

# Hospitality Management Students' Academic and Internship Performance in Asian and Western Cuisine

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**Abstract** – This study aimed to assess the academic performance and internship performance of Hospitality Management students in Asian and Western Cuisine. Specifically, it determined the academic performance in Asian and Western Cuisine subject; assessed the internship performance in terms of knowledge, skills, attitude, and personality; tested the significant relationship between academic and internship performance; and proposed a plan of action to improve/enhance the performance of IHM students in Asian and Western Cuisine. The study made use of descriptive method and used the evaluation for internship of 114 students who took Western and Asian Cuisine internship for the SY 2017-2018. Majority of the respondents are very satisfied with their Asian and Western Cuisine internship experience. The respondents demonstrated excellent performance with their internship in terms of their personality and were very good with their attitude, knowledge and skills. There was no significant relationship between academic performance and their internship performance in Asian and Western Cuisine.

**Keywords:** Asian and Western Cuisine, Internship Performance

## INTRODUCTION

There's no magic list of ingredients guaranteeing success, there are pedagogical approaches that help nurture students into well-rounded, critically thinking, flexible and future-ready graduates. In addition, with a global landscape that is evolving as rapidly as hospitality, tourism and the allied sectors, these assets can certainly help provide the roadmap to a successful future. It offers wide arrays of food that is very interesting and unique with very good taste that would not find in other kind of restaurant.

The Western cuisine course is under CLOCA and CAKO a program that teaches the introduction of

knowledge of classical and popular cooking styles which include French, Italian, German, English, Swiss and Spanish While Asian cuisine internship covered the cuisines of Malaysia, Singapore, Thailand, Philippines, Japan, China, Korea, India, Cambodia, Persia, Lebanon and Greece [1].

The industry needs labor requirement that will address competence and creativity towards delivery of service. So, the academic institutions tried their best to provide such needs through increasing the academic views and perspective that will help increase the competitiveness of the students. But curricular activities only enhance the knowledge of students and not focusing on their skills So to increase the opportunity for them to learn more, the universities and colleges allowed their students to be exposed to the real learning environment. This is manifested through the program of internship where they will be able to experience the actual environment of their chosen industry at minimal risk [2].

The programs related to business and service has become one of the influential factors that increase the competitiveness of the graduates before they enter the industry. Hospitality is one of the world's biggest and quickest developing industries. Today it positions as the biggest manager on the world (after the government) offering a wide assortment of employments in a wide range of parts inside hospitality and tourism such as hotels, restaurants and resorts to name just a few. They were the ones who interact with the guest by providing dining services like food preparation, handling, serving and sanitation [3].

LPU places prime significance on training in the lives of each of its understudies by offering educational programs that would best suit one's intrigue and improve their gifts. LPU knows about the general public's requirement for a superior instruction thus it fuses new projects for understudies and constantly

enhances its offices and educational modules. Through the communitarian association of the college organization and its teachers, LPU remains as a foundation prepared to meet the constantly expanding requirements of a college intended for internationalization

This study was conducted for the purpose that the researchers will be able to identify the competitiveness of LPU and CITHM students in international cuisine such as Asian and Western style of food preparation. This will be done for the sake that the CITHM may be more equipped with information on how to handle students' learning by providing more extensive internship program. Furthermore, the faculty will be very significant beneficiaries of this study for they will be able to identify the weakness of the students. The IHM students will have the knowledge on what to do when they are already in internship. The future researchers may use this as their reference for future research.

#### **OBJECTIVES OF THE STUDY**

This study aimed to assess the academic performance and internship performance of IHM students in Asian and Western Cuisine. Specifically; determined the academic performance in Asian and Western Cuisine subject; assessed the internship performance in terms of knowledge, skills, attitude, and personality; tested the significant relationship between academic and internship performance; and proposed a plan of action to improve/enhance the performance of IHM students in Asian and Western Cuisine.

#### **METHODS**

##### **Research Design**

The study made use of descriptive method. The descriptive method with evaluative findings of research was used by the researchers in this study which was defined as valuable in providing facts which could form basis of scientific judgments, since they may provide essential knowledge about the nature of objects or persons. Comparative design examines several intact groups to find out the difference between/among them in certain dependent variable \of interests (Calderon and Gonzales, 2017).

