

## Impact of Covid-19 on the Employment of BS Tourism Management Graduates



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**ABSTRACT:** The COVID-19 pandemic affects different business sectors and the tourism industry has no exception from this. As the world is still affected by the pandemic, tourism management graduates' employment is affected as the tourism industry lay off employees every now and then. The purpose of this study is to determine the impact of COVID-19 to the employment of BS tourism management graduates. With the use of a random selection of samples, the researchers gathered data from 50 BS tourism management graduates of the academic year 2019-2020 and 2020-2021 examined in the descriptive-correlational study. The findings indicate what factors mostly affect the employment of graduate students during the time of the pandemic. On the other hand, the pandemic does not limit the capabilities of these graduates and is not a reason for companies to close their doors for these graduates' despite of the left-and-right unemployment. The pandemic has caused great uncertainty on their employment as they worry about their job security. The pandemic affects the monthly wages of the employees in the tourism sector as it caused to an income loss, and it led to financial instability for employees. Moreover, strengthening one's mental health is one of the keyways for the students to continue seeking jobs and to work. The socio-demographic profile of the respondents has no significant relationship to the impacts of Covid-19 pandemic.

**KEYWORDS:** COVID-19 pandemic, tourism management graduates, employment, capabilities, job security, employees' wages

### I. INTRODUCTION

The COVID-19 outbreak has prompted significant economic disruptions around the world. It has largely halted international travel and had a severe impact on tourism. One of the major sources of employment, economic growth, and foreign exchange profits is the tourism industry. Without such a vital connection, many countries might be seeing DP and an increase in unemployment. The tourism sector has been severely impacted by the COVID-19 outbreak. According to the World Tourism Organization, the closure of borders, airports, and hotels, as well as limits on public gatherings, land travel, and related services, threatens 100 to 120 million employees nationwide. Since the COVID-19 pandemic is estimated to affect approximately all occupations in the tourism sector, a quantitative assessment of the number of jobs are at risk in the region begins with the total percentage of workers in the tourism sector. This current pandemic had a significant impact on the region's aviation transport industry when foreign visitors began cancelling scheduled flights and governments began locking their borders as part of general emergency reactions. It has an impact on the economy as well as on standards and values, modifying them to develop a completely new chain of values. According to IATA research (2020), the passenger earnings for the region's aviation industry will be almost US\$ 88 billion lower this year than in 2019, and also most airline carriers will have less than three months of liquidity to get them through this period of instability.

The coronavirus pandemic is having a major impact on people's willingness and freedom to transport, as well as their travel choice. The worst scenario would indeed be a serious second wave, featuring border restrictions and very low rates of domestic flights placing an enormous burden on jobs and businesses. In this situation, airlines have taken extraordinary steps, such as putting employees on paid or unpaid leave, enforcing compensation cuts, or laying off employees. The immediacy and good organization become less important as social distancing and security grow increasingly important. Businesses and supply networks are being relocated and shut down in practically every industry, and governments are putting economies on hold and hoarding essential supplies. The tourism industry can be considered going through an enormous crisis era. As the hotels, resorts, tour operators, airlines, and other tourism-related services are temporarily limited to operate. As a result of the pandemic, the tourism industry is experiencing unprecedented hurdles. The COVID-19 outbreak has resulted in health insecurity, an employment crisis and an economic decline. This study creates a framework that highlights the impact of COVID-19 on the employment of recent

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tourism management graduates. Through this study, the researchers will be able to identify those impacts and will be able to conduct possible solutions for the problems encountered.

The study aimed to answer the impact of COVID-19 recent tourism management graduates' employment of the academic year 2019-2021. Specifically, it sought to answer the following questions:

1. How may the socio-demographic profile of the respondents be described in terms of:

- 1.1 Age
- 1.2 Sex
- 1.3 Civil Status
- 1.4 Employment Status
- 1.5 Name of School Graduated
- 1.6 Year Graduated

2. How may the impacts of Covid-19 on the employment of 2019-2020 and 2020-2021 BS Tourism management graduates be described in terms of?

