

THE ROLE OF ALLOWANCES AND SUPERVISION IN ON-THE-JOB TRAINING SATISFACTION: A CASE STUDY OF BSOA STUDENTS IN THE HOST COMPANY

ABSTRACT

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This study aimed to assess the level of satisfaction of Bachelor of Science in Office Administration (BSOA) students at Bestlink College of the Philippines during their On-the-Job Training (OJT). Specifically, it examined key variables including the amount of allowance received, its perceived adequacy, the extent to which it covered necessary expenses, the frequency of feedback received, the accessibility of supervision, and the availability of monetary opportunities. The study employed random sampling techniques and utilized a survey questionnaire to collect data from 50 fourth-year BSOA students at Bestlink College of the Philippines. To analyze the data, the researchers used statistical tools such as frequency and percentage, weighted mean, and the Independent Samples t-test to determine significant differences in satisfaction levels. The findings revealed that while students generally acknowledged receiving allowances, these were deemed insufficient to fully cover essential expenses such as transportation, meals, and other necessities. Among the variables assessed, the clarity of allowance distribution received the highest mean score (mean = 3.16), whereas the adequacy of the allowance in covering basic living expenses received the lowest (mean = 2.94). Students emphasized the importance of regular feedback and structured guidance, with supervision being positively recognized. However, certain areas—particularly financial support for professional development—were rated lower (mean = 3.01). Statistical analysis confirmed a significant relationship between students' overall satisfaction with their On-the-Job Training (OJT) and factors such as the adequacy of allowances and the quality of supervision provided by host companies. This study concludes that allowances and supervision significantly influence the satisfaction levels of BSOA students during their On-the-Job Training (OJT). Based on the findings, it is recommended that host companies consider increasing the stipend or providing additional financial assistance to better support students' daily expenses. Furthermore, supervisors are encouraged to enhance the frequency of performance assessments and conduct regular check-ins, including evaluations and one-on-one mentoring sessions, to provide students with structured guidance and support throughout their training.

RECOMMENDED CITATION

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