##### **Participants of the Study**

The participants of the study were 114 Culinary Arts and Kitchen Operations and Cruise Line Operations in Culinary Arts who took Western and Asian Cuisine internship for the SY 2017-2018. Their information was taken from Internship Office

and the evaluation form was used to determine their performance.

##### **Instrument**

The instrument was adapted from the official internship evaluation form from INTO which is composed of two parts. Part I determine their academic performance in Asian and Western Cuisine subject. Part II assesses their internship performance in terms of knowledge, skills, attitude, and personality.

##### **Procedure**

The researchers acquired data from the CITHM relative to their academic performance (average for last semester attended). Furthermore, a questionnaire about their performance were acquired from the evaluation form of INTO. The data gathered were treated with utmost confidentiality and tally, tabulated and analyze the results.

##### **Data analysis**

Percentage and frequency were used to determine their academic performance in Asian and Western Cuisine subject. Weighted Mean was used to assess their internship performance in terms of knowledge, skills, attitude, and personality. Pearson-Product Moment Correlation was used to test the significant relationship between academic performance and internship. In addition, all data were treated using statistical software known as PASW version 18 to further interpret the result of the study.

The given scale was used to interpret the result of the data gathered: 4.50 – 5.00 = Excellent (E); 3.50 – 4.49 = Very good (VG); 2.50 – 3.49 = Good (G); 1.50 – 2.49 = Fair (F); 1.00 – 1.49 = Poor (P).

##### **Ethical Consideration**

To observe highly confidential nature of the survey and the interviews, no particular names were mentioned in the report. The identity of the respondents was not revealed except that they are tourist. No personal opinion was given by the researchers, only information and result based on the data gathered. The research participants should not be subjected to harm in any ways the results or findings of the study. The study considered high respect of the dignity of research be prioritized and full consent should be obtained from the participant prior to the study.

**RESULTS AND DISCUSSION****Table 1. Academic Performance on Asian and Western Cuisine (N=114)**

Academic Performance	Asian		Western	
	f	%	f	%
Excellent	3	2.6	1	.9
Very Satisfactory	44	38.6	51	44.7
Satisfactory	33	28.9	31	27.2
Fair	14	12.3	12	10.5
Poor	20	17.5	19	16.7

Table 1 shows the academic performance of the Cruiseline Operations in Hotel Services (CLOCA) and Culinary Arts and Kitchen Operations (CAKO) students in Asian and Western Cuisine

With their Asian Cuisine academic performance shows that majority of the respondents have very satisfactory performance which got the highest frequency of 44 or 38.6 percent followed by satisfactory with 33 or 28.9 percent and Poor with 20 or 17.5 percent, Fair with 14 or 12.3 percent while the least are those who acquired excellent with frequency of 3 or 2.6 percent.

This means that the interns had very satisfactory ranking with their academic performance in Asian Cuisine because they underwent classroom instruction through their professors who have high background related to the subject. The Lyceum of the Philippines University is hiring professors who have wide array of background and specialized to the subject matter being taught to their students. In return, the students became very knowledgeable of the subject matter and were able to demonstrate competitiveness in relation to Asian Cuisine.

In assessing their western cuisine academic performance, it shows that majority of the respondents acquired very satisfactory rating which got the highest frequency of 51 or 44.7 percent followed by satisfactory with frequency of 31 or 27.2 percent, while some obtained Poor grades with 19 or 16.7 percent, Fair with 12 or 10.5 percent and the least is Excellent with 1 or 0.9 percent.

Students had very satisfactory with their Western Cuisine subject. This is associated with their willingness to become international competitive because of their program and the support of their university to go for internationalization. This means that they are exposed and provided with programs to make them fit for international standards through studying western cuisines.

**Table 2. Internship Performance as to Knowledge**

Knowledge	Asian	Western	Over-all		R
	WM	WM	WM	VI	
1. The intern comprehends/follows instructions easily.	4.75	4.43	4.59	E	1
2. The intern understands the operating procedures and techniques.	4.09	4.18	4.14	VG	5
3. The intern is competitive enough in his/her job assignment.	4.29	4.33	4.31	VG	2
4. The intern is able to organize work and analyze it.	4.27	4.25	4.26	VG	3
5. The intern has the command of relevant general information and technology.	4.15	4.22	4.18	VG	4
<b>Composite Mean</b>	<b>4.31</b>	<b>4.28</b>	<b>4.30</b>	<b>VG</b>	

Table 2 shows the overall performance in Asian and Western Cuisine internship in terms of knowledge which obtained the composite mean of 4.30 and verbal interpreted as very good.

