEC Career Test. Realistic, Investigative, Artistic, Social, Enterprising, and Conventional are the six traits that make up RIASEC. The RIASEC test helps people choose vocations and academic specialties that are likely to please them by asking questions about their aspirations, activities, abilities, and interests in various jobs. The 42 components that make up the aforementioned instrument are based on John L. Holland's theory of vocations and vocational development. According to Online Personality Test (2022), career counseling research and practice are largely influenced by his views of occupational choice, referred to as The Holland Occupational Themes.

#### ***Work Values Inventory***

The Work Values Inventory, a 45-item scale designed by Donald E. Super, assesses 15 work values, including those of creativity, management, achievement, surroundings, supervisory relationships, way of life, security, associates, aesthetic, prestige, independence, variety, economic return, altruism, and intellectual stimulation.

The Work Values Inventory was created to address the need for a method of evaluating the objectives that drive a man to work. According to Super (1970), it is intended to quantify the intrinsic and extrinsic values that people place on their work, as well as the satisfaction that people seek out of their jobs and any satisfactions that may come as side effects or results.

### **Data-gathering Procedure**

The researcher gathered the data for this research through the following procedures: (1) administration of the Informed Consent Form together with the RIASEC Test and Work Values Inventory through the utilization of Google Forms across multiple social media platforms; (2) the collected data will undergo the process of scoring and interpretation; and (3) the gathered data will be analyzed to discuss the result.

To quantify the data obtained in the study, the researcher used the following statistical measures: (1) Percentage and Frequency to determine the demographic profile of the target respondents; (2) Weighted Mean to determine the career interest and work values of online Filipino psychology graduates; and (3) Pearson-r to measure the significant relationships between the respondents' career interests or pathways and work values and levels.

## **DISCUSSION AND ANALYSIS**

This section of the research presents career interests, work values, the connections between career interests and work values, and the suggested retention program based on the findings.

### **Career Interest**

Based on the responses of the participants, as shown in Table no. 2, Conventional has the highest mean, which is 5.15, followed by Social with a mean of 5.10, Investigative with a mean of 3.80, Enterprising with a mean of 3.44, Artistic with a mean of 3.33, and Realistic with a mean of 3.11, respectively. From these results, the three highest scores are Conventional, Social, and Investigative with the interest code of CSI. The career pathways that are related to or aligned with the interest code CSI include health services, public services, and human services. Both align with the country's practice of psychology. These indicate that the participants have strong attention to detail, are well organized, enjoy working with data, prefer to collaborate with people over objects, and enjoy observing, learning, and problem-solving.

**Table 2**  
Career Interests of the Participants

Career Interest	<i>n</i>	Mean
Conventional	80	5.15
Social	80	5.10
Investigative	80	3.80
Enterprising	80	3.44
Artistic	80	3.33
Realistic	80	3.11

**Work Values**

Table 3 displays the participants’ work values. The Filipino Psychology graduates of 2022 rated Achievement (M = 14.96), Supervisory Relationships (M = 13.81), Surroundings (M = 13.80), Altruism (M = 13.64), Economic Return (M = 13.51), Way of Life (M = 13.36), Creativity (13.00), and Security (M = 12.99) as very important. While prestige (M = 12.28), Associates (M = 12.13), Independence (M = 12.10), Variety (M = 11.92), Aesthetic (M = 11.53), Intellectual Stimulation (M = 11.53), and Management (M = 10.88) are important.

Based on descriptions, results, and findings, participants give high importance to the following: (1) work that makes one feel successful in executing a job effectively; (2) work that is carried out under a supervisor who is fair and with whom one can get along; (3) work that is completed in a relaxed setting that is not oppressively hot, cold, noisy, dusty, etc.; (4) work that allows one to improve others’ quality of life; (5) work that is enjoyable and enables one to obtain their desired outcomes; (6) enables one to live the life they want to live and to be the kind of person they want to be.; (7) work that allows for the creation of new ideas, goods, or inventions; and (8) work that ensures one’s employment security even during difficult times.

