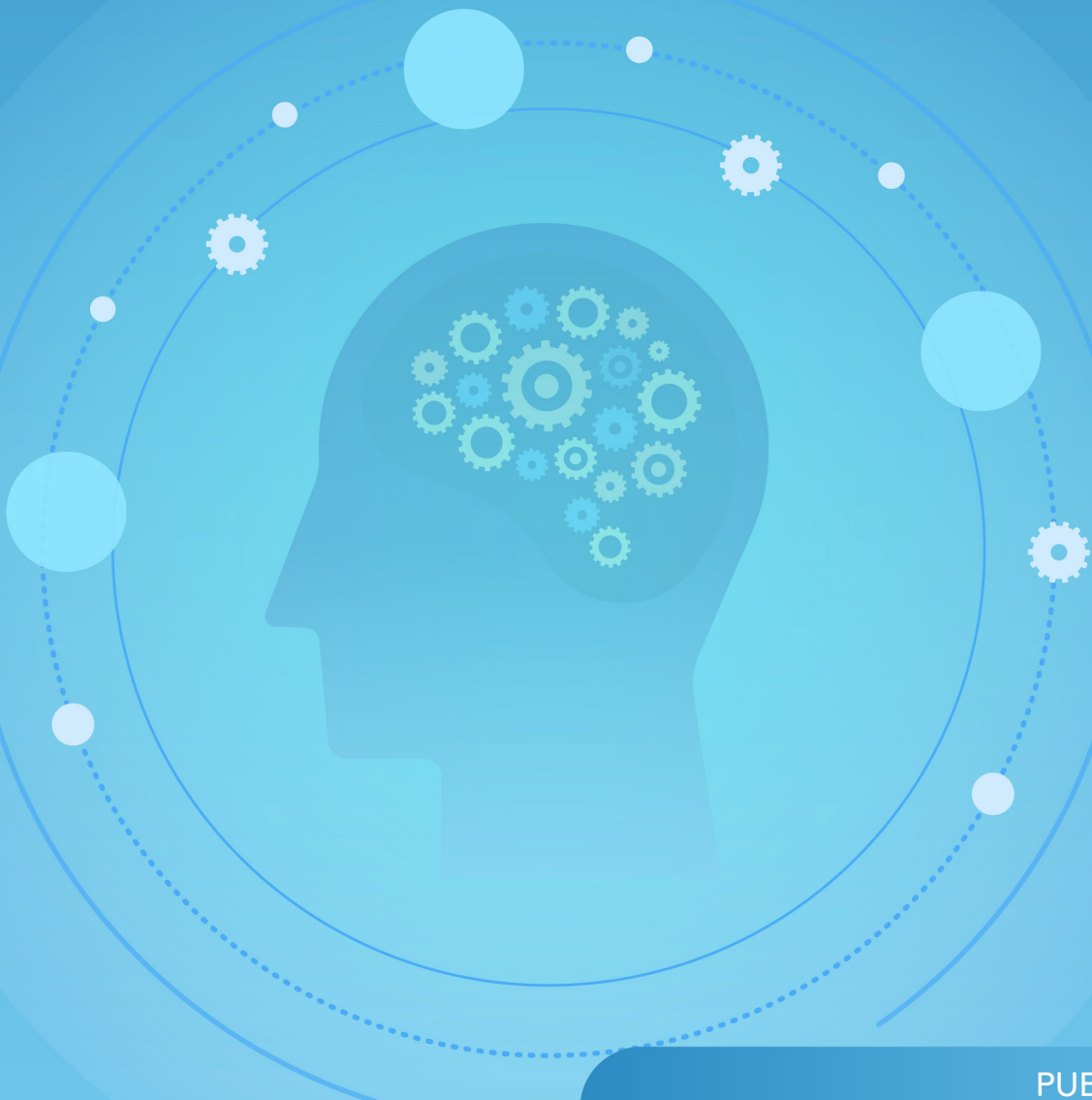




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E-Tracer of Saint Columban College – Master in Library and Information Science Graduates