- 2.1. Career Opportunities
- 2.2. Job Security
- 2.3. Financial Stability

3. Is there a significant relationship between the socio-demographic profile of the respondents and the impacts of Covid19 pandemic?

## **II. LITERATURE REVIEW**

### **The Impact of Covid-19 pandemic in the Philippines**

The tourism industry has already suffered serious effect of the pandemic outbreak on its operations. Travel restrictions and measures all over the world began as early as January of 2020, affecting Philippine global tourism flows. Domestic tourism, on the other hand, have restricted their trip due to the risk of catching COVID-19. According to the Department of Tourism, international tourist receipts in the first quarter of this year were PHP85 billion, a 36% decrease (Cabrera et al., 2020). In a recent correspondence, Aquino et al., (2021) stated that private sector companies can promote best practice methods to protect their employees from COVID-19, such as vaccination programs, as social responsibility could even be outlined personal accountability. As Masigan, (2021) pointed out that just before the pandemic caused chaos on the industry; in 2019, travel and tourism contributed for 12.7 percent of GDP, or around \$47.8 billion in products and services. That same year, the Philippines received 8.26 million foreign visitors, who spent \$11 billion in the country. Domestic tourism brought in the remaining \$36.6 billion. In terms of employment, the industry employs 1.3 million of our compatriots directly. He even stated, that "33% of all travel and tourism employees in the Philippines were laid off. The IATA travel pass provides us reasonable grounds for believing that international and domestic travel will become available. With this, we can start rebuilding our lives and economies." Taking all of this into account, it is difficult to see how a comprehensive economic recovery can be achieved without the restoration of travel. Furthermore, Go et. al (2021) emphasized the industries that are at significant risk of job loss, suffering the effects of the COVID-19 crisis are manufacturing; transportation and storage; tourism and hospitality industry as well as food service activities; arts. Tourism as well as leisure and recreation apart from the anticipated immediate job losses particularly prone to employment losses through indirect means arising as a result of the global supply chain connection.

### **The Impact of Covid-19 pandemic in the World Economy**

According to the World Health Organization (WHO), "coronavirus disease (COVID-19) is an infectious disease caused by the SARS-CoV-2 virus". Illness caused by SARS-CoV-2 was termed COVID-19 by the WHO, the acronym derived from "coronavirus disease 2019." A severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2), the seventh human coronavirus, was discovered in Wuhan, Hubei province, China, during the recent epidemic of pneumonia in January 2020. Since then, the virus has spread over the world, infecting 247,968,227 people, and killing 5,020,204 people as of November 4, 2021. To name was chosen to prevent stigmatizing the virus's origins in terms of population, geography, or animal associations (Cennimo et al., 2020). Aside from early lockdowns and slow resumption of economic business, the public has been advised to maintain social distance, practice proper hygiene, wear masks, and limit gatherings unless absolutely necessary (Agarwal et al., 2020).

According to studies, the decline in Travel Tourism GDP in 2020 could have been as high as US\$ 2.1 trillion. WTTC also anticipates a daily loss of one million jobs in the tourism and travel business due to the global spread of the COVID-19 pandemic. According to the World Travel and Tourism Council's (WTTC) most recent study report, up to 75 million employees face immediate

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employment loss as a result of COVID-19. Crisis is often a change catalyst; however, no crisis has become a significant transitioning event in tourism thus far (Hall et al., 2020).

Tourism plays a significant role in economic developments in the world economy, and a boost in the tourism sector could have a positive effect on the economy. A great number of prior researchers have considered the tourism industry's significant role in economic development (Gamage et al., 2020). Tourism has been recognized as one of the leading engines for economic and job creation growth by the World Tourism Organization (WTO). According to Faiza et al. (2019) and Gamage et al. (2020), "tourism is the fastest growing industry in both developed and developing nations, and that it's the largest generator of career opportunities as well as the top income generator in an economy". Furthermore Manzoor et al., (2019), findings that the tourism industry's growth plays a significant contribution in both economic growth as well as in creating employment opportunities.

