



CAREERIN: WEB-BASED INTERNSHIP POSTING FOR SENIOR HIGH SCHOOL AND COLLEGE USING JOB MATCHING ALGORITHMS

ELAINE B. BOLAMBOT

FAITH Colleges

elainebolambot@gmail.com

ABSTRACT

Internship opportunities were crucial for college and senior high students to gain practical experience and enhance their skills in preparation for their future careers. However, finding the right internship was a daunting task, and employers struggled to attract the right candidates. An internship website could bridge this gap by providing a centralized platform for students and employers to connect. As a solution, CareerIn, a web-based internship posting application, was proposed to match recruiters with potential interns. This study explored the use of three algorithms - sourcing, filtering, and reverse matching - in the recruitment process to make it more efficient and cost-effective for companies. The study proposed the development of a web application called "CareerIn," which provided college and senior high interns with information about internship openings and allowed them to apply for specific openings. The web application also provided features for employers to manage postings, schedule meetings/interviews, and view matched interns, and for school coordinators to view grades and analytics reports. The study used quantitative research methods to develop and evaluate the "CareerIn" web application. An exploratory phase gathered information through interviews and focus groups with students, employers, and

Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez,
Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Ma. Rhoda E. Panganiban, Rjay C. Calaguas,
Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto, Jerico N. Mendoza



school coordinators. The application was developed based on the insights gathered in the exploratory phase, with features for students, employers, and school coordinators. The study evaluated the "CareerIn" system based on the eight ISO 25010 standards' criteria and found it highly acceptable in all eight criteria. The technical group rated compatibility as the highest criterion, followed by performance efficiency and security and portability on the third rank. Functionality, reliability, and maintainability ranked fourth to sixth, respectively. In terms of the functional group, the system was rated as acceptable, with usability ranked first at 3.48, followed by functionality and security in second and third place. Portability and maintainability ranked fourth at 3.45. Compatibility ranked fifth, while reliability and performance efficiency ranked sixth. In conclusion, creating an internship website for college and senior high students can provide numerous benefits, including increased accessibility to internship opportunities, streamlined application processes, and enhanced professional development. By leveraging the power of technology and collaboration with industry partners, such a platform can effectively bridge the gap between academic and industry, and help students achieve their career goals.

Keywords: *internship, posting, job matching, web-based, web application*

Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez,
Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Ma. Rhoda E. Panganiban, Rjay C. Calaguas,
Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto, Jerico N. Mendoza



INTRODUCTION

Internships are a valuable stepping stone for college students in the Philippines, providing them with a platform to gain real-world experience and develop essential skills. These opportunities bridge the gap between academic knowledge and practical application, preparing individuals for the demands of the professional world. By immersing themselves in internships, students can apply what they have learned in classrooms to real-life work scenarios, gaining a deeper understanding of their chosen field.

Moreover, internships in the Philippines offer industry exposure, allowing interns to familiarize themselves with the dynamics, trends, and challenges within their respective fields. This firsthand experience helps individuals make more informed career choices and develop a clearer understanding of the professional path they wish to pursue. Through interactions with professionals, interns can gain valuable insights, expand their networks, and learn about potential job opportunities. Additionally, exposure to different work environments and company cultures helps interns develop adaptability, flexibility, and interpersonal skills that are highly valued in the workplace.

Furthermore, internships play a significant role in enhancing the employability of individuals in the competitive job market in the Philippines. Employers often prioritize candidates with practical experience, and internships provide a means to showcase one's abilities, work ethic, and willingness to learn. The skills and knowledge acquired during internships, coupled with the professional connections made, can give interns a competitive edge when seeking full-time employment. Internships also provide a valuable opportunity for

Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez,
Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Ma. Rhoda E. Panganiban, Rjay C. Calaguas,
Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto, Jerico N. Mendoza



individuals to test their career choices and gain clarity on their long-term goals, ultimately helping them build a solid foundation for a successful career.

Despite the increasing importance of internships, students encounter various challenges when searching for suitable opportunities. Finding internships can present challenges for both universities and students in the Philippines. Firstly, universities often struggle with limited availability and intense competition for internships. The number of available opportunities may not match the demand, making it difficult to accommodate all interested students. Additionally, certain industries tend to offer a higher number of internships, leaving students in other fields with fewer options. Universities must navigate this issue by encouraging students to consider a diverse range of industries and providing support in finding suitable placements.

