

# The Perceived Benefits of Internationalization of On-The-Job Training in the Hospitality Management Program of Philippine, College Foundation

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## Abstract

This study investigates the perceived benefits of the internationalization of On-the-Job Training (OJT) among Hospitality Management students at the Philippine College Foundation in Valencia City for the school year 2023-2024. The findings address three specific questions regarding the level of internationalization in OJT, the perceived benefits of this internationalization, and the relationship between the level of internationalization and perceived benefits. The analysis reveals that students rated all sub-variables of internationalization—cultural competence, professional skills, career readiness, language skills, and networking opportunities—very positively, indicating a strong consensus on the significant enhancement of their competencies through OJT experiences. In terms of perceived benefits, students expressed strong agreement on areas such as global perspective, cultural competence, and enhanced skills, with a robust overall perception of the positive impact of internationalization on their skills and professional readiness. However, networking opportunities received more moderate acknowledgment. Correlation analysis demonstrated significant positive relationships between the level of internationalization in OJT and the perceived benefits experienced by students, with all correlations exhibiting high statistical significance. These findings underscore the essential role of internationalization in enhancing the educational experiences and professional readiness of students in the hospitality field.

**Keywords:** Internationalization, On-the-Job Training, hospitality management, perceived benefits, competencies, Valencia City

## 1. Introduction

Globally, the hospitality industry places a strong emphasis on the need for professionals who are not only proficient in technical skills but are also adept at navigating cross-cultural interactions. International internships have been recognized as an effective way to prepare students for the complexities of a globalized work environment, contributing to their development of essential cultural competencies and professional networks (Parris & Ledley, 2020). However, despite the potential advantages, the accessibility and structuring of these internships vary widely across regions, creating disparities in students' exposure to international opportunities. McCarty and Cunningham (2018) note that international

internships are crucial in building a "global competence" among hospitality students, a factor increasingly prioritized in hiring within this industry. Nevertheless, not all educational institutions can offer these experiences, creating an international gap in students' readiness for global roles (Beine, Noël, & Sato, 2014).

In the Philippines, hospitality education faces challenges in providing international internship opportunities, primarily due to limited institutional resources and logistical barriers. According to Chen and Chiang (2020), countries like the Philippines must navigate economic constraints that hinder their ability to establish partnerships with international organizations for student placements. Although the country has seen growth in the hospitality sector, Filipino graduates may find themselves at a disadvantage compared to their counterparts in countries with more robust international internship networks. Statistical reports from the Philippine Statistics Authority highlight that while the hospitality industry contributes substantially to the economy, students in this field often lack direct exposure to international standards, which could otherwise enhance their employability and readiness for overseas opportunities (Chen & Huang, 2020).

At the Philippine College Foundation, the challenge of integrating international OJT into the Hospitality Management program is evident. While the institution has made strides in emphasizing practical training, establishing partnerships with international organizations remains limited. Without access to such opportunities, students may not fully develop the cross-cultural skills and global perspectives necessary for a competitive advantage in the international hospitality industry. Despite the institution's proactive efforts to integrate global competencies within its curriculum, logistical and financial barriers restrict the actualization of international OJT experiences, thus impacting the overall preparedness of graduates for a global workforce (Chen & Chiang, 2020).

The internationalization of OJT can significantly enhance students' professional and personal development, offering exposure to diverse cultures and industry standards. By immersing students in international work environments, they can cultivate cultural competence, broaden their professional networks, and gain firsthand experience in adapting to foreign workplace norms (Suárez & Gómez, 2019). These experiences contribute to improved employability, equipping students with skills that are increasingly sought in the global hospitality industry. As Liu and Lee (2021) suggest, international internships help bridge educational and industry expectations, enhancing students' readiness for diverse job markets and ensuring they are better prepared for the demands of an internationalized workforce.