On the other hand, the first study worldwide to look into the possible impact of the COVID-19 crisis on career opportunities and outcomes was conducted by Baert, (2020). That goal, a high-quality survey investigation was performed with a relevant population of Belgian employees. About 21% of them are anxious about losing their employment as a result of the crisis, and 14% are afraid of losing their positions in the near future. Furthermore, 26% expect to lose promotions that they would have received had the COVID-19 problem not arisen. This worry of an adverse effect is more prevalent among vulnerable groups, such as migrants. Covid-19 means a disaster for the tourism and hospitality service sector. Millions of jobs have been destroyed temporarily, and many businesses have been damaged. A serious recession is predicted in the medium to long term, which will have a long-term impact on pleasures such as tourism and hospitality (Butcher, 2020). The pandemic's implications on the country's inbound, outbound, and domestic tourism, travel packages, business events, and cruise vacations has indeed been visible (Dash et al., 2020). Moreover, Divya (2020) found that the predictions and preparations for the aftermath of a lockdown would necessitate a greater grasp of the existing circumstances. To that aim, hospitality practitioners believe that trends such as "staycations" and "workcations" will continue to dominate in the near future.

Moreover, Quintana, Nguyen, Cabrera and Díaz (2021), studied that the job insecurity, anxiety and depression caused by the COVID-19 pandemic influence hotel employees' self-rated task performance and the moderating role of employee resilience. The COVID-19 health catastrophe impacted negatively on the global service industry, affecting millions of individuals. They look at how job insecurity affects hotel employees' anxiety and sadness, and how these psychological pressures affect employees' identity job performance during in the COVID-19 pandemic. In addition, the study investigates the moderating influence of hotel employees' resiliency in this circumstance. Career progression is an important moderator. The importance of job security in the relationship between work happiness and job security (Yeves et al., 2019) that if insecurity has negative consequences, job security makes employees feel valued, which is critical for achieving efficiency and organizational competitiveness. Job security has a direct impact on promotion opportunities, recognition, and participation in decisionmaking, all of which contribute to job satisfaction (Mehrabian et al., 2013).

Moreover, the study conducted by Reinders, Schoenmaker, Van Dijk, (2020) recognized the catastrophic economic consequences of the COVID-19 outbreak could jeopardize financial stability. However, measuring the extent of this threat is difficult due to banks' sluggish accounting-based loan loss provisions. They utilize a Merton contingency claims framework to make a definitive, market valuation-based evaluation of the impact of COVID-19 on the corporate debt securities of European banks. Huang and Saxena (2020), pointed out that COVID-19 pandemic is bringing unprecedented economic and development concerns. Policy lessons from Asia and the Pacific's prior experience coping with shocks demonstrate that relying solely on economic growth is insufficient. Rising income inequality and environmental risks exacerbated the region's fragility. The recovery from the epidemic in Asia and the Pacific should prioritize the 2030 Agenda for Sustainable Development. Governments must enhance the public involvement in the Sustainable Development Goals, eliminate disparities, offer decent work, green economic output and monetary systems—in addition to standard macroeconomic measures. Technological developments and long-term finance could make the process easier. To "build forward better," all stakeholders, including governments, corporations, and the general people, must play an active part. "Although the tourism industry's future may appear gloomy at the moment, the tourism business is not one to overlook when seeking for a future career" (Lena et., al 2021). When the lockdown lifts and borders reopen, we may see an influx of tourists as people begin to travel again adapting the new normal.