It means that the knowledge of the interns is very good when it comes to cuisine-related internship program because they are very much appreciating the importance of learning cooking in the hospitality industry. This is associated with the internationalization that LPU and CITHM would want to achieve as competency standards for their students, the institution would like to assure that the future professionals are equipped with knowledge about cuisines found around the world.

Knowledge is gained from classroom and schools. This includes step by step instructions to do things. Knowledge is the thing that you know and is aggregate of learning - hypothetical and functional - that an individual procures over a timeframe. Learning of the subject, environment, general matter, frame the building obstructs for the capacity to comprehend, disguise and convey on the execution goals. Learning however is exceedingly misrepresented [4].

With the performance of Asian Cuisine in terms of knowledge obtained the composite mean of 4.31 and verbally interpreted as very good.

This means that the interns are very good with their knowledge about Asian Cuisine because of their lectures regarding the process of cooking such food. The interns must be knowledgeable of the food products of hospitality industry and must learn to demonstrate competitive knowledge when they are deployed in different industry partners. This can create

job opportunities to them in the future through introducing themselves to their potential employers.

As stated [5], hospitality educational institution must assure that their students be prepared for their industry. In line with this, the administration provides basic education for students so that they will be ready and knowledgeable before they enter the industry. Mostly, their subject related to skills will manifest through their internship and all their knowledge will be evident as they perform their job roles.

The item “the intern comprehends/follows instructions easily” got the highest weighted mean of 4.75, followed by “the intern is competitive enough in his/her job assignment” with 4.29, and “the intern is able to organize work and analyze it” with 4.27 and verbal interpreted as very good.

This means that the interns follow instruction easily with Asian cuisine because it is not different with the practices of Philippines’ cuisines. They will be able to have ideas on how other Asian countries cooked their food since Filipino cuisines are adapted from these countries.

Most Asian foods are related to one another due to the historical advantage where the previous trade and exchange are done with countries near to one another [6].

However, the item “the intern has the command of relevant general information and technology” with weighted mean of 4.15 and the least is “the intern understands the operating procedures and techniques” with lowest mean of 4.09 and verbal interpreted as very good.

It means that the interns are able to understand the operating procedures in cooking Asian cuisines because of the availability of standard recipe used by the restaurants providing Asian cuisines. The students are oriented how to prepare the foods to maintain its quality when the standard procedure is followed religiously.

Students are very good in Asian cuisine since most of the food is almost the same with the Filipino food and cooking practices. It would not be hard for them to understand the roles of each ingredients and how it could affect the overall taste of the food. Also, operating procedure are done to ensure that the food is cooked with quality and good taste that would be appealing to the customers [7].

On the assessment of western cuisine internship performance, the table revealed that it obtained a composite mean of 4.28 and verbally interpreted as very good.

This means that the respondents are very good with the western cuisine internship because of their knowledge about the industry they are planning to

enter. Before they are deployed to the industry partners, the interns make sure that they know what the industry is all about and that they are ready on the standards operating procedure of the business.

The performance of students is very good when assessed by industry experts with regards to their cognitive knowledge. They passed all areas of specialization such as Cuisines in Western and Asian. However, they have different performance when being compared in knowledge, skills and personality but doesn’t differ in attitude as perceived by industry partners [8].

Among the items, it shows that “the intern comprehends/follows instructions easily” got the highest weighted mean of 4.43, followed by “the intern is competitive enough in his/her job assignment” with mean of 4.33 and “the intern is able to organize work and analyze it” with 4.25 and verbal interpretation of very good.

It means that the interns are following instruction easily as they underwent practicum because they wanted to learn so much from the industry partners, so they tend to prioritize what instruction is being given to them. Also, the interns understand that their supervisors are expert in these areas of services so they know that whatever instruction is given to them is correct.

Based on the research [9], students are following instruction easily during internship as their main performance because of the fact that these industry partners are the actual work environment of the industry and will give them sufficient knowledge about how the operation is processed.

While the item “the intern has the command of relevant general information and technology” which got the mean of 4.22, and the least is the item “the intern understands the operating procedures and techniques” with lowest mean score of 4.18 and verbal interpretation of very good.

It implies that the interns are very good in understanding the operating procedures since it was already tackled with their classroom discussion and industry partners are utilizing standard operation to guide their employees as well as the volunteers or interns to perform their task and duties.