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ABSTRACT

Library and Information Science is a profession that is full of people passionate about making a positive change in the world, and they tend to be wildly happy about what they do. Librarians bridge the gaps that exist between people, information, and technology. This is the tracer study for Master's in Library and Information Science graduates in Saint Columban College, Pagadian City, envisioned to discover the employment status. The objectives is to focus on the whereabouts of the graduates, employability, and the level of job satisfaction and obtaining what type of libraries they are working and the relevance and impact of the MLIS degree to their jobs and to their professional career. The study used descriptive method since it described the 58 respondents' current status, current employment, reasons for work, and occupation from batches 2013 – 2019 through the adopted tracer survey questionnaire and statistically treated in frequency and percentage. The profile of the respondents showed that the majority of them were married women. All of them were employed as professional librarians, mostly in government academic schools in Region 9. The promotion was singled out by the participants as the main reason for pursuing the MLIS program in SCC for the next higher rank. The level of job satisfaction is very satisfactory, which leads them to stay where tenure was the factor or reason for staying their current job. They were recognized not only in regional and national but also international awards..

INTRODUCTION

Tracer studies are a form of experiential research used to assess the effectiveness of education and training in an institution. They collect data on graduates' employment status and evaluate how well programs meet labor market demands. The results help identify gaps in educational programs and guide future planning at both institutional and national levels to better align with economic needs (Tertiary Education Commission, Graduate Tracer Study, 2008).

Graduate surveys provide valuable insights into graduates' whereabouts, helping expand perspectives among administrators, faculty, and students. Information such as income, job sector, job title, working hours, job search duration and methods, as well as developed values and skills, is essential for higher education institutions (Hazaymeh & Dela Peña, 2013).

In 2006, the National University of Science and Technology in Bulawayo, Zimbabwe, launched its Master of Library and Information Science (MLIS) program with 15 graduates, later producing 94 graduates. The program aims to train information professionals for libraries, records departments, archives, and information centers, as well as to develop graduates capable of teaching library and information science (Mugwisi, 2015).

At Baliuag University, most MLIS graduates are employed, with 99% practicing their profession in roles such as librarian, manager, library staff, or consultant in both government and private organizations. Positions range from director and university librarian to assistant and support roles, demonstrating that librarianship remains a promising and in-demand career in the country (Buenrostro & Maglaque, 2016).

In Pakistan, there are 53 public and 37 private universities, along with 32 degree-awarding institutions offering various disciplines supported by centralized or decentralized library systems. Academic libraries serve as primary employers of Library and Information Science (LIS) graduates, with around 400–450 graduates produced from eight institutions offering master's and PhD programs in LIS (Pakistan, HEC, 2007).

A tracer study by Zululand University (2000–2009) showed that most LIS graduates are employed in the public sector, particularly in national, provincial, and municipal libraries. While graduates were satisfied with the skills and knowledge gained, they expressed concerns about the curriculum (Shongwe, 2011).

In the Philippines, a study revealed that 86.76% of graduates participated, with 78.53% employed and 69.78% working in jobs related to their degree. Most respondents also found the curriculum relevant to their careers (Albina, 2020). Similarly, a tracer study at Lyceum of the Philippines University found that most graduates gained employment within one to two years, often in contractual roles within the country (Celis, 2013). Another study showed that 76.74% of graduates secured jobs related to their course, though curriculum enhancement was recommended (Celis & Felicen, 2011).

The Master in Library and Information Science (MLIS) program continues to attract professionals nationwide, as it is open to graduates from any field. Students may choose between thesis and non-thesis tracks, with the latter being more popular despite requiring comprehensive examinations and research-oriented coursework (Buenrostro & Maglaque, 2016).

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Studies show a shortage of professional librarians with a master's degree in Library and Information Science in the country. To address this need, only a few institutions offer the MLIS program, including Saint Columban College in Pagadian City, which provides a thesis track (Buenrostro & Maglaque, 2016).

