

Towards Career Progression of Philippine University Graduates at the Bureau of Internal Revenue

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Abstract

This study aimed to examine the career progression of Philippine Christian University (PCU) graduates employed at the Bureau of Internal Revenue (BIR), specifically in Revenue District Office 32, Quiapo, Manila. Utilizing a quantitative-correlational design, the study assessed the educational qualifications, work experience, promotion history, and perceptions of career progression among 30 PCU graduates working at the BIR. The study revealed that a majority of respondents held college degrees, with some having master's units or a completed master's degree. Additionally, the work experience of the respondents was evenly distributed among early-career, mid-career, and experienced professionals, indicating a diverse range of expertise. Most respondents had been promoted either once or twice during their time at BIR, signifying some degree of career advancement. However, the extent of qualifications based on performance criteria and career progression was rated as "neutral," with mean scores of 2.55 and 2.58, respectively. This suggests that while the graduates meet the standard requirements, they may not exceed expectations. Furthermore, no significant relationship was found between career progression and promotion ($p = 0.98$, $r = -0.009$), indicating that career progression does not have a direct impact on promotion opportunities. To address these findings, a career progression program was proposed, focusing on structured career pathways, mentoring opportunities, and targeted skills development to enhance the professional growth of BIR employees. The study concluded that factors other than career progression, such as leadership qualities, networking, or organizational culture, may influence promotions. Future research is recommended to explore these factors in greater depth across different sectors.

Keywords: Career progression, quantitative-correlational design, Bureau of Internal Revenue (BIR), educational qualifications, promotion opportunities