The operating procedure of any organization is very important to assure systematic approach with the process within the business. As for the interns, they must use operating procedure for their decision making and guide them to solve any issues that may arise in the work environment [10].

**Table 3. Internship Performance as to Skills**

Skills	Asian		Western		Over-all		R
	WM	VI	WM	VI	WM	VI	
1. The intern seeks to improve his/her skills by taking initiative to learn new paradigms and methodologies.	4.24	VG	4.33	VG	4.29	VG	1.5
2. The intern is comfortable in presenting recommendations, suggestions and criticisms to his/her supervisor/peers and open to accommodate them with an objective and positive point of view.	4.21	VG	4.18	VG	4.19	VG	4.5
3. The intern is accurate and efficient in work.	4.18	VG	4.27	VG	4.22	VG	3
4. The intern makes productive use of the resources e.g., terminals and or workstations assigned to him / her.	4.15	VG	4.23	VG	4.19	VG	4.5
5. The intern delivers the required amount/volume of work output within the allotted time.	4.25	VG	4.33	VG	4.29	VG	1.5
<b>Composite Mean</b>	<b>4.20</b>	<b>VG</b>	<b>4.27</b>	<b>VG</b>	<b>4.24</b>	<b>VG</b>	

Table 3 shows the overall performance in Asian and Western Cuisine internship in terms of skills which obtained the composite mean of 4.24 and verbal interpreted as very good.

This means that the skills are those capacities and capabilities that are increased through experience and learnt through practice. Specialized abilities, relational abilities, expository aptitudes, and presentation abilities are some such aptitudes that will help the workers in their correspondence and conveyance of execution.

Certain skills must be developed so that students will be able to succeed in the maritime profession. This includes technical skills which mean the students need to perform tasks relative to handling of ship operations, the navigation procedure and ability to handle equipment and software in the vessel. All of these could be done efficiently through the use of their communication skills or their ability to write, read, and communicates in different languages or in English language [11].

In terms of Asian Cuisine internship performance related to skills obtained the composite mean of 4.20 and verbally interpreted as very good.

The very good performance of the students in skills category for Asian cuisine practicum is due to their curriculum and learning outcomes. One of the outcomes that the hospitality courses would like to achieve is to assure that students are skilful in any area related to the products and services of hospitality.

They provide sufficient skill exposure for their students so that they will be at their best performance when they are deployed in any area of the industry.

According Memorandum [12], the higher education release a new curriculum program for the hospitality and tourism management which include specific learning outcomes to increase the students' skills. The higher education even collaborates with other accrediting and tourism/hospitality related agencies to increase the program provided for the future professionals of the industry.

It shows that the item "the intern delivers the required amount/volume of work output within the allotted time" got the highest weighted mean of 4.25 followed by "the intern seeks to improve his/her skills by taking initiative to learn new paradigms and methodologies" with 4.24 and "the intern is comfortable in presenting recommendations, suggestions and criticisms to his/her supervisor/peers and open to accommodate them with an objective and positive point of view" with 4.21 and verbal interpretation of very good.

This means that the interns are delivering the work needed for an allotted time because hospitality is focused on customer service which is very important factor of any businesses. So the students provide the same extent of time for a service to increase the customer satisfaction. Also, to be able to be productive, they need to finish many tasks, so they can use the time frame for each work as guide to finish it.

What is being paid in hospitality industry is the combination of products and services which is very crucial for acquiring positive feedback and satisfaction. They require each employee to make each task happen at a certain period of time so that they could progress with another task and be productive for the day [13].

While the item “the intern is accurate and efficient in work” got the weighted mean of 4.18 and the least is “the intern makes productive use of the resources e.g., terminals and or workstations assigned to him / her” with lowest mean of 4.15 and verbal interpretation of very good.

This means that the interns are very productive in using different resources because they know that these workstation and terminals will help them to efficiently deliver the needed service for the organization and the customers. The management and industry partners are allowing interns to use their resources to perform their tasks efficiently and to do it comprehensively like computers and other machines. The presence of these equipments allow not only the interns, but the employees as well to be efficient in performing their duties and to provide service quality to their customers.

Study stated [14] that students must have skills with regards to resources, interpersonal, information, system and technology. The progression of trainings for students is to make specific objectives, goals and plan for trainings

When assessing the western cuisine internship in terms of skills, it obtained the composite mean of 4.27 and verbal interpreted as very good.