Six months after the COVID-19 outbreak, it is indeed unclear when such world economic and social life will restart, as tourism, hospitality, and other supporting industries prepare for recovery. As a result, despite vaccine breakthroughs, it is critical to forecast the impact of the COVID-19 pandemic on the tourism industry, as well as the impact of government measures in assisting the industry's post-recovery. A firm grasp of the pandemic's impacts is likely to provide tourism industry performers with significant insights into how to establish and apply the best decision-making structures that can, in turn, guarantee quick response to unexpected events that threaten the financial viability of their companies (Fotiadisa et al., 2021).

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COVID-19 is largely regarded as a challenge, if not a game-changer, in the field of travel and tourism. It has also sparked considerable controversy in the "tourism academia," as evidenced by an email exchange on the Tourism Information Network (TRINET) in May 2020. An email from scholar Jim Butcher announcing his study dubbed "the war on tourism," which was published in an online publication, sparked this controversy. Butcher's paper, which presented a dichotomy between industry recovery and reform, attacked a body of tourist work that he viewed as unfriendly to the business and used COVID19 as an opportunity to attack it. He claimed that this harmed tourism businesses, tourism workers, and ordinary tourists. When formulating disaster recovery strategies, both tourism enterprises and organizations rely on recovery predictions. Numerous studies on tourism forecast have relied on statistical methods such as time-series data, statistical, and artificial intelligence (Higgins-Desbiolles, 2020).

Although the COVID-19 pandemic has affected tourist production, it has also offered operators with chances to think about tourism reformation and innovation, global collaboration, and regional connection. The World Tourism Cities Federation reported in "Recovery and Development of World Tourism amid COVID-19" (World Tourism Cities Federation, 2020) that authorities are taking a number of steps to rehabilitate their countries' tourism sectors. They are developing staged recovery plans based on forecasting data, boosting smart and digital tourism, restoring confidence in tourist sectors, offering financial assistance, and stimulating spending (Zhang et al., 2021). Forecasting tourism demand is an important element in the process of recovery since it informs judgments about the best course of action. Demand forecasts are used in development of strategic, such as budgeting, sales, marketing, and resource allocation (Huan et al., 2021). Due to the general COVID-19 pandemic's turbulence, tourism recovery should be a continual process based on a phased-action plan directed at matching markets (World Tourism Cities Federation, 2020).

According to Zenker and Kock (2020), tourists' views of safety, health infrastructure, mass-tourism events, and other COVID19-affected connections may influence destination images. Beginning in 2019, societal instability and COVID-19 began to erode tourists' trust and willingness to visit a destination. However, Pouliakas and Branka (2020) and Fana et al. (2020), examined the workplace sections that the most likely to be adversely affected by social distancing policies and measures as a result of the COVID-19 pandemic are women, non-natives, and others with non-standard transactions, the less educated, those employed in micro-sized working places, and low-salary workers.

The literatures found by the researchers are related to the present study. The cited literatures provide meaningful background about the study as it supports the study's objective of knowing the impact of COVID-19 pandemic on recent Tourism Management graduates' employment. The related literatures talk about the COVID-19 pandemic and its effects on the economy in local and international perspective particularly in hospitality and tourism industry. Thus, it supports the present study wherein the researchers are trying to find out the effects of the pandemic on the employment of the recent graduates.

### III. CONCEPTUAL FRAMEWORK

In order to develop a conceptual framework for the research, this study compiled concepts and theories pertaining to the implications of Covid-19 on the Tourism and Hospitality business, specifically on its employment opportunities. This study aims to evaluate the effects of Covid-19 on the employment of BS Tourism Management graduates Class of 2019-2020 and 2020-2021 in terms of career opportunities, job security, and financial stability. In this premise, the following hypothesis has been proposed:

H1: There is significant relationship between the socio-demographic profile of the respondents and the impacts of Covid-19 pandemic