**Table 3**  
Work Values of the Participants

Work Values	<i>n</i>	Mean	Verbal Interpretation
Achievement	80	14.06	Very Important
Supervisory Relationships	80	13.81	Very Important
Surroundings	80	13.80	Very Important
Altruism	80	13.64	Very Important
Economic Return	80	13.51	Very Important

Work Values	n	Mean	Verbal Interpretation
Way of Life	80	13.36	Very Important
Creativity	80	13.00	Very Important
Security	80	12.99	Very Important
Prestige	80	12.28	Important
Associates	80	12.13	Important
Independence	80	12.10	Important
Variety	80	11.91	Important
Aesthetic	80	11.53	Important
Intellectual Stimulation	80	11.53	Important
Management	80	10.88	Important

**Relationships of Career Interest and Work Values**

Table 4 shows the calculated correlational value of Career Interests and Work Values from the study’s main research instruments, the RIASEC Test and the Work Values Inventory. The computed value of 0.283 represents a weak positive correlation between Filipino Psychology graduates of batch 2022’s career interests and work values. Therefore, the researcher must reject the null hypothesis and accept the alternative hypothesis, which is that there’s a significant relationship between the career interests and work values of the respondents.

**Table 4**  
Correlations of Career Interests and Work Values

		WVI	RIASEC
WVI	Pearson's r	—	
	p-value	—	
RIASEC	Pearson's r	0.238*	—
	p-value	0.033	—

*Note.* \* p < .05, \*\* p < .01, \*\*\* p < .001

**Retention Programs**

Based on the results and findings, Table 5 shows the following suggested retention programs for the various organizations with regard to hiring fresh graduates. These are (1) Competitive Benefits Package and Generous Salary; (2) Recognition and Rewarding Employees; (3) Management Involvement; (4) Corporate Social Responsibility; (5) Mental Health Policies and Programs; and (5) Work and Life Alignments.



Competitive Benefits Package and Generous Salary. The very best program to acquire and retain employees is to provide a competitive benefits package and of course generous salary. Competitiveness is defined as exceeding the minimum requirements set by the law of the land and benchmarked against other competitors. According to Barriatos (2006), Benefits plans are initiatives created by labor unions to safeguard their members from the unique dangers that workers face in contemporary society, such as unemployment, illness, accidents, disability, and other financial incentives that are not delivered directly in cash to the employees. This recommendation is based on the sub-domain of career interests and work values, which are Conventional, Economic Return, Security, and Way of Life.

**Table 5**  
Proposed Retention Programs

Retention Program	Results
Competitive Benefits Package and Generous Salary	RIASEC: Conventional WVI: Economic Return, Security, Way of Life
Recognition & Rewarding Employees	RIASEC: Conventional, Social WVI: Achievement, Surroundings, Supervisory Relationships
Management Involvement	RIASEC: Conventional, Social, Investigative WVI: Supervisory Relationships, Surroundings, Achievement
Corporate Social Responsibility	RIASEC: Conventional, Social, Investigative WVI: Altruism, Way of Life, Achievement, Creativity
Mental Health Policies and Programs	RIASEC: Conventional, Social, Investigative WVI: Altruism, Way of Life, Supervisory Relationships, Surroundings, Creativity
Work & Life Alignment	RIASEC: Social WVI: Way of Life, Achievement, Altruism

**Recognition and Rewarding Employees.** A recognition program is a policy of acknowledging employee contributions after the fact, usually without predetermined goals or performance levels that the employee is expected to achieve. (Barriatos, 2006). Barriatos (2006) also emphasizes that the Rewards Systems is an organization’s choice of cash and non-cash motivational elements and the mix of its total compensation program that is used to support its business strategy. This recommended retention program is based on the sub-domain results of career interests and work values, which are Conventional, Social, Achievement, Surroundings, and Supervisory Relationships.

**Management Involvement.** The sub-domain of career interests such as Conventional, Social, and Investigative, and the sub-domain of work values which are Supervisory Relationships, Surroundings, and achievements are the basis for this recommended retention program. As discussed by Kiesnere and Baumgartner (2002), the

top managers must not only provide resources and design incentives for employees to promote sustainability initiatives but also strongly influence organizational culture and company-wide decision-making processes through their commitment and leadership.

**Corporate Social Responsibility.** According to Franco et al. (2018), corporate social responsibility is one of the most often used business strategies in the present, particularly in organizations that encourage volunteerism and respect staff employees' willingness to participate in initiatives that benefit society as a whole. This recommendation is based on the results of career interests and work values, particularly on specific sub-domains which are Conventional, Social, Investigative, Altruism, Way of Life, Achievement, and Creativity.