The interns are very good in portraying skills in western cuisine internship because they are already accustomed with the services and operation of food and beverage operation. This is associated with the food and beverage subjects which equipped them with knowledge that would be manifested through their skills when they are already deployed with the industry partners.

The result shows that the item “the intern seeks to improve his/her skills by taking initiative to learn new paradigms and methodologies” and “the intern delivers the required amount/volume of work output within the allotted time” with highest weighted mean of 4.33, followed by the item “the intern is accurate and efficient in work” with mean of 4.27 and verbal interpretation of very good.

The interns tend to make them more competent through using different theories and methodologies learned from school and use it in the actual work environment. These theories tend to be the guides of students to make logical thinking and make good decision in problem solving. The LPU and CITHM assure that their students have sufficient exposure like utilizing of simulation laboratories and educational trips to ensure that they understood the work environment of hospitality. The last strategy of their program is to deploy them to different industry

partners, doing minimal work and allow them to experience and observe the actual work status of hospitality industry.

Theories learned by the students are a good tool in making them more competent before they take their internship. They are being trained inside the schools and being mentored by professional professors to assure that they know the basic and professional ethics in workplace. When they are deployed in different work setting to test their skills, they are equipped with sufficient skills needed by the industry [15].

However, the item “the intern makes productive use of the resources e.g., terminals and or workstations assigned to him / her” got the mean of 4.23 while the least is “the intern is comfortable in presenting recommendations, suggestions and criticisms to his/her supervisor/peers and open to accommodate them with an objective and positive point of view” with lowest weighted mean 4.18 and verbal interpretation of very good.

The interns are also rated to be very good in providing recommendations and have positive point of view since they are well trained by the university before they are deployed. The institution have updated curriculum and programs to assure that the students will be competent when they are taking their practicum. Their abilities to recommend was developed through different paper works they have done such as business plan and tourism planning, while their skills in having positive point of view were gained from their subjects like professional ethics and human behavior and organization. Furthermore, since the students tend to be expert and competent, they have sufficient knowledge what and how to recommend to the industry partners and organization.

Researchers point out that the interns’ competitiveness during internship which may be affected by their commitment and anxiety experienced. However, since the students are already prepared by the school before they are deployed in different work environment or practicum, they are performing their best by demonstrating leadership through providing suggestions and become optimistic in any situation they are dealing with [16].

Table 4 shows the overall performance in Asian and Western Cuisine internship in terms of attitude which obtained the composite mean of 4.49 and verbal interpreted as very good. The industry needs a lot of competencies from their employees and workers. The industry is very much in demand of workers who are willing to work very hard and competent enough with relevance to their knowledge of the industry.

**Table 4. Internship Performance as to Attitude**

Attitude	Asian		Western		Over-all		R
	WM	VI	WM	VI	WM	VI	
1. The intern reports to the office with regular punctuality and finishes the duty as scheduled.	4.32	VG	4.42	VG	4.37	VG	5
2. The intern is reliable and imbues a sense of responsibility in handling the tasks assigned to him/her.	4.46	VG	4.38	VG	4.42	VG	4
3. The intern enjoys comfortable working relationship with his/her superiors or peers.	4.61	E	4.68	E	4.64	E	1
4. The intern applies the virtues of integrity and honesty in all aspects of his/her work.	4.54	E	4.51	E	4.53	E	2
5. The intern has the positive attitude towards criticism and towards superior/s.	4.46	VG	4.54	E	4.50	E	3
<b>Composite Mean</b>	<b>4.48</b>	<b>VG</b>	<b>4.51</b>	<b>E</b>	<b>4.49</b>	<b>VG</b>	

Being cognitively attached is expected so that the workforce is capable of being time conscious and professionally ready to face the challenges without being affected by personal matters that is not related to their work. Trimming of workforce is a common occurrence in the industry so it is an advantage for potential employees to be knowledgeable and became an asset to make them competent in the hospitality industry.

Every person that possess good ethics and virtues such as being punctual or make it to be present in the workplace at a given time will be a strong advantage for the potential employees. They are considered as dependable and proficient workers to guarantee the industry of good performance and productivity at work [17].

The Asian cuisine internship performance in terms of attitude obtained the composite mean of 4.48 and verbal interpreted as very good.