After seven years of offering the MLIS program, this study conducted its first tracer to assess its relevance and effectiveness. It also aims to determine graduates' employment status, workplace type, job satisfaction, and the impact of the master's degree on their professional careers.

Theoretical Framework

The study is anchored on Schomburg's theory, which views outputs as graduates' knowledge and skills, and outcomes as their transition to employment, work experience, and service. Tracer studies are used to determine graduates' career paths and the relationship between their education and professional outcomes (Schomburg, 2003).

It is also guided by the Job Characteristics Theory, which explains how job features influence outcomes and satisfaction. Key characteristics include skill variety, task identity, task significance, job autonomy, and job feedback, all of which affect employee performance and satisfaction (Hackman & Oldham, 1976).

Statement of the Problem

This study was conducted to discover the employment status of Master's in Library and Information Science Graduates in Saint Columban College, Pagadian City, from batches 2013 - 2019. Specifically, it sought to answer the following questions:

1. What is the respondent's profile in terms of:
 - 1.1 Demographic
 - a. gender;
 - b. civil status; and
 - c. business employer's address?
 - 1.2 Employment
 - a. the type of library serviced; and
 - b. the level of job satisfaction?
 - 1.3 Awards received & award- giving body
2. What are the relevance and impact of the MLIS degree to their jobs and to their professional career?
3. What suggestion may be forwarded to further improve the Saint Columban College Master in Library and Information Science program?

Scope and Limitations of the Study

The study focuses on tracing graduates of the Master in Library and Information Science program of Saint Columban College, Pagadian City. It aims to present their profile in terms of personal background, employment, and the libraries or offices where they work.

Research Environment and Timeline. The study only included graduates of Master's in Library and Information Science from Saint Columban College, Pagadian City school year 2013 up to 2019.

Research Participants. Students who were officially graduate in Master in Library and Information Science in Saint Columban College, Pagadian City.

Research Design. The study used descriptive method since it described the respondents' current status, current employment, reasons for work, occupation, and length of service. It likewise identified the respondents' general information, employment data, awards received during their employment years.

Research Methods. The research method and the data gathering procedure was in the form of a Google Form for a faster and easier way of data gathering.

Significance of the Study

SCC Administration. This study can be used to comply with the Commission on Higher Education (CHED) requirements for tracing graduates' employability. It also helps the administration monitor alumni status and utilize the findings for development planning and curriculum improvement to enhance the quality of the program and training provided.

Students. This study assures that pursuing a master's degree can lead to employment related to their field within a short period. It also provides insights into better job opportunities and serves as motivation for students to strive toward success in their chosen careers.

MLIS Graduates. It would make the graduates feel treasured because they were trace. This study will also provide a new idea to the alumni of SCC with regards to their employability readiness.

Graduate Program. It would give additional knowledge to the faculty members of the MLIS program about the effectiveness of their teaching strategies and training given to the MLIS students.

Researchers. It serves as a frame of reference for further studies and a source of the necessary information for continuing research in line with this.

Definition of Terms

For clarity and better understanding, the following terms are used throughout the study as defined below:

Career. An occupation is undertaken for a significant period of a person's life and with opportunities for progress.

Education. The process of receiving or giving systematic instruction, especially at a school or University.

Evaluation. The making of a judgment about the amount, number, or value of something.

MLIS. "Master in Library and Information Science." The MLIS is a master's degree required for most professional librarian positions in the United States and Canada. It is a relatively new designation, while older, still common degrees include the Master of Library Science (MLS) or Master of Science in Library Science (MSLS).

Tracer Study. A tracer study is a written or oral survey of graduates, conducted after graduation or the completion of training. It typically focuses on study progress, transition to work, career development, use of academic

competencies, and current employment status.

Review of Related Literature

This chapter presents related studies that discuss key concepts and provide insights relevant to the present study. It serves to enhance the understanding of the Master's in Library and Information Science graduates and the overall framework of the research.