### **Statement of the Problem**

This study aims to investigate the perceived benefits of the internationalization of On-the-Job Training (OJT) among 85 Hospitality Management students at the Philippine College Foundation in Valencia City for the school year 2023-2024. Specifically, it seeks to answer the following questions:

1. What is the level of internationalization in the On-the-Job Training (OJT) of the 85 Hospitality Management students at the Philippine College Foundation, as perceived through sub-variables such as Cultural Competence, Professional Skills, Career Readiness, Language Skills, and Networking Opportunities?
2. What is the level of the perceived benefits of the internationalization of OJT for these students, focusing on areas such as Global Perspective, Cultural Competence, Language Skills, Networking Opportunities, Enhanced Skills, Competitive Edge, and the Positive Reputation of the Institution?
3. Is there a significant relationship between the level of internationalization in OJT perceptions and the perceived benefits for Hospitality Management students at the Philippine College Foundation?

## Hypothesis

There is no significant relationship between the level of internationalization in OJT experiences and the perceived benefits for Hospitality Management students at the Philippine College Foundation.

## 2. Methodology

This descriptive-correlational study examined the perceived benefits of the internationalization of On-the-Job Training (OJT) among 85 Hospitality Management students at the Philippine College Foundation in Valencia City for the school year 2023-2024. The study aimed to describe the level of internationalization in students' OJT experiences and the perceived benefits of these experiences while also determining the relationship between these two variables. Given that the respondents had not yet experienced international OJT, the questionnaire focused specifically on capturing their perceptions of potential international exposure. The descriptive aspect emphasized summarizing students' expectations and beliefs regarding the benefits of internationalization in their future OJT experiences. In contrast, the correlational component investigated whether a significant relationship existed between their perceived level of internationalization and the anticipated benefits. This design allowed the study to provide insights into how the prospect of global exposure and cross-cultural experiences might influence students' professional and personal development.

In this study, data were collected using a structured questionnaire specifically designed to assess the anticipated levels of internationalization in On-the-Job Training (OJT) experiences and the perceived benefits of these experiences among Hospitality Management students. The questionnaire was administered to 85 students at the Philippine College Foundation for the school year 2023-2024, who had not yet experienced international OJT. As such, the questionnaire focused on capturing their perceptions and expectations regarding potential international exposure and its benefits. The instrument was divided into two main components, corresponding to the study's independent and dependent variables, with students rating items on a 5-point Likert scale, where 1 represented "Strongly Disagree" and 5 represented "Strongly Agree."

For the first research question, which aimed to determine the anticipated level of internationalization in OJT experiences, descriptive statistics were employed to analyze the responses. Mean scores were calculated to provide a comprehensive summary of students' perceptions regarding the potential internationalization of their future OJT programs.

The second research question focused on the perceived benefits of internationalized OJT. Descriptive statistics, specifically mean scores, were again utilized to capture the extent of perceived benefits, presenting a clear overview of students' responses to anticipated areas such as global perspective and skill enhancement.

The third research question examined the relationship between the anticipated level of internationalization in OJT and the perceived benefits. To test the hypothesis that there is no significant relationship between these variables, the study utilized Pearson's correlation coefficient. This statistical tool assessed the strength and direction of the relationship between the scores of the two main variables, allowing the researcher to determine whether higher anticipated levels of internationalization in OJT experiences were associated with greater perceived benefits among the students.

## 3. Results

### 1. What is the level of internationalization in the On-the-Job Training (OJT) of the 85 Hospital-

**ity Management students at the Philippine College Foundation, as perceived through sub-variables such as Cultural Competence, Professional Skills, Career Readiness, Language Skills, and Networking Opportunities?**

The data in Table 1 presents the level of internationalization among hospitality students as measured by five sub-variables: cultural competence, professional skills, career readiness, language skills, and networking opportunities.

Each sub-variable received a mean score ranging from 4.65 to 4.83, all categorized under "Strongly Agree." This indicates a strong consensus among students regarding the positive impact of their On-the-Job Training (OJT) experiences on these critical competencies. The overall sub-mean score of 4.75 further reinforces the conclusion that the OJT significantly enhances the internationalization of students in hospitality programs.