This implies that the students are portraying very good attitude when they are under their practicum program because of their being professional individual which was learned during their stay at the university. Also, they wanted to have positive feedback from the organization and use the professional ethics as their guide how to behave within the work environment. They are taught how to behavior towards their supervisors and mentors as well as how to provide service quality to customers. Service quality is the main model used in hospitality industry to ensure that they will gain customer satisfaction. While they are under practicum, the industry partners are observing their attitude on how they handle customer service and collaborate with their team members.

Attitude is important factor that would make an intern competent during their practicum. They need to demonstrate positive behaviour to attain positive feedback from the industry and the customers. Further, their attitude can enhance their abilities to handle

problems and issues that may arise in the workplace and make positive decision making and conduct good problem solving skills [18].

It shows that the item “the intern enjoys comfortable working relationship with his/her superiors or peers” got the highest weighted mean of 4.61, followed by the item “the intern applies the virtues of integrity and honesty in all aspects of his/her work” with mean of 4.54, and verbal interpreted as excellent.

This means that the interns are comfortable working with their superiors because they are confident that they know how to work in the industry and how the tasks are executed. More so, the supervisors are very supportive and understand the presence of interns in their organization. They are very helpful to impart their knowledge to the interns and allow them to learn during their practicum program.

The importance of being comfortable in the workplace will allow the interns to be able to work and perform their duties. This is increased by their confidence when they have sufficient information and knowledge about the industry. The internship is a way to link the gap between the theory they learned from school and apply it in the work environment [19].

While the item “the intern is reliable and imbues a sense of responsibility in handling the tasks assigned to him/her”, and “the intern has the positive attitude towards criticism and towards superior/s” got the weighted mean of 4.46 and the least is “the intern reports to the office with regular punctuality and finishes the duty as scheduled” with lowest mean of 4.32 and verbal interpreted as very good.

This means that the interns are punctual and were able to finish their task on time because of being so efficient workers and are sensitive with time frame. Also they are very professional when it comes to work so that they will learn more and be able to do more task that increases their confidence as part of the industry.

In terms of Western cuisine internship performance in terms of attitude, the composite mean obtained is and 4.51 and verbally interpreted as excellent.

The interns demonstrate excellent performance in demonstrating good attitude while they are under their practicum program because they wanted to learn and understand the industry in a well manner. They knew that when they behave negatively, then they will not be able to learn from their experience which is crucial in their education. Through this practice, they will gain more knowledge how western cuisines are prepared and provided for the clients.

Attitude of the interns has high impact to their overall performance because it can help them be positive thinker when there are issues that occurs within the work environment. Also, positive attitude will help them learn more about the service quality they need to provide for the customers [20].

The item “the intern enjoys comfortable working relationship with his/her superiors or peers” got the highest weighted mean of 4.68 followed by “the intern has the positive attitude towards criticism and towards superior” with 4.54, and “the intern applies the virtues of integrity and honesty in all aspects of his/her work” with 4.51 and verbal interpretation of excellent.

This means that the interns are comfortable working with their superiors and peers because of the friendly environment provided by industry partners to make them feel welcomed within the organization. The industry partners understand that these interns will be part of the industry in the future and it will benefit them too if the future product of hospitality industry will be competent. When they have sufficient skills, they do not need to undergo extensive trainings and their ability will be an asset for the industry.

Further, the item “the intern reports to the office with regular punctuality and finishes the duty as scheduled” got the weighted mean of 4.42 while the least is “the intern is reliable and imbues a sense of

responsibility in handling the tasks assigned to him/her” with mean of 4.38 and verbal interpreted as very good.

The interns are very good in being reliable since they are practicing responsibility and obligation during internship. The students are assigned with minimal task that is appropriate to them and exposed them to other job roles to enhance their competitiveness in the future.

Table 5 shows the overall performance in Asian and Western Cuisine internship in terms of personality which obtained the composite mean of 4.51 and verbally interpreted as excellent.

This means that the interns are rated excellent with their personality as part of their job performance as perceived by their employers. They demonstrate positive personality so that they will have good feedback and can gain future opportunity for employer prospect too.

Personality is developed across life span of a person starting at the day they are born and until the day that they will die. It is the concept of the way they act and react to anything such as social norms, spiritual, general DNA factors and attitude. This is sometimes bothered by genetic traits that everybody has and they differ from one person to another. Norms related to sociology can impact the human behavior of a person [3].