Master in Library and Information Science

The first tracer survey appeared in 1982, titled "The Master of Library Science Graduate of the University of the Philippines Institute of Library Science: A Follow-up Study" by Monroy, Corazon B. (1982). It surveyed graduates of the Master of Library Science (MLS) program from the 1966–1980 school years. Sixty-one (61) participants responded, providing information on their current employment, factors influencing job satisfaction and dissatisfaction, and feedback on the program's relevance to their careers. The study also identified components of the program that required improvement (Buenrostro & Maglaque, 2016).

According to Buenrostro and Maglaque (2016), of the 61 graduates, 46 held professional positions in various libraries, while 12 shifted to other fields. Those who remained in librarianship cited job satisfaction and rewarding work as their main reasons, whereas those who changed careers pointed to low income and the profession's perceived low prestige compared to their new positions. Other reasons for pursuing the MLIS included expected professional growth and potential promotion in rank and salary. The majority of respondents were satisfied with the MLIS program and felt it adequately prepared them for their current employment.

Robles (1995) reported that among 168 MLS graduates from 1981–1992, 95.93% worked in libraries, 88.6% held professional positions, and 69% received promotions. The study confirmed that the MLS degree enhanced career opportunities and adequately prepared graduates to apply their knowledge in professional roles.

The Master's in Library and Information Science (MLIS) at Saint Columban College is designed to prepare qualified librarians for professional roles in various libraries and information centers.

Professionals in this field are dedicated to creating positive change and report high job satisfaction, with over 85% stating they would choose librarianship again (UW Information School, 2019). Librarians may specialize to work in government, schools, public or private libraries, or hospitals.

According to the Bureau of Labor Statistics, employment in the field is expected to grow 2–7% through 2024. Completion of the MLIS typically takes two to three years (GradSchool Hub, 2016).

Thus, education enhances labor productivity by developing individuals' intellectual abilities and providing the necessary skills to perform more effectively at work (Machin & Wyness, 2017).

Tracer Studies

Boaduo (2009) traced graduates of a specific program and found that education is key to empowering individuals for socio-economic, political, and technological growth. He viewed surveys as a form of experimental study, providing an effective way to assess the outcomes of education and training offered by institutions.

Tracer studies track graduates and assess program outcomes. They are often required for program recognition and help institutions improve curricula based on alumni feedback (Brewer, 2013).

According to Schomburg (2016), a tracer study is a post-graduation survey of alumni, focusing on study progress, work transition, career entry, current employment, and ties to the educational institution.

A tracer study is commonly used in educational institutions to track graduates and assess their progress, employment, and competence. It serves as a management tool for planning and evaluating training programs, reviewing curricula, monitoring instruction, and measuring the impact of professional training. Essentially, it is a form of longitudinal survey to follow up on graduates' development (Brewer, 2013).

Higher education institutions (HEIs) commonly use surveys to track graduates and assess how their education and training have influenced their careers. These surveys are usually written and distributed online to a random sample one to two years after graduation (Tumapon, 2016). De Ocampo, Bagano, and Tan (2012) state that tracer studies help assess the relevance and quality of university programs and their alignment with the labor market. They provide valuable information for educational planners to identify gaps in program content, delivery, and application, supporting institutional improvement and quality assurance. Tracer studies also allow institutions and CHED to track graduates' employment and societal status, helping ensure the education provided produces competent and competitive graduates.

According to Woya (2019), tracer studies help maintain curriculum relevance, benefit graduates, and enhance program marketability. Similarly, Loquias (2015) notes that tracer studies are effective tools for evaluating an institution's ability to prepare graduates for workplace demands.

Colarte (2007), cited by Hazaymeh and Dela Peña (2013), states that La Salle University Ozamiz continually enhances its educational standards to produce competent, efficient, and competitive graduates. The university provides adequate facilities, instructional materials, and a supportive learning environment to ensure graduates acquire the competencies needed for their chosen professions.