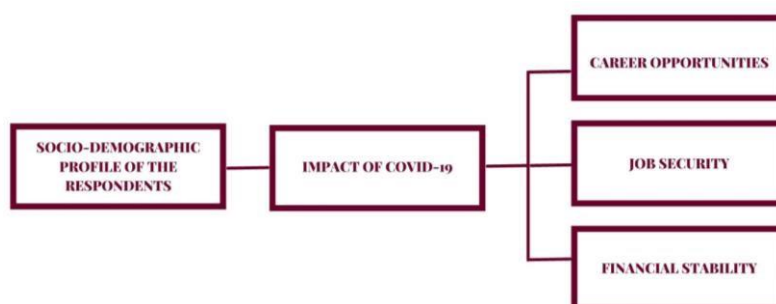


Figure 1. Research Paradigm

### IV. METHODS

This study used the descriptive method of research with correlational approach to determine the impacts of COVID-19 on the recent Tourism Management graduates' employment and to examine if there was a significant relationship between the

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Sociodemographic profile of the respondents and impacts of COVID-19 on the recent Tourism Management graduates' employment.

Probability sampling is the method used in this research because it utilizes a random selection of sample in the population. To be precise, simple random sampling is used. It fits the researchers' goal in selecting the samples wherein they will randomly select 50 respondents from the whole population of Tourism Management graduates of the academic year 2019-2020 and academic year 2020-2021 in Cabanatuan City.

### Data Gathering Procedure

The close-ended questionnaires made by the researchers are disseminated with the aid of social media. Google Forms' links were sent to the participants since face-to-face distribution of survey form is not possible. The administration conduct of the test lasted for three days, and the researchers set a common time for them to answer the questionnaire.

### Data Analysis

The researchers analysed data through computing the weighted mean, frequency, percentage and t-test of the answers that were collected on the survey questionnaires that were distributed. The weighted mean helped in determining the average of the numbers from each question indicated on the survey questionnaire, on solving the mean: add up all the numbers and divide on the total number of respondents (50). The frequency helped in determining how many respondents answered on a particular selection of answers, on solving the frequency tally the survey questionnaire first then count the number of answers on each selection. The percentage helped in comparing the difference between the different questions, on solving the percentage divide the total numbers on each selection then divide to the total number of respondents (50) and then multiply it to 100. A twotailed t-test was performed in this study to examine if the two populations are different from one another.

The data analysis of Microsoft Excel 2010 researchers and Statistical Package for Social Sciences (SPSS) were utilized for the computations of data collected from the respondents in the survey questionnaire.

## V. RESULTS AND DISCUSSIONS

### The Socio-demographic Profile of the Respondents

**TABLE 1.1. AGE OF THE RESPONDENTS, N=50**

TABLE 1.1 presents the age of the respondents.

	Frequency	Percentage
<b>20–24</b>	36	72%
<b>25–30</b>	14	28%
<b>TOTAL</b>	50	100%

It shows that the respondents with the age of 20–24 got the highest frequency of 36 or 72 percent. On the other hand, the respondents with the age of 25–30 got the lowest frequency of 14 or 28 percent. This implies that most of the tourism management graduates during pandemic were in the age range of 20-24 years old.

The community college consists of a diverse population of students, ranging from 18- years old to adults over 40.

Provasnik and Planty (2008) indicated that the median age of community college students is 24 years old.

**TABLE 1.2. SEX OF THE RESPONDENTS N=50**

Table 1.2 presents the sex of the respondents.

	Frequency	Percentage
<b>MALE</b>	20	40%
<b>FEMALE</b>	30	60 %
<b>TOTAL</b>	50	100%

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It shows that female respondents got the highest frequency of 30 or 60 percent. On the other hand, male respondents got the lowest frequency of 20 or 40 percent. This implies that most of the results gathered came from the female population, and most of the tourism management graduates during pandemic were female.

This result was supported by a study conducted by Korir (2012), she indicates that majority of students in the hospitality and tourism sectors are female, and females are more interested in programs of hospitality and tourism than males.

**TABLE 1.3. CIVIL STATUS OF THE RESPONDENTS, N=50**

Table 1.3 presents the civil status of the respondents.