In terms of Asian Cuisine internship performance, the results revealed a composite mean of 4.51 and verbal interpreted as excellent.

This means that the interns are excellent with their personality as job performance with the industry partners. Since they are under the internship program, they are practicing how they will deal with the actual environment and handle all issues that arise. Personality is developed all throughout their lifespan and was further developed during college days to prepare them before they choose which career path they will go.

**Table 5. Internship Performance as to Personality**

Personality	Asian		Western		Over-all		R
	WM	VI	WM	VI	WM	VI	
1. The intern reports for work in attire and follows proper personal hygiene.	4.54	E	4.58	E	4.56	E	2
2. The intern exercise self-confidence and comfortable in airing his/her problems and difficulties with his supervisor.	4.42	VG	4.33	VG	4.38	VG	5
3. The intern is flexible in work and in dealing with people.	4.47	VG	4.54	E	4.50	E	4
4. The intern accepts miscellaneous jobs and tasks with the proper attitude without complaining.	4.54	E	4.55	E	4.55	E	3
5. The intern shows interest and pride with the tasks assigned to him/her.	4.54	E	4.59	E	4.57	E	1
<b>Composite Mean</b>	<b>4.51</b>	<b>E</b>	<b>4.52</b>	<b>E</b>	<b>4.51</b>	<b>E</b>	



The item “the intern reports for work in attire and follows proper personal hygiene”, “the intern accepts miscellaneous jobs and tasks with the proper attitude without complaining”, and “the intern shows interest and pride with the tasks assigned to him/her” got the highest weighted mean of 4.54 and verbal interpreted as excellent.

The interns are excellent in being professional workers during their internship because of the trainings they had before the practicum which was given by their teachers. They underwent different trainings and affiliated with different accreditors to ensure that the quality of education can cope with the global demand of the industry.

The training given to the students were perceived to be effective particularly with regards to work attire. INTO may collaborate with the CITHM department and faculty members to make decisions on what recommendation may be given to the students who will undergo practicum in different industry partners. The INTO through the help of the CITHM may devise a 360o evaluation instrument to address problems concussively both the industry partners and the students/trainees [21].

However, the item “the intern is flexible in work and in dealing with people” with 4.47 and the least is “the intern exercise self-confidence and comfortable in airing his/her problems and difficulties with his supervisor” with lowest mean of 4.42 and verbal interpreted as very good.

The interns are very good in exercising confidence and were able to tell their mentors of the problems and difficulties that arises in the workplace because the students knows they are not fully credible to make their own decisions. So they will request suggestion from people who are already expert in the industry but tend to show that they are confident that they could deal with their task.

Based on the assessment of western cuisine internship performance, it shows a composite mean of 4.52 and verbal interpreted as excellent.

This means that the interns are excellent with their performance in terms of personality since they have good background and were imposed with good behavior and ethical professionalism.

Personality is important in internship assessment. Internship program is designed for students that would like to get practical involvement in restaurant and hospitality operations. Students will be exposed to various positions in the Front Office and food and beverage departments of establishment while gaining hands-on experience in all facets of Restaurant industry

operations. Upon successfully completing the program, students will be given certificates of fruition and will also be awarded a merit point if students seek employment at establishments [22].

It shows that the item “the intern shows interest and pride with the tasks assigned to him/her” got the highest weighted mean of 4.59 followed by “the intern reports for work in attire and follows proper personal hygiene” with 4.58, and “the intern accepts miscellaneous jobs and tasks with the proper attitude without complaining” with 4.55 and verbal interpreted as excellent.

The interns are excellent in showing interest and pride with the task assigned to them because they know they can learn a lot of things from their internship which could not be all learned from classroom discussion.

Internship offer individual a specific time frame to have practical experience in their future workplace from their chosen field. An intern has the opportunity to be hired in the same company they have taken their internship. For the Tourism, Hotel and Restaurant Administration student they will realize what kind of industry they have chosen to prepare them for their future job. On-the-job training is one of the most used methods of training. It requires a person with the skills and knowledge to accomplish a specific task. It also provides the most effective training since it is easy to arrange and very manageable [23].

However, the item “the intern is flexible in work and in dealing with people” got the weighted mean of 4.54 and the least is “the intern exercise self-confidence and comfortable in airing his/her problems and difficulties with his supervisor” with lowest mean of 4.33.