Based on the related literature, there is a need to trace graduates of the Master in Library and Information Science program. This study, therefore, focuses on their whereabouts, employability, job satisfaction, and the types of libraries where they are employed.

MATERIALS AND METHODS

This chapter outlines the research methods, including the research design, environment, participants, sampling techniques, instrumentation, data collection procedures, statistical treatment, and ethical considerations.

Research Design

The study used the descriptive method to present respondents' current status, employment, reasons for working, occupation, and job satisfaction. It also collected general information, employment details, and awards received during their careers.

Descriptive research is a method that describes the characteristics of a population or phenomenon, focusing on what is happening rather than why it occurs. It provides an account of the subject without explaining the causes (Bhat, 2019). The advantage of this method is that it offers a comprehensive understanding of the topic and allows research in the respondents' natural environment, ensuring high-quality data. However, its limitations include the possibility of respondents being untruthful on personal questions and observer bias, which may

affect the validity of the data (Bhat, 2019).

Research Environment

The study was conducted among alumni of the Master in Library and Information Science program at Saint Columban College (SCC), Pagadian City. Established in 1967 as Saint Columban School, it later became SCC when it expanded to include tertiary education. In 1978, the college was turned over to the Roman Catholic Diocese of Pagadian, with Fr. Jose Maria Luengo appointed as the first Filipino president. He, along with Bishop Patricio Getigan and Sister Agnes Lawrence Catalan, composed the institution's ceremonial hymn.

The researcher selected SCC as the research setting because they are currently pursuing their MLIS there and aimed to examine the status of graduates from 2013 to 2019.

Research Participants

The research participants were graduates of the Master in Library and Information Science program at Saint Columban College, Pagadian City, from 2013 to 2019. Table 1 shows the distribution of the participants.

Table 1: The Research participants of the study

No.	Year Graduated	First Semester	Second Semester	Summer	Total Number of Graduates
1.	2013 – 2014		3	1	4
2.	2014 – 2015	18	1		19
3.	2015 – 2016	4	1		5
4.	2016 – 2017	5	1		6
5.	2017 – 2018	6	6		12
6.	2018 – 2019	6	4		10
7.	2019 – 2020	2			2
Total:		41	16	1	58

Sampling Techniques

The purposive sampling technique was used to regulate the actual research samples. The researcher chose this type of sampling technique because he selected the target population based on their fit with the purpose of the study.

Instruments

The study used an adapted tracer survey questionnaire from An Online Tracer Study of the Master of Library and Information Science Graduates of Baliuag University by Juan C. Buenroostro Jr. and Lynderlite M. Maglaque. The questionnaire covered General Information, Employment Status, Awards Received, Relevance and Impact of the MLIS on their Jobs and Careers, and suggestions for improving the MLIS program at Saint Columban College.

Data Gathering Techniques

Before administering the tracer survey, the researcher obtained permission from the Registrar's Office to access the full list of Master in Library and Information Science

graduates at Saint Columban College, Pagadian City.

After approval, the questionnaire was distributed via Google Forms for faster and easier data collection, with an informed consent form attached. The researcher contacted respondents individually through email and Facebook, sending them the survey link. Responses were automatically recorded and linked to the researcher's account.

Statistical Treatment

Descriptive Statistics being using in this research. Frequency and percentage were used to show the general information, which included the present profile of the respondents and their employment and unemployment data.

Ethical Considerations in Research

Participation in this study was confidential, voluntary, and based on written informed consent from all participants. The questionnaire and collected data were kept confidential, and the researcher ensured transparency by clearly explaining the study's purpose and participation

requirements.

The dignity and anonymity of participants were prioritized, and any misrepresentation of the study's aims or objectives was avoided. All communications regarding the research were conducted honestly and transparently. Data were collected using Google Forms, which allowed participants to complete the survey multiple times. The form had limited text formatting and question arrangement options, with all content aligned to the left.