	Frequency	Percentage
<b>SINGLE</b>	43	86%
<b>MARRIED</b>	7	14%
<b>TOTAL</b>	50	100%

It shows that 43 or 86 percent of the respondents were single, while 7 or 14 percent of the respondents were married.

This implies that the majority of the respondents were single. Previous research implies that marital status discrimination in the workplace affects the perceptions of women and men differently (Jordan et al., 2012; Renwick & Tosi, 1978). Single people tend to seek job easier as they don't have the same commitment as married ones. Because they may not have any financial assistance, singles are more proactive and assertive in their job hunt.

**TABLE 1.4. EMPLOYMENT STATUS OF THE RESPONDENTS N=50**

Table 1.4 presents the employment status of the respondents.

	Frequency	Percentage
<b>EMPLOYED</b>	23	46%
<b>UNEMPLOYED</b>	27	54%
<b>TOTAL</b>	50	100%

It shows that unemployed got the highest frequency of 27 or 54 percent. On the other hand, employed got the lowest frequency of 23 or 44 percent. This implies that the majority of the respondents were unemployed due to Covid-19 pandemic.

According to Barroso (2021), the class of 2020 graduates faced out from their virtual commencements into a very darker economic future than their predecessors the year prior - one shattered by a crisis brought on by a pandemic that has been extremely severe on young employees. According to a new Pew Research Center examination of Bureau of Labor Statistics data from January through October, the difficulties of a pandemic economy are visible in the labor market results of 2020 college graduates, who have encountered a drop in employment and workforce participation as 2020 college graduates are less likely to be employed or in the labor force than their 2019 counterparts.

**TABLE 1.5. NAME OF SCHOOL GRADUATED OF THE RESPONDENTS, N=50**

Table 1.5 presents the name of school graduated of the respondents.

	Frequency	Percentage
<b>AU</b>	18	36%
<b>WU-P</b>	17	34%
<b>OLFU</b>	15	30%
<b>TOTAL</b>	50	100%

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It shows that AU got the highest frequency of 18 or 36 percent of the respondents; while 17 or 34 percent were graduated from WUP and OLFU got the lowest frequency of 15 or 30 percent of the respondents. This implies that the majority of the results gathered came from PHINMA Araullo University.

**TABLE 1.6. YEAR GRADUATED OF THE RESPONDENTS, N=50**

Table 1.6 presents the year graduated of the respondents.

	Frequency	Percentage
<b>2019-2020</b>	32	64%
<b>2020-2021</b>	18	36%
<b>TOTAL</b>	50	100%

It shows that graduated from SY 2019 - 2020 got the highest frequency of 32 or 64 percent. On the other hand, graduated from SY 2020 – 2021 got the lowest frequency of 18 or 36 percent. This implies that the majority of the respondents were graduated from the Academic year 2019-2020.

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**TABLE 2.1. CAREER OPPORTUNITIES, N=50**

Table 2.1 presents the career opportunities of the recent tourism graduates' employment during COVID-19 pandemic.

Statements	WM	Verbal Description
1. Post-pandemic graduates have more chance of getting hired.	2.56	Agree
2. Covid-19 crisis gives me the opportunity to look for the best employer.	2.40	Disagree
3. Covid-19 crisis gives me the opportunity to explore and increase my skills and competency.	2.80	Agree
4. The pandemic did not restrict tourism management graduates' career opportunities.	2.32	Disagree
5. Tourism management graduates are hired to different sectors despite of the pandemic.	2.80	Agree
6. Companies sees pandemic graduate less competent since they had they're on the job training online.	2.52	Agree
Overall Weighted Mean	2.57	Agree

The table shows that the overall weighted mean was 2.57 with a verbal interpretation of "Agree" of the statements; "Covid-19 crisis gives me the opportunity to explore and increase my skills and competency." and "Tourism management graduates are hired to different sectors despite of the pandemic." both got the highest weighted mean of 2.80 which verbally interpreted as "Agree". On the other hand, the statement "The pandemic did not restrict tourism management graduates' career opportunities." got the least weighted mean of 2.32 with a verbal interpretation of "Disagree."