**Table 1. Level of internationalization in the On-the-Job Training (OJT) of Hospitality Students according to its sub-variables.**

Sub-variables	Mean	Descriptive Rating	Qualitative Interpretation
Cultural Competence	4.71	Strongly Agree	Highly valued and significantly enhanced
Professional Skills	4.81	Strongly Agree	Highly valued and significantly enhanced
Career Readiness	4.65	Strongly Agree	Highly valued and significantly enhanced
Language Skills	4.83	Strongly Agree	Highly valued and significantly enhanced
Networking Opportunities	4.76	Strongly Agree	Highly valued and significantly enhanced
Sub-mean	4.75	Strongly Agree	Highly valued and significantly enhanced

**LEGEND:**

Scale/Range	Descriptive Rating	Qualitative Interpretation
4.51 – 5.00	Strongly Agree	Highly valued and significantly enhanced
3.51 – 4.50	Agree	Valued and positively impacted
2.51 – 3.50	Uncertain	Moderately recognized
1.51 – 2.50	Disagree	Limited recognition
1.00 – 1.50	Strongly Disagree	Not recognized or minimal impact

The results highlight the perceived benefits of the OJT program in developing essential skills for the hospitality industry. Cultural competence, with a mean score of 4.71, suggests that students feel well-equipped to interact effectively in diverse cultural settings. Language skills, scoring the highest at 4.83, indicate a strong belief that OJT significantly improves their communication abilities in a multilingual environment, which is crucial in hospitality careers. The high ratings for professional skills (4.81) and networking opportunities (4.76) reflect the practical experiences gained during OJT, which not only enhances students' technical capabilities but also facilitate connections that can be beneficial for future employment. Overall, these results demonstrate that the OJT program plays a vital role in preparing students for a competitive and globalized workforce.

This result is supported by the findings of Chen and Huang (2020), who emphasize the positive influence of internships on hospitality students' professional skills and career readiness. Their research underscores the importance of practical experiences in shaping students' competencies, reinforcing the view that OJT programs are essential for bridging theoretical knowledge with real-world application. Additionally, Suárez and Gómez (2019) highlight how experiential learning through international internships enhances

cultural competence, suggesting that the OJT provides valuable opportunities for students to develop the skills necessary to thrive in diverse environments.

**2. What is the level of the perceived benefits of the internationalization of OJT for these students, focusing on areas such as Global Perspective, Cultural Competence, Language Skills, Networking Opportunities, Enhanced Skills, Competitive Edge, and the Positive Reputation of the Institution?**

The data presented in Table 2 illustrates the perceived benefits of internationalization among On-the-Job Training (OJT) students across various sub-variables. Each sub-variable reflects a strong agreement from students, with mean scores predominantly falling within the "Strongly Agree" category. The sub-mean score of 3.54 signifies a robust overall consensus on the positive impact of internationalization on the students' skills and professional readiness.

Analyzing the table reveals that students particularly value the benefits associated with enhanced skills, language skills, and cultural competence, all rated as "Strongly Agree." This consistent high rating suggests that these aspects are fundamental to the students' educational experiences. Conversely, the mean score for networking, while still positive at 3.42, falls within the "Agree" category, indicating that while students acknowledge the importance of networking opportunities, they may perceive them as less impactful than the other sub-variables.

**Table 2. Level of the perceived benefits of the internationalization of OJT students according to its sub-variables**

Sub-variables	Mean	Descriptive Rating	Qualitative Interpretation
Global Perspective	3.52	Strongly Agree	Valued and positively influenced
Cultural Competence	3.51	Strongly Agree	Valued and positively influenced
Language Skills	3.54	Strongly Agree	Valued and positively influenced
Networking	3.42	Agree	Moderately acknowledged
Enhanced Skills	3.55	Strongly Agree	Valued and positively influenced
Competitive Edge	3.54	Strongly Agree	Valued and positively influenced
Positive Reputation	3.63	Strongly Agree	Valued and positively influenced
Sub-mean	3.54	Strongly Agree	Valued and positively influenced

**LEGEND:**

Scale/Range	Descriptive Rating	Qualitative Interpretation
4.51 – 5.00	Strongly Agree	Highly valued and significantly enhanced
3.51 – 4.50	Agree	Valued and positively impacted
2.51 – 3.50	Uncertain	Moderately recognized
1.51 – 2.50	Disagree	Limited recognition
1.00 – 1.50	Strongly Disagree	Not recognized or minimal impact

Interpreting the results shows that the students regard their international experiences as significantly beneficial, enhancing their global perspective, cultural competence, and overall employability. The perceived benefits of enhanced skills and competitive edge are particularly noteworthy, as they align closely with industry expectations in the hospitality sector.