Secondly, universities may face challenges in establishing and expanding their network of industry connections. The extent and diversity of these networks can vary across institutions, affecting the availability of internship opportunities. Strong connections with employers and alumni are vital to connecting students with relevant internships. Universities must work towards strengthening these relationships by collaborating with industry partners and participating in networking events to provide students with a wider range of internship options.

Thirdly, mismatches in expectations and criteria between universities, students, and employers can hinder the internship search process. Universities aim to provide meaningful learning experiences, while students prioritize gaining practical skills and exposure to their

Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez,
Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Ma. Rhoda E. Panganiban, Rjay C. Calaguas,
Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto, Jerico N. Mendoza



chosen field. On the other hand, employers may have specific project-based tasks in mind for interns. Bridging these gaps requires effective communication and collaboration between all parties to ensure that internships meet the expectations of both students and employers.

The main goal of the internship website proposal is to tackle the difficulties associated with finding internships by centralizing the available opportunities and simplifying the application process. Through the creation of a user-friendly platform, the website will serve as a comprehensive hub for internship listings, eliminating the need for students to navigate multiple sources of information. The website will provide detailed profiles for each internship, job matching algorithm will be developed to transform the internship search process. This including information on requirements, responsibilities, duration, and location, thereby offering students a clearer understanding of each opportunity. Additionally, a groundbreaking algorithm will utilize students' profiles and skills to match them with relevant internships, providing a personalized approach that saves time and effort while enhancing the chances of finding internships that align with their goals and aspirations.

The core component of the proposed internship website is the job matching algorithm, which will play a crucial role in connecting students with suitable internship opportunities. The job matching algorithm will utilize a sophisticated set of criteria to analyze students' profiles and preferences, as well as the internship listings available on the platform. By considering factors such as academic background and skills, the algorithm will generate personalized internship recommendations for each student.

Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez,
Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Ma. Rhoda E. Panganiban, Rjay C. Calaguas,
Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto, Jerico N. Mendoza



Overall, an internship website with a job matching algorithm would revolutionize the internship landscape in the Philippines. It would streamline the internship search process, improve accessibility, and provide students with a more tailored and meaningful internship experience. By leveraging technology and connectivity, this platform would bridge the gap between students and internship opportunities, ultimately empowering students to kick-start their careers and contribute effectively to the professional world.

METHODS

This study is intended to design and develop a CareerIn: A College Internship Posting and Recruitment using Reverse Matching Algorithm that will allow interns to be on the same page, with technology being the most effective approach to streamline the on-the-job training recruitment process.

In this study, the researchers used the developmental and descriptive method for research. Developmental Method of research is "the systematic study of designing, developing and evaluating instructional programs, processes and products that must meet the criteria of internal consistency and effectiveness". In addition, it is a way to establish new procedures, techniques, and tools based upon a methodical analysis of specific cases (Richey & Klein, 2005).

In internship websites, the use of descriptive research is discussed to gain insights and understand various aspects of these platforms. Descriptive research is employed to describe

Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez,
Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Ma. Rhoda E. Panganiban, Rjay C. Calaguas,
Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto, Jerico N. Mendoza



and explain the characteristics, behaviors, and patterns of the phenomenon or population under investigation (Srivastava, 2019).

When examining internship websites, the researcher utilizes descriptive research to gather information about the features, functionalities, and user experience provided by these platforms. This involves collecting data on the types of internships offered, the industries and companies represented, the application and selection processes, and the overall user satisfaction.

To conduct descriptive research on internship websites, various methods are employed. Surveys are administered to both job seekers and employers, enabling the collection of quantitative data on their experiences, preferences, and perceptions of the website. Additionally, interviews or focus groups are conducted to gather qualitative insights into the specific challenges, successes, and suggestions related to internship websites.

Data analysis techniques, such as descriptive statistics, are applied to summarize and present the collected data. This includes calculating frequencies, percentages, means, and standard deviations to describe the characteristics and patterns observed in the internship website data.

The use of descriptive research in the research paper enables the presentation of a comprehensive overview of internship websites and their functionalities. It provides insights into the user experience and satisfaction levels, identifies trends, patterns, and potential areas for improvement in internship website design and functionality.

Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez,
Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Ma. Rhoda E. Panganiban, Rjay C. Calaguas,
Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto, Jerico N. Mendoza



By employing descriptive research methods, the researcher contributes to the existing knowledge and understanding of internship websites. This research approach helps in evaluating their effectiveness in connecting job seekers and employers, as well as their overall impact on the internship experience.

Subject of the Study

The researchers used purposive sampling considering the availability of the respondents. The sample size of the study was 26 in each school in Tanauan City. The respondents of the proposed system were one (1) FAITH school, (1) Batangas State University - Malvar, (1) Tanauan Institute School staff which is considered as the admin of the proposed system, then (20) students from any department of each school and five (5) undergraduate IT students in each school within the Batangas area.

Data Gathering Instrument

The proponent of this study utilized the most popular descriptive research method, which is to conduct a survey and interviews using a questionnaire to collect data that can be examined for frequencies, averages, and patterns. The researchers utilized a pre-made questionnaire to assess the system's functional suitability, reliability, performance efficiency, usability, and security in accordance with ISO 25010.

Subject of the Study

In this research, three schools from Tanauan and Malvar Batangas will be selected to participate in the evaluation of the system. In each school, 1 program for tertiary and 1 strand

Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez,
Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Ma. Rhoda E. Panganiban, Rjay C. Calaguas,
Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto, Jerico N. Mendoza



for senior high school will be given an account so that they can use and play-around the system.

Type of User's	Number of respondents for each participating school			Total
	FAITH College	Tanauan Institute	Batangas State University – Malvar	
Course Coordinator	1	1	1	3
Tertiary Students	20	20	20	60
Senior High School Students	20	20	20	60
				123

Data Gathering Procedure

To provide the researcher with all the needed information about the proposed study, the researcher asked for the help of the target end users of the system.

In conducting data gathering for the research on internship websites, a systematic approach is followed to ensure reliable and relevant data collection. Several steps are taken to gather data using appropriate methods and instruments.

Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez,
Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Ma. Rhoda E. Panganiban, Rjay C. Calaguas,
Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto, Jerico N. Mendoza



Firstly, the researcher determines the objectives and research questions that need to be addressed. This helps in identifying the specific data required to answer those questions and achieve the research objectives.

Once the data requirements are defined, the researcher selects the most suitable data gathering methods. In the case of descriptive research on internship websites, methods such as surveys, interviews, and focus groups can be employed.

For surveys, a well-designed questionnaire is developed, considering the research objectives and the variables of interest. The questionnaire may include both closed-ended and open-ended questions to gather quantitative and qualitative data, respectively. The researcher ensures the clarity and comprehensiveness of the questions to facilitate accurate responses.

In the case of interviews and focus groups, a semi-structured approach may be adopted. The researcher prepares a set of predetermined questions or topics to guide the discussion while allowing for flexibility to explore new insights or perspectives. The interviews or focus groups are conducted in a conducive environment, and the participants' responses are recorded either through notes, audio recording, or video recording.

Data collection may also involve accessing secondary sources such as reports, articles, or existing datasets related to internship websites. These sources provide valuable information that can supplement and support the primary data collected through surveys or interviews. During the data gathering process, it is important to ensure ethical considerations. Informed consent is obtained from participants, and their confidentiality and privacy are protected. The

Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez,
Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Ma. Rhoda E. Panganiban, Rjay C. Calaguas,
Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto, Jerico N. Mendoza



researcher also adheres to ethical guidelines and regulations related to data collection and handling.

Once the data is collected, it is organized, coded, and stored securely. Quantitative data from surveys are analyzed using statistical techniques such as descriptive statistics, while qualitative data from interviews or focus groups are subjected to thematic analysis to identify common themes and patterns.

By following these systematic data gathering procedures, the researcher can obtain reliable and relevant data to address the research questions and provide valuable insights into the internship websites under study.

RESULTS AND DISCUSSION

Discuss the existing or current process of handling OJT for Senior High School and College

The current implementation of internships in the Philippines involves a combination of educational institutions, employers, and government regulations to provide students with practical work experience and bridge the gap between academia and the workforce.