RESULTS AND DISCUSSION

This chapter analyzes and interprets data gathered from the respondents, focusing on their profiles and

perceptions. The profile is divided into demographics, employability, awards received, and the relevance and impact of the MLIS degree on their employment and professional careers.

Demographic Profile

Regarding gender, the majority of respondents are female, comprising 91%, while males account for 9%. This aligns with the trend in the Philippines, where librarianship is predominantly female. Johnston *et al.* (2010) note that females are often motivated by intrinsic factors in their training, whereas males tend to focus more on extrinsic elements.

Table 2: Gender of the Respondent

Gender	Frequency	Percentage (%)
Male	5	9%
Female	53	91%
Total	58	100%

The table shows that most respondents are married (71%), while 5% are widowed, widowers, or separated. According to feminist philosopher Charlotte Perkins Gilman (Carter, 2016), this reflects the challenges and needs of professional women balancing work and family. The study highlights strategies women use to

assert wage-earning as a legitimate role, emphasizing that lack of economic independence underlies female subordination.

Accurately documenting business addresses is essential but can be challenging for employers. The table shows that respondents' workplaces are both local and international,

Table 3: Civil Status of the Respondents

Civil Status	Frequency	Percentage (%)
Single	14	24%
Married	41	71%
Others(Widows, widowers, separated)	3	5%
Total	58	100%

Table 4: Business Employer's Address of the Respondents

Location	Frequency	Percentage (%)
Local		
ARMM	3	5%
Region 9	28	48%
Region 10	26	45%
Foreign Country		
Indonesia	1	2%
Total	58	100%

with 48% employed in Region 9 and 2% working abroad. Today, having a specific business address is standard, reflecting the principal place of employment.

Academic graduation ceremonies differ around the college by the procedures and traditions. The table illustrates that the year 2014-2015 has the highest total

Table 5: Graduates per year who participated in the study

Year Graduated	Total Number of Graduates	Number of Graduates who responded	Percentage (%) of Graduates who responded
2019 - 2020	2	2	3%
2018 - 2019	10	10	17%
2017 - 2018	12	12	21%

2016 – 2017	6	6	10%
2015 – 2016	5	5	9%
2014 – 2015	19	19	33%
2013 – 2014	4	4	7%
Total	58	58	100%

number of graduates in MLIS of 19, equivalent to 33% for seven years of period, while 2019-2020 has 3% only.

Earning a doctorate requires significant time, dedication, and financial investment, offering benefits such as personal accomplishment, professional recognition, and credibility as

Table 6: Distribution of graduates who pursue doctorate degree

	Frequency	Percentage (%)
Did not pursue doctorate degree	52	90%
Pursued doctorate degree	6	10%
Total	58	100%

an expert and researcher. Among the respondents, 6 out of 58 (10%) pursued a doctorate. Mujtaba and Scharff (2016) notes that earning a doctorate involves understanding the reasons for pursuing it, planning strategies, and taking

steps to complete the degree efficiently.

The Doctor of Philosophy in Technological Management program prepares graduates for leadership roles in both public and private sectors. Graduates develop research

Table 7: Doctorate program pursued

Program	Frequency	Percentage (%)
PhD Technological Management	6	100%
Doctor of Information Technology	0	0%
PhD Library and Information Science	0	0%
Total	6	100%

skills, instructional expertise, and the ability to serve industrial and educational communities. As shown in the table, 6 out of 58 respondents are pursuing a Ph.D. in Technological Management.

Employment Profile

Permanent employees often have the ability to change positions within their organizations and are generally protected from abrupt termination by severance policies.

Table 8: Present employment status

Present Status	Frequency	Percentage (%)
Employed (full-time/regular/permanent)	54	93%
Employed (part-time)	0	0%
Employed (temporary/contractual)	4	7%
Self – Employed	0	0%
Not available for employment, student	0	0%
Not available for employment, family responsibility	0	0%
Not available for employment, health reason	0	0%
Other/s (Specify):	0	0%
Total	58	100%

The table shows that 93% of respondents are full-time/regular/permanent employees, while 7% are contractual. Seto *et al.* (2006) note that regular employees tend to experience higher job pressures, inflexible schedules, and greater work-family strain compared to non-regular employees.