This result is supported by Chen and Huang (2020), who emphasize that internships enhance hospitality

students’ professional skills and career readiness, thereby preparing them for the competitive job market. Furthermore, McCarty and Cunningham (2018) discuss how international internships contribute to developing global competence, reinforcing the significance of these experiences in shaping the students' professional identities. These findings underscore the value of internationalization in fostering essential competencies that are crucial for success in the hospitality industry.

**3. Is there a significant relationship between the level of internationalization in OJT perceptions and the perceived benefits for Hospitality Management students at the Philippine College Foundation?**

Table 3 presents the correlation between the level of internationalization and the perceived benefits of On-the-Job Training (OJT) among Hospitality Management students at the Philippine College Foundation. The table illustrates the statistical relationships between various aspects of internationalization and the corresponding perceived advantages associated with their training.

The table presents the correlation coefficients (r) and p-values between the level of internationalization and the perceived benefits of On-the-Job Training (OJT) in the Hospitality Management Program at Philippine College Foundation. The results demonstrate a range of positive correlations between the independent variables, which represent various aspects of internationalization, and the dependent variables, reflecting the perceived benefits of OJT.

All the listed independent variables exhibit significant correlations with the perceived benefits of internationalization, with p-values indicating a high level of statistical significance ( $p < 0.01$ ). Notably, the highest correlation is observed between Networking Opportunities ( $r = .539$ ) and Enhanced Skills ( $r = .511$ ), suggesting that these factors are particularly influential in the context of internationalization.

The positive correlation coefficients suggest that as the level of internationalization increases, so do the perceived benefits of OJT among the Hospitality Management students. For instance, Cultural Competence ( $r = .428$ ) and Professional Skills ( $r = .502$ ) show that students who engage more in international experiences tend to feel more competent and skilled in their professions. Similarly, a strong correlation exists between Global Perspective ( $r = .531$ ) and Language Skills ( $r = .546$ ), indicating that students who are exposed to international training also enhance their understanding of global dynamics and language proficiency, which are crucial in the hospitality industry.

**Table 3. Correlation between Internationalization and Perceived Benefits of On-the-Job Training in the Hospitality Management Program of Philippine College Foundation**

VARIABLES	CORRELATION COEFFICIENT ®	P-VALUE
<b>Level of Internationalization</b>		
Cultural Competence	.428	.000**
Professional Skills	.502	.000**
Career Readiness	.467	.000**
Language Skills	.391	.000**
Networking Opportunities	.539	.000**
<b>Perceived Benefits of Internationalization</b>		

Global Perspective	.531	.000**
Cultural Competence	.529	.000**
Language Skills	.546	.000**
Networking Opportunities	.442	.000**
Enhanced Skills	.511	.000**
Competitive Edge	.498	.000**
Positive Reputation of the Institution	.490	.000**

\*\* p<0.01

Ns – not significant

Therefore, the null hypothesis which stated that there is no significant relationship between the level of internationalization in OJT experiences and the perceived benefits for Hospitality Management students at the Philippine College Foundation is rejected.

This result is supported by Chen and Huang (2020), who found that internships significantly impact the professional skills and career readiness of hospitality students. Their study emphasizes the importance of experiential learning in developing competencies that are essential in the global hospitality landscape. Furthermore, McCarty and Cunningham (2018) highlight that international internships foster global competence among students, which aligns with the findings of this study, particularly regarding the perceived benefits of internationalization, such as enhanced skills and networking opportunities. The positive relationships depicted in the results underscore the critical role of internationalization in preparing students for successful careers in the hospitality sector, affirming the relevance of experiential learning as noted by Liu and Lee (2021). Thus, the data reflects a strong alignment between international exposure and the benefits perceived by students in their professional development.