**Mental Health Policies and Programs.** The results of career interest and work values are also taken into consideration when creating policies and programs for mental health, which is one of the organizations' retention strategies. It addresses the following sub-domain: Conventional, Social, Investigative, Altruism, Way of Life, Supervisory Relationships, Surroundings, and Creativity. This program aligns with RA 11036 of the Philippines, also known as the Mental Health Act, which mandates employers to: (1) develop appropriate policies and programs on mental health issues; (2) correct the stigma and discrimination associated with mental conditions; and (3) identify and provide support for individuals with mental health conditions to treatment and psychosocial support.

**Work and Life Alignments.** "Work-life alignment is an updated version of the work-life balance sentiment that many professionals today use," says Tania Diggory, the founder of Calmer. Calmer is an award-winning training organization that empowers entrepreneurs, freelancers, and business teams to nurture positive mental health and well-being. In this day and age, the phrase "work-life balance" could imply that you have work on one hand and the rest of your life on the other, which may not really sound that balanced. Alignment instead recognizes how times have changed, especially due to technology, and how so many aspects of our lives now align, blend, and mesh together. Ultimately, it is our responsibility as individuals to determine our own boundaries around these demands, and what contentment really means on a personal and professional level (Calmer, n.d.). Emaus (2017) also emphasized that the two elements of work and life alignment are having a clear idea of what you want from life and using your work as a catalyst to realize that future. The goal is to align all of your energy with creating a meaningful life through harmony, integration, and alignment. This advice is consistent with the findings for the sub-domains of career interest and work values, which are social, way of life, achievement, and altruism.

## CONCLUSIONS

The researchers have drawn the following conclusions based on their results and findings: (1) Conventional, Social, and Investigative are the main characteristics of Filipino 2022 Psychology graduates when career interest is considered. This aligns with career pathways related to health services, public services, and human services; (2) Work values such as Achievement, Supervisory Relationships, Surroundings, Altruism, Economic Return, Way of Life, Creativity, and Security are rated as very important by Filipino Psychology graduates in the year 2022. While Prestige, Associates, Independence, Variety, Aesthetic, Intellectual Stimulation, and Management are rated as important; (3) There is a weak positive correlation between Career Interest and Work Values of Filipino Psychology graduates in the year 2022; and (4) Competitive Benefits Package and Generous Salary, Recognition and Rewarding Employees, Management Involvement, Corporate Social Responsibility, Mental Health Policies and Programs, and Work and Life Alignment are the possible proposed retention programs for the organizations.

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**Appendix A**

**Table 6**  
Career Interests Definitions

<b>Career Interests</b>	<b>Definitions</b>
Realistic	A realistic person prefers concrete tasks. They like working alone or with other real people.
Investigative	Someone who is investigative likes to use their abstract or analytical skills to figure things out. They are a "thinker" who strives to complete tasks and often prefers to do so independently.
Artistic	Artistic people like to create things and are imaginative.
Social	A social person prefers interacting with people. They tend to be concerned with social problems and want to help others.
Enterprising	Those who are enterprising lean toward leadership roles. They are willing to take on challenges and are extroverted, as well as aggressive.
Conventional	Someone who is conventional prefers structured tasks and tending to details, and is often conservative.

*Note: McKay, D.R. (2019). Finding your Career with the Holland Code.*

**Table 7***Work Values Definitions*

<b>Work Values</b>	<b>Definitions</b>
Achievement	Work which gives one a feeling of accomplishment in doing a job well.
Aesthetic	Work which permits one to make beautiful things and to contribute beauty to the world.
Altruism	Work which enables one to contribute to the welfare of others.
Associates	Work which brings one into contact with fellow workers whom he likes.
Creativity	Work which permits one to invent new things, design new products or develop new ideas.
Economic Returns	Work which pays well and enables to have the things he wants.
Independence	Work which permits one to work in his own way, as fast or as slowly as he wishes.
Intellectual Stimulation	Work which provides opportunity for independent thinking and for learning how and why things work.
Management	Work which permits one to plan and layout for others to do.
Prestige	Work which gives one standing in the eyes of others and evokes respect.
Security	Work which provides one with the certainty of having a job even in hard times.
Supervisory Relations	Work which is carried out under a supervisor who is fair and with whom one can get along.
Surroundings	Work which is carried out under pleasant conditions - not too hot or too cold, noisy, dirty, etc.
Variety	Work that provides an opportunity to do different types of jobs.
Way of Life	Permits one to live the kind of life he or she chooses and to be the type of person he wishes to be.

*Note:* Super, D. E. (1970). Manual Work Values Inventory.



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