This means that the interns are able to exercise confidence and comfortable in airing their problem because they know that their supervisors are the one who could help them with it. More so, they demonstrate confidence since they know that they are doing the right thing.

Every day, as people faced different person and deals with different behavior, their psychological, emotional and psychosocial abilities changes based on the outside stimulus. Psychology assesses the personality factors and the emotional stimulus which make the behavior of a person too complex to understand. Theories have its own accord to make each facet of personality and personhood is addressed [24].

Table 6 shows the overall performance of Asian and Western Cuisine internship which obtained the

composite mean of 4.28 and verbal interpreted as very good.

**Table 6. Summary Table on the Internship Performance**

Internship Performance	Asian		Western		Over-all		
	WM	VI	WM	VI	WM	VI	R
1. Knowledge	4.31	VG	4.28	VG	4.30	VG	3
2. Skills	4.20	VG	4.27	VG	4.24	VG	4
3. Attitude	4.48	VG	4.51	E	4.49	VG	2
4. Personality	4.51	E	4.52	E	4.51	E	1
<b>Composite Mean</b>	<b>4.37</b>	<b>VG</b>	<b>4.39</b>	<b>VG</b>	<b>4.38</b>	<b>VG</b>	

This means that the respondents are very good during their internship as perceived by the industry partners because of the knowledge and skill they possessed before they are deployed to different organization. They have been taught inside the classroom of theories and concepts about the Asian and Western Cuisine, how it is prepared and the different ingredients it has. Also, they have demonstration of how food is prepared and cooked, so it would not be hard for them to do tasks related to it when they are deployed and underwent internship program.

Furthermore, the students transform themselves into become very professional individual when they are into practicum training to achieve their self-esteem and promote confidence in their chosen profession. The training and practicum itself become a transformational and learning experience for the students as they follow the instruction and learned from it. Furthermore, the students are competitive with their task because they are usually designated to the job that is within their capabilities and boundaries. They will not be allowed to be given tasks by the industry partners that will make them look incompetent, thus, will still allow them to experience something new [25].

According to Asian Cuisine, "Personality" got the highest mean of 4.51 and verbal interpreted as excellent, followed by "Attitude" with 4.48.

It shows that personality is the highest performance of the interns because they are able to behave professionally within their work environment. Key performance indicator of international hospitality industry must be incorporated among any services that the company provide because they need to guarantee their customers that all promised services are provided to them. This is to gain trust and allow them to recommend the products to others. It will also increase the possibility of repurchasing since the customers know that employees of business can assure anything

they promise. This is also same with the patronage they give them, and it is a fact that businesses are growing due to the acquisition of customers and by providing more products and service based on the needs and preference of their existing customers.

The need to have skills and the level of empowerment varies depending on the kind of business and industry they belong to the service industry is dependent on the level of empowerment given to the employee and managers and chooses personnel who are highly skilled to encourage the patronage among the customers. The management of service is about the skills of the front-line managers and employees and how they deliver training to the personnel. When the employees are inspired by the mission and vision statements of the organization and they are satisfied with it, then they will do everything to make sure that it is maintained even being extra polite and enthusiastic towards the customers. This is to encourage them to return and acquire same services when the customers are satisfied and happy with the quality of service and atmosphere of the service environment [23].

While the variable "Knowledge" got the weighted mean of 4.31 and the least is "Skills" with 4.20 and verbal interpreted as very good.

This means that the interns are very good in demonstrating their skills about the Asian cuisine because of their background from their school and subject related to it. They are prepared by their professors and school administrators so that they will be able to be competent. During their internship, the students have wide background of the cuisines and were able to recommend and suggests how the food can efficiently prepare with quality.

Internship program allows the student to be prepared for the challenges in the hospitality industry. It also enhances the skills and capabilities of any individual for guest interactions and to become a successful professional. Internship program is an important aspect of educating student to learn that is beyond the four corners of their classroom. It also enhances the skills and capabilities of any individual for guest interactions and to become a successful professional [13].

The results for the western cuisine show that the item "Personality" got the highest weighted mean of 4.52 and verbal interpreted as excellent, followed by "Attitude" with 4.51. LPU places prime significance on training in the lives of each of its understudies by offering educational programs that would best suit one's intrigue and improve their gifts. LPU knows about the general public's requirement for a superior

instruction thus it fuses new projects for understudies and constantly enhances its offices and educational modules. Through the communitarian association of the college organization and its teachers, LPU remains as a foundation prepared to meet