Table 9 shows that 71% of respondents work in academic

or school libraries, while 2% are employed in construction and engineering companies. Academic libraries are the largest employers of librarians due to their number and variety of positions, whereas school libraries typically employ only one librarian per school. According to Wouters (2011), academic self-concept is an important psychological construct that influences many educational

Table 9: Type of library/offices where the respondents are employed

Library Type	Frequency	Percentage (%)
Academic/School	41	71%
Public/National	16	27%
Research	0	0%
Special/Corporate	0	0%
Others (Specify):	1	2%
Total	58	100%

outcomes directly or indirectly.

Table 10 shows that 57% of respondents work in government organizations, while 43% are employed in private agencies. This suggests that government institutions are more supportive of librarians pursuing

a master's degree and tend to prefer hiring librarians with advanced qualifications, making them the preferred employers for the respondents.

The study assessed job satisfaction across different workplaces, including academe, research, special offices,

Table 10: Nature of organizations where the respondents are employed

Organization	Frequency	Percentage (%)
Government	33	57%
Private	25	43%
Self-employed	0	0%
Other (Specify):	0	0%
Total	58	100%

government, and private sectors. Table 11 shows that 48% of respondents are very satisfied with their jobs, while only 2% reported dissatisfaction. This positive feedback

reflects well on employers and indicates graduates' loyalty. According to Demirtas (2010), job satisfaction is a positive emotional state from valuing one's work,

Table 11: Level of job satisfaction of the respondents

Level of Job Satisfaction	Frequency	Percentage (%)
Very Satisfied	28	48%
Satisfied	24	41%
Moderately Satisfied	5	9%
Not Satisfied	1	2%
Total	58	100%

and high satisfaction among teachers positively impacts educational outcomes, contributing to quality education and successful students.

In today's ultra-competitive work environment, the establishments with the winning edge are the ones that have the best-trained and well-educated employees. The table

shows that among the respondents, 2 of them recognized internationally, 1 for national and 1 for regional.

Relevance and Impact of the MLIS degree to their jobs and professional career

A master's degree can facilitate advancement into senior, management, or leadership positions. In this study, 55%

Table 12: Awards received and award-giving body

Awards received	Frequency	Percentage (%)
Regional • CHIMES- Lorenzo Tanada Award – 2009	1	25%
National • Certification of Recognition for Poster Presentation (PLAI Congress 2018)	1	25%
International • Certificate of Paper Presentation at ASFA-UMT Conference, 2019, Aquatic Sciences Fisheries Abstracts-Food and Agriculture Org-United Nation • Certificate of Publication for Published Article, 2019, Elsevier	2	50%
Total	4	100%

of respondents reported receiving a promotion after earning their MLIS degree. A master's degree provides specialized knowledge, supports career development,

and demonstrates dedication to enhancing both personal expertise and the organization's credibility.

Table 14 shows that 81% of respondents remained

Table 13: Promotion to the next higher rank after earning and MLIS degree

Response	Frequency	Percentage (%)
Yes	32	55%
No	26	45%
Total	58	100%

in their jobs after earning an MLIS degree, while 19% moved to other organizations. Some stayed in anticipation of promotion, whereas those not promoted sought opportunities elsewhere. Employee loyalty reflects devotion and commitment to the organization, indicating

that working there is perceived as the best option.

Respondents who stayed in their jobs ranked tenure as the top factor (33%), with other factors like job enjoyment, fulfillment, teaching opportunities, and administrative recognition at 2% each (Table 15). Thomsen (2014)

Table 14: Moving out after earning MLIS degree

Response	Frequency	Percentage (%)
Yes	11	19%
No	47	81%
Total	58	100%

notes that tenure, historically based on years of service, is increasingly linked to performance, influencing evaluations, layoffs, and employment decisions.