Educational institutions, such as colleges and universities, play a crucial role in facilitating internships by establishing partnerships with companies and organizations. They provide guidance and support to students, helping them find internship placements that align

Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez,
Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Ma. Rhoda E. Panganiban, Rjay C. Calaguas,
Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto, Jerico N. Mendoza



with their academic requirements. These institutions also monitor students' progress during the internship period to ensure a meaningful learning experience.

Employers in various industries actively participate in offering internship opportunities to students. They collaborate with educational institutions to design internship programs that align with the curriculum and provide valuable work experience. By hosting interns, employers benefit from the fresh perspectives and contributions of students, while potentially identifying future talent for their organizations.

Internship programs in the Philippines typically follow a structured format. The duration of internships can vary, but they generally last between 200 to 600 hours, depending on the academic requirements and industry standards. These programs often integrate classroom learning with practical work experience, allowing students to apply their theoretical knowledge in real-world settings.

Before the internship begins, a tripartite agreement is often signed among the educational institution, the student, and the employer. This agreement outlines the roles, responsibilities, and expectations of each party, including the scope of work, duration, compensation (if applicable), and intellectual property rights.

During the internship period, educational institutions assign supervisors or coordinators to monitor students' progress. These supervisors maintain regular communication with both the interns and the employers to ensure a productive learning experience. Students may be required to submit progress reports, reflective journals, or portfolios to showcase their accomplishments and reflect on their learning outcomes.

Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez,
Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Ma. Rhoda E. Panganiban, Rjay C. Calaguas,
Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto, Jerico N. Mendoza



At the end of the internship, students are typically evaluated based on their performance and the completion of assigned tasks and responsibilities. Employers provide feedback and performance assessments, which are considered by the educational institution in determining the student's grade or academic credit for the internship.

After the system has been designed and developed, the researchers test it to check if there are any problems or bug reports. The researchers used the system several times, including searching for open positions, applying as an OJT, and accepting interns. In addition, the researchers conducted a survey using Test Case and ISO 25010.

Software Product Evaluation Standards
(ISO 25010 Quality Model)

Quality Characteristics	Description
Functional Suitability	The capability to perform functions that meet stated and implied needs when used under specified conditions.
Reliability	The capability of a system, product, or component to perform specified functions under specified conditions for a specified period of time.

Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez,
Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Ma. Rhoda E. Panganiban, Rjay C. Calaguas,
Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto, Jerico N. Mendoza



Performance Efficiency	The capability of the software product to provide appropriate performance, relative to the number of resources used, under stated conditions
Usability	Usability refers to how well a product or system can be used to achieve specified goals effectively, efficiently, and satisfactorily
Security	Degree to which a product or system protects information and data so that persons or other products or systems have the degree of data access appropriate to their types and levels of authorization.

Table shows the ISO 25010 software product evaluation standards; the quality characteristics and their descriptions are listed in the table. A pre-made questionnaire will be employed, which will be led by the ISO 25010 quality characteristics. Respondents will be asked to rate their level of agreement with the items on a four-point scale ranging from 1 to 4, with 4 being the highest and 1 being the lowest.

The verbal interpretation of the numerical score and the mean range is as follows:

Scale	Mean Range	Verbal Interpretation
4	3.25 - 4.00	Strongly Agree (SA) / Highly Suitable (HS) / Highly Reliable (HR) / Highly Efficient (HE) / Highly Usable (HU) / Highly Secured (HS)
3	2.50 - 3.24	Agree (A) / Suitable (S) / Reliable (R) / Efficient (E) / Usable (U) / Secured (S)

Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez,
Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Ma. Rhoda E. Panganiban, Rjay C. Calaguas,
Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto, Jerico N. Mendoza



2	1.75 - 2.49	Disagree (DA) / Moderately Suitable (HS) / Moderately Reliable (MR) / Moderately Efficient (ME) / Moderately Usable (MU) / Moderately Secured (MS)
1	1.00 - 1.74	Strongly Disagree (SDA) / Not Suitable (NS) / Not Reliable (NR) / Not Efficient (NE) / Not Usable (NU) / Not Secured (HS)

Implementation and Maintenance

Following the system's testing phase, the researchers will roll out the web application to selected IT Students in Tanauan City Batangas. The researchers will make sure that the system works and that the administrator, as well as intern seekers and other staff, can utilize it. The researchers also keep the web application system up to date by ensuring that any future faults or problems are rectified and enhanced.