This implies that despite the pandemic, graduates in the following program were still hired. Therefore, tourism and hospitality industry was still operating and existing and this crisis were able them to explore their career as well as increase their skills and competency.

Blokker et al. (2019), indicate that those who build reflective, communicative, and behavioral professional competencies are better positioned to capitalize on positive career shocks like unexpected rewards. Whereas career shocks are generally difficult to estimate and prevent, the individual component of coping with them is frequently modifiable, implying that there is a lot to do in terms of anticipating and efficiently dealing with them. Developing career competencies is one of them. Career competencies can, in fact, help people become more employable and engaged, as well as more perseverance in the face of setbacks.

**TABLE 2.2. JOB SECURITY, N=50**

TABLE 2.2 presents the job security of the recent tourism graduates' employment during COVID-19 pandemic.

Statements	WM	Verbal Description
1. I worry about my job security.	2.96	Agree
2. I am certain of my job environment it gives me a feeling of safety.	2.78	Agree

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3.	Satisfied with the government excellent job of supporting employees in tourism sector during the Covid-19 crisis.	2.64	Agree
4.	My workplace operational system still in fully operational condition.	2.66	Agree
5.	The wage I have received during the pandemic is stable.	2.36	Disagree
6.	There are no employees in the company experience laid off or retrench as a factor of the pandemic crisis.	2.36	Disagree
Overall Weighted Mean		2.63	Agree

The overall weighted mean was 2.63, with a verbal interpretation of “Agree”. The statement “I worry about my job security” got the highest weighted mean of 2.96 which is interpreted as “Agree”. On the other hand, the statement “The wage I have received during the pandemic is stable.” and “There are no employees in the company experience laid off or retrench as a factor of the pandemic crisis.” both got the least weighted mean of 2.36 which verbally interpreted as “Disagree”. This implies that the pandemic makes them worry about their job security because of the left-and-right retrenchment.

According to Pacheco et al., (2020), workplaces have had to make considerable changes in their operations as a result of the present coronavirus (COVID-19) outbreak. This, combined with the current economic uncertainty, may put people at risk of job insecurity and, as a result, reduced well-being. Job insecurity is a major factor of happiness, but little is known about how it is affected by public health emergencies, and how it connects to workers' positive and negative well-being during a pandemic. There is a shortage of research on the resilience levers that should be targeted by workplace interventions to improve wellbeing in times of uncertainty.

**TABLE 2.3. FINANCIAL STABILITY, N=50**

TABLE 2.3 presents the financial stability of the recent tourism graduates' employment during COVID-19 pandemic.

Statements		WM	Verbal Description
1.	I am concerned that my current employment status affects my future financial security.	3.14	Agree
2.	I'm afraid that with the skeletal workforce, I will not be able to pay my bills.	2.96	Agree
3.	Because of the current hiring status my savings are decreasing instead of increasing.	3.02	Agree
4.	My family expects me to work after graduation to help with our monthly expenses.	3.10	Agree
5.	The pandemic affects the monthly wages of the employees in the tourism sector.	3.38	Strongly Agree
Overall Weighted Mean		3.12	Agree

The overall weighted mean was 3.12 with a verbal interpretation of “Agree”. The statement “The pandemic affects the monthly wages of the employees in the tourism sector.” got the highest weighted mean of 3.38 which verbally interpreted as “Strongly Agree”. On the other hand, the statement “I'm afraid that with the skeletal workforce, I will not be able to pay my bills.” got the least weighted mean of 2.96 which is verbally interpreted as “Agree”. This implies that a lot of companies in the tourism sector are still surviving because of the pandemic lockdown therefore, it affects the employees' monthly wages.