While some respondents chose to stay in their current jobs after earning their MLIS degree, others decided to transfer to different organizations. Table 16 shows the

Table 15: Factors or reasons for staying in the job

Factors	Frequency	Percentage (%)
Benefits	11	19%
Salary rate	9	16%
Tenure	19	33%
Location near home	8	14%
Work environment	5	8%
Relationship with colleague	5	8%
Others (Specify):	1	2%
Total	58	100%

factors influencing this decision, with the main reason being benefits and other privileges, cited by 33% of respondents, followed by colleagues, reported by 2%. Regarding continuing professional education, respondents

were asked why they pursued the MLIS program and whether they had attended related seminars or workshops. Table 17 shows that the main reason was promotion (43%), while influence from friends accounted for 5%.

Table 16: Factor or Reasons for Leaving Current Job

Factors	Frequency	Percentage (%)
Salary	13	22%
Benefits and other privileges	19	33%
Promotion	8	14%
No room for professional growth	7	12%
Poor working environment	3	5%
Non-Tenure	2	3%
Distance from home	5	9%
Colleague	1	2%
Others (Specify):	0	0%
Total	58	100%

Summary of Findings, Conclusion, and Recommendations

This chapter summarizes the study's findings, draws conclusions based on the results, and provides recommendations to improve the assessed variables and identify potential areas for future research.

Summary of Findings

Saint Columban College produced 58 MLIS graduates from 2013 to 2020, most of whom were married females. The majority work in academic libraries, primarily in government institutions in Region 9.

Almost all respondents expressed high job satisfaction,

Table 17: Reasons for pursuing the MLIS degree

Reasons	Frequency	Percentage (%)
Promotion	25	43%
Self-Fulfilment	21	36%
Influence of Friends	3	5%
Call of duty	9	16%
Others (Specify):	0	0%
Total	58	100%

with many receiving promotions after earning their MLIS degree. A significant number remained in their positions due to satisfaction with salary, benefits, and tenure, which was a key factor in staying.

Promotion was the main reason participants pursued the MLIS program at SCC, and the program was recognized for helping graduates achieve career advancement. Graduates have also earned regional, national, and international awards. Librarians play a critical role in bridging gaps between people, information, and technology, developing knowledge organization systems, creating resources to inspire learning, and assisting scholars in locating important materials.

From SCC's perspective, the study's results provide valuable guidance for bridging current professional roles with future career development and for enhancing curriculum design and related programs.

CONCLUSION

Seven years after offering the MLIS program, Saint Columban College has successfully produced several graduates. Librarianship in the Philippines remains a female-dominated profession, but the notable number of married female graduates challenges the perception that it is only a profession for spinsters. The employability of MLIS graduates is very satisfactory, with most employed in government academic schools in Region 9. Promotion was the primary reason for pursuing the MLIS degree, and SCC's program played a significant role in helping graduates achieve career advancement. Participants expressed high job satisfaction, affirming that choosing librarianship was a positive career decision. Furthermore, there was little difference in promotion opportunities between graduates of the thesis and non-thesis tracks, indicating equal career prospects for both groups.

Recommendations

Based on the findings of this study on the E-Tracer of Saint Columban College MLIS graduates, the following recommendations are proposed:

1. The SCC Graduate School should conduct a

Seminar-Workshop on "Adapting to Current Trends in Librarianship" during the first semester of the second year of the MLIS program.

2. MLIS students should undergo a 5-day training on Information Organization in the first semester of the second year.

3. The SCC Graduate School should introduce a new course, "Information Analysis," in the second semester of the second year.

4. A Ph.D. program in Library and Information Science should be offered to SCC MLIS graduates and other MLIS graduates nationwide who wish to pursue advanced studies.

5. Additional highly qualified instructors, preferably with doctoral degrees, should be hired to teach professional courses.

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