CONCLUSION AND RECOMMENDATION

The current situation in the Philippines highlights the challenges faced by undergraduate students in finding on-the-job training (OJT) opportunities due to a crowded and limited employment market. Factors such as financial constraints, distance from desired companies, and allowance issues hinder students' ability to secure internships. To address these challenges, a solution is needed to assist youth in finding their ideal OJT placements. The impact of COVID-19 on education has also been significant, requiring schools to adapt to online learning. This shift has brought forth various difficulties, including the need to modernize infrastructure, develop online courses, and ensure resource accessibility for both

Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez,
Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Ma. Rhoda E. Panganiban, Rjay C. Calaguas,
Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto, Jerico N. Mendoza



teachers and students. As a response, flexible learning approaches have been developed to cater to diverse student needs. In the context of recruitment, the COVID-19 pandemic has necessitated the use of mobile applications and web platforms for job searching and hiring processes. The integration of web applications and social media platforms has become essential for effective recruitment strategies. Recognizing the need for improved OJT search processes, a web-based internship posting platform called CareerIn was proposed to match intern seekers with suitable training opportunities. This platform aims to streamline the OJT search process, particularly for BS Information Technology students in Tanauan, Batangas, while adhering to ISO 25010 quality measures. The ultimate objective is to create an efficient and user-friendly web application that enhances the effectiveness of recruiters and ensures the privacy of intern seekers' personal information.

Conclusion

In conclusion, the challenges surrounding on-the-job training (OJT) in the Philippines, particularly for undergraduate students, necessitate innovative solutions to improve accessibility and efficiency in finding suitable internships. The overcrowded employment market and limitations in transportation and allowances hinder students' ability to secure desired OJT opportunities. Furthermore, the COVID-19 pandemic has accelerated the need for digital transformation in education, leading to the adoption of online learning approaches that come with their own set of challenges. The integration of web-based platforms and mobile applications in the recruitment process has become crucial in navigating the new normal. The

Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez,
Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Ma. Rhoda E. Panganiban, Rjay C. Calaguas,
Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto, Jerico N. Mendoza



proposed CareerIn web-based internship posting platform offers a promising solution by matching intern seekers with appropriate training opportunities, while adhering to quality measures outlined in ISO 25010. By leveraging technology and streamlining the OJT search process, students can find internships aligned with their career goals more efficiently, and recruiters can connect with qualified candidates. Moving forward, it is crucial to continue developing and enhancing digital platforms that facilitate seamless OJT experiences and address the evolving needs of students and employers in a rapidly changing job market.

Recommendations

After determining the findings and conclusions, the developers were able to give the following recommendations:

1. Video Conferencing: Future developers may add this feature so that the employer can hold an online interview instead of doing face-to-face interview.
2. SMS: Future developers may add this feature so that the intern can receive notification even though they are not online.

Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez,
Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Ma. Rhoda E. Panganiban, Rjay C. Calaguas,
Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto, Jerico N. Mendoza



References:

Wang, Y., & Reimers, S. (2019). Online job search and subjective well-being among college students in China: The mediating roles of job search self-efficacy and job search behavior. *Frontiers in Psychology*, 10, 890. doi: 10.3389/fpsyg.2019.00890

Machado, C., & Costa, C. (2020). Internship websites: A literature review and research agenda. *Journal of Innovation & Knowledge*, 5(4), 241-246. doi: 10.1016/j.jik.2020.03.003

Holland, J. L., & Thompson, J. P. (2003). The career interests and values of college students. *Journal of College Student Development*, 44(2), 189-210. doi: 10.1353/csd.2003.0017

Zimmerman, B. J. (2000). Self-efficacy: An essential motive to learn. *Contemporary Educational Psychology*, 25(1), 82-91. doi: 10.1006/ceps.1999.1016

Ashrafi, R., & Shariatmadari, M. (2019). Exploring the effects of online job search on employability: A social cognitive career theory perspective. *International Journal of Information Management*, 46, 1-11. doi: 10.1016/j.ijinfomgt.2018.11.004

Hoque, R. (2018). Exploring the role of social media in the internship search process. *Journal of Marketing Development and Competitiveness*, 12(1), 19-33.