As stated in Chapter 2, it is proven that authorities are taking a number of steps to rehabilitate their countries' tourism sectors. They are developing staged recovery plans based on forecasting data, boosting smart and digital tourism, restoring confidence in tourist sectors, offering financial assistance, and stimulating spending (Zhang et al., 2021).

### The Significant Relationship between the Socio-Demographic Profile and the Impacts of COVID-19 pandemic

Table 3. reveals the relationship between the Socio-Demographic Profile of the respondents and the Impacts of COVID-19 pandemic.

Profile		Impact	Interpretation
	Correlation Coefficient	-.099	No significant relationship
Age	Sig. (2-tailed)	.495	



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	N	50	
	Correlation Coefficient	.024	No significant relationship
Sex	Sig. (2-tailed)	.868	
	N	50	
	Correlation Coefficient	-.202	No significant relationship
Civil Status	Sig. (2-tailed)	.160	
	N	50	
	Correlation Coefficient	.049	No significant relationship
Employment Status	Sig. (2-tailed)	.737	
	N	50	
	Correlation Coefficient	-.117	No significant relationship
Name of School	Sig. (2-tailed)	.419	
	N	50	
	Correlation Coefficient	-.110	No significant relationship
Year Graduated	Sig. (2-tailed)	.446	
	N	50	

The results revealed that there was no significant relationship between the Socio-Demographic profile of the respondents and the impact of COVID-19 on recent tourism graduates' employment.

### VI. CONCLUSION AND RECOMMENDATION

Based on the above findings; the following statement has been concluded. The researchers performed the research on recent tourism graduates' employment from the Academic year 2019-2021.

1. Majority of the respondents are 20 – 24 years old, female, single, unemployed, and graduated from Araullo University SY 2019-2020.
2. In career opportunities, most of the respondents agreed that the COVID-19 crisis gives them the opportunity to explore and increase their skills and competency. Also, the recent tourism management graduates are hired to different sectors despite of the pandemic, meaning COVID-19 makes the recent tourism graduates more competent in their chosen career and it enables them to look for a career in the different sectors.
3. In job security, the majority of the respondents agreed that they worry about their job security, meaning in terms of job security this pandemic has caused great uncertainty on their employment.
4. In financial stability, most of the respondents agreed that the pandemic affects the monthly wages of the employees in the tourism sector, meaning this pandemic caused an income loss and it led to financial instability to employees as it affects their monthly wages.
5. The researchers found out that there was no significant relationship between the Socio-Demographic profile and the impacts of COVID-19 pandemic on recent tourism management graduates' employment.
6. As concluded, the null hypothesis of study 1 was accepted as there was no significant relationship between the Sociodemographic profile of the respondents and the impact of Covid-19 on tourism graduates' employment.

Based on the findings and conclusions stated above, the researchers recommend that Tourism Management graduates must continue to seek jobs in order to sharpen and broaden their skills, may it be related to their graduate course or not because one way or another, they will be able to discover new skills and improve their competencies. Moreover, companies are highly encouraged to accept pandemic graduates because virtual learning does not make them less competent than those who finished their academic in a traditional setting. On the other hand, employees are worried about their financial stability thus, the wage they're receiving is not stable and companies does not ensure their employment since the laying-off of employees happened from

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left to right since that pandemic happened. With that being said, companies must be careful about cutting off employees and should consider their employee's contribution to the organization when deciding whom to cut and whom to bring back when conditions improve. On the contrary, employees should have a backup plan to secure their finances. Part-time job, and online business are some of the examples that can help them to aid their finances.

For the future researchers to conduct a similar study which determines the other impacts of Covid-19 pandemic to Tourism Management graduates with a larger scope and different factors that influence the graduates such as competency rate. Lastly, the researchers encourage the parents and guardians of the graduates to continue to support them as they seek jobs or work during this time of pandemic as competition and crisis in the industry rises. Strong family support is what they need as their mental health could be at risk too with everything that's happening.

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