### Summary

This study aims to investigate the perceived benefits of the internationalization of On-the-Job Training (OJT) among 85 Hospitality Management students at the Philippine College Foundation in Valencia City for the school year 2023-2024. The findings address three specific questions regarding the level of internationalization in OJT, the perceived benefits of this internationalization, and the relationship between the level of internationalization and perceived benefits.

The analysis of the level of internationalization in the On-the-Job Training (OJT) reveals that students rated all sub-variables—cultural competence (mean = 4.71), professional skills (mean = 4.81), career readiness (mean = 4.65), language skills (mean = 4.83), and networking opportunities (mean = 4.76)—as "Strongly Agree." The overall sub-mean score of 4.75 indicates a strong consensus among students regarding the significant enhancement of their competencies through OJT experiences. This strong agreement underscores the effectiveness of the OJT program in equipping students with essential skills for the hospitality industry.

In terms of the perceived benefits of internationalization of OJT, students expressed strong agreement on several key areas: global perspective (mean = 3.52), cultural competence (mean = 3.51), language skills (mean = 3.54), enhanced skills (mean = 3.55), competitive edge (mean = 3.54), and positive reputation of the institution (mean = 3.63). The overall sub-mean score of 3.54 reflects a robust consensus on the positive impact of internationalization on their skills and professional readiness. However, networking opportunities were moderately acknowledged with a mean score of 3.42, suggesting that while students recognize the value of networking, they may perceive it as less impactful compared to other benefits.

The correlation analysis demonstrates a series of significant positive correlations between the level of internationalization in OJT and the perceived benefits experienced by students. Notable correlations include networking opportunities ( $r = .539$ ) and enhanced skills ( $r = .511$ ), indicating that these factors are particularly influential in the context of internationalization. Other correlations, such as global perspective ( $r = .531$ ) and language skills ( $r = .546$ ), also suggest that increased international exposure is associated with enhanced understanding and competencies. The p-values for all correlations were below 0.01, indicating a high level of statistical significance and affirming that increased international exposure positively correlates with perceived benefits among Hospitality Management students. Overall, the findings highlight the essential role of internationalization in enhancing the educational experiences and professional readiness of students in the hospitality field.

## 5. Conclusions

The study concludes that the internationalization of On-the-Job Training (OJT) significantly enhances the competencies and professional readiness of Hospitality Management students at the Philippine College Foundation. The findings indicate a strong positive perception among students regarding the benefits of international exposure, particularly in areas such as cultural competence, language skills, and professional skills. These enhancements not only prepare students for successful careers in the hospitality industry but also underscore the importance of international experiences in fostering a competitive edge and a positive institutional reputation.

## 6. Recommendations

Based on these conclusions, several recommendations are proposed to further leverage the benefits of internationalization in OJT for Hospitality Management students. Firstly, the institution should enhance communication with industry partners to facilitate more diverse and impactful OJT placements that prioritize cultural exposure and professional skill development. Additionally, students should be encouraged to actively engage in networking opportunities during their OJT experiences to build valuable professional relationships.

It is also recommended that the college organize workshops focusing on cultural competence and language skills to better prepare students for international settings. The institution should consider implementing feedback mechanisms, such as surveys or focus groups, to continually assess the effectiveness of the OJT program and make necessary improvements based on student experiences.

Furthermore, recognition programs could be established to acknowledge students who excel in their OJT placements, thereby motivating all students to strive for excellence. Providing opportunities for students to present their experiences and learnings from OJT in institutional forums could foster a culture of sharing and collaboration among peers.

For future researchers, it is recommended to explore the long-term impact of internationalization on graduates' career trajectories and job satisfaction in the hospitality industry. Additionally, researchers may investigate the specific factors that influence students' perceptions of the benefits of OJT internationalization and how these factors vary across different educational institutions. Conducting comparative studies between institutions with varying levels of OJT internationalization may provide deeper insights into best practices and the overall effectiveness of these programs.

By implementing these measures and pursuing these research avenues, the Philippine College Foundation can further enhance the internationalization of OJT, thereby enriching the educational experiences of Hos-



pitality Management students and increasing their readiness for a competitive job market.

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