Kureková, L., & Münich, D. (2016). The use of social networks in internship search and recruitment. *Procedia Economics and Finance*, 39, 710-717. doi: 10.1016/s2212-5671(16)30292-2

Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez, Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Ma. Rhoda E. Panganiban, Rjay C. Calaguas, Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto, Jerico N. Mendoza



Maggiani, A. P. (2015). The impact of digital technology on internship search:

Insights from a survey of Italian university students. *Journal of Education and Training Studies*, 3(2), 128-136. doi: 10.11114/jets.v3i2.781

Cardoso, P. R. (2020). Searching for internships: Exploring the influence of social networks on student employability. *International Journal of Human Resources Development and Management*, 20(3/4), 293-311. doi: 10.1504/ijhrdm.2020.107983

Wan, F. (2016). Use of social media for internship searching: A study among college students. *Journal of Education and Learning*, 5(4), 81-88. doi: 10.5539/jel.v5n4p81

Day, R., & Allen, D. G. (2004). The relationship between career motivation and self-efficacy with regard to information seeking during organizational entry. *Journal of Organizational Behavior*, 25(6), 743-767. doi: 10.1002/job.256

Abraham, R. (2012). Role of job involvement and organizational commitment in predicting work alienation of salespersons. *Journal of Indian Business Research*, 4(1), 16-34. doi: 10.1108/17554191211215767

Heimlich, J. E., & Norland, E. (2017). How internships can contribute to student career success: Evidence from the United States. *Higher Education, Skills and Work-Based Learning*, 7(3), 280-296. doi: 10.1108/heswbl-06-2016-0035

Riggio, R. E., & Tan, S. J. (2013). Leadership in virtual teams: A multilevel perspective. *Group & Organization Management*, 38(3), 301-322. doi: 10.1177/1059601113492429

Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez,
Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Ma. Rhoda E. Panganiban, Rjay C. Calaguas,
Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto, Jerico N. Mendoza



Agarwal, R., & Karahanna, E. (2000). Time flies when you're having fun: Cognitive absorption and beliefs about information technology usage. *MIS Quarterly*, 24(4), 665-694. doi: 10.2307/325095

Biron, M., & Brun, J.-P. (2014). Psychological contract breach and work outcomes: A meta-analysis of the impact of violations and unmet obligations. *Journal of Organizational Behavior*, 35(5), 598-627. doi: 10.1002/job.1896

Breaugh, J. A. (2008). Employee recruitment: Current knowledge and important areas for future research. *Human Resource Management Review*, 18(3), 103-118. doi: 10.1016/j.hrmr.2008.04.003

Chan, D. (2005). Antecedents and outcomes of employee engagement: An empirical study. PhD thesis, Hong Kong Polytechnic University.

Gubman, E. L. (2004). From engagement to passion for work: The search for the missing person. *Human Resource Planning*, 27(3), 35-44.

Johnson, R. D., & Marakas, G. M. (2000). Research report: The role of behavioral modeling in computer skills acquisition: Toward refinement of the model. *Information Systems Research*, 11(4), 402-417. doi: 10.1287/isre.11.4.402.11872

Kim, T.-H., Lee, D.-R., & Law, R. (2008). An empirical examination of the acceptance behavior of hotel front office systems: An extended technology acceptance model. *Tourism Management*, 29(3), 500-513. doi: 10.1016/j.tourman.2007.06.011

Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez, Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Ma. Rhoda E. Panganiban, Rjay C. Calaguas, Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto, Jerico N. Mendoza



Shantz, A., & Latham, G. P. (2009). An exploratory field experiment of the effect of subconscious and conscious goals on employee performance. *Organizational Behavior and Human Decision Processes*, 109(1), 9-17. doi: 10.1016/j.obhdp.2009.01.001

Baer, M., & Frese, M. (2003). Innovation is not enough: Climates for initiative and psychological safety, process innovations, and firm performance. *Journal of Organizational Behavior*, 24(1), 45-68. doi: 10.1002/job.179

Duffy, R. D., Allan, B. A., & Dik, B. J. (2011). The presence of a calling and academic satisfaction: Examining potential mediators. *Journal of Vocational Behavior*, 79(1), 74-80. doi: 10.1016/j.jvb.2010.10.004

Fisher, C. D., & Locke, E. A. (1992). The nature and causes of job satisfaction. In M. D. Dunnette & L. M. Hough (Eds.), *Handbook of Industrial and Organizational Psychology* (Vol. 3, pp. 165-223). Consulting Psychologists Press.

Ghosh, S. (2012). E-recruitment and the benefits of technology to the HR professional. *Journal of Business and Management*, 3(1), 38-45.

Holtom, B. C., Mitchell, T. R., Lee, T. W., & Eberly, M. B. (2008). Turnover and retention research: A glance at the past, a closer review of the present, and a venture into the future. *The Academy of Management Annals*, 2(1), 231-274. doi: 10

Porter, L. W., Steers, R. M., Mowday, R. T., & Boulian, P. V. (1974). Organizational commitment, job satisfaction, and turnover among psychiatric technicians. *Journal of Applied Psychology*, 59(5), 603-609. doi: 10.1037/h0037335

Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

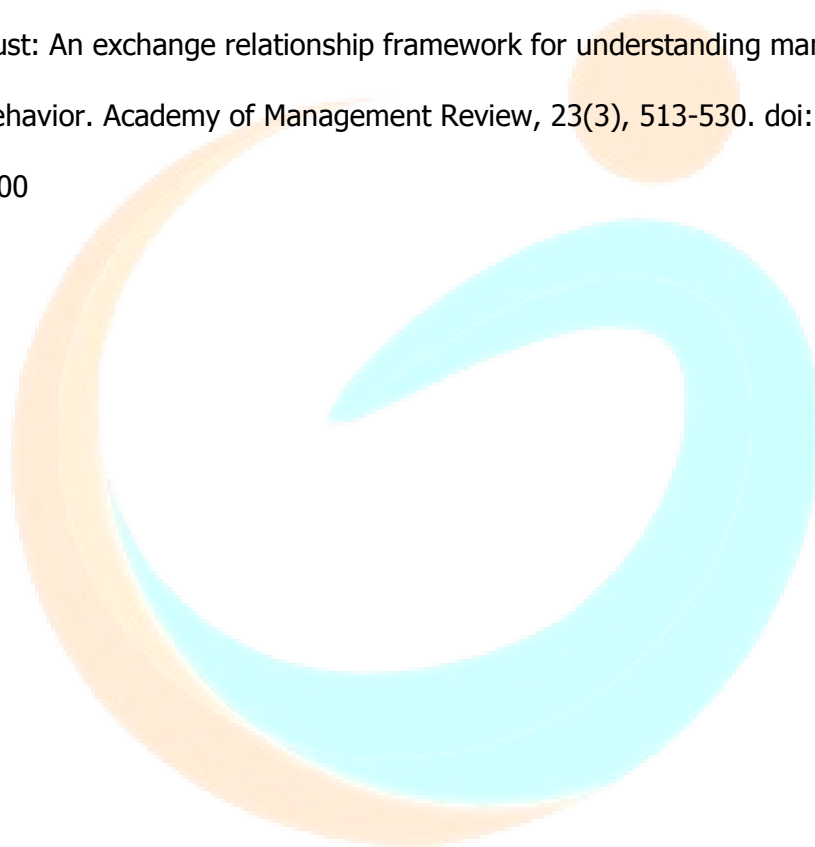
Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez, Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Ma. Rhoda E. Panganiban, Rjay C. Calaguas, Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto, Jerico N. Mendoza



Reisel, W. D., Probst, T. M., Chia, S.-L., Maloles, C. M., & König, C. J. (2010). The effects of job insecurity on job satisfaction, organizational citizenship behavior, deviant behavior, and negative emotions of employees. *International Studies of Management & Organization*, 40(1), 74-91. doi: 10.2753/imo0020-8825400104

Whitener, E. M., Brodt, S. E., Korsgaard, M. A., & Werner, J. M. (1998). Managers as initiators of trust: An exchange relationship framework for understanding managerial trustworthy behavior. *Academy of Management Review*, 23(3), 513-530. doi: 10.2307/259300



Editorial Team

Editor-in-Chief: Alvin B. Punongbayan

Associate Editor: Andro M. Bautista

Managing Editor: Raymart O. Basco

Web Editor: Nikko C. Panotes

Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez,
Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Ma. Rhoda E. Panganiban, Rjay C. Calaguas,
Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto, Jerico N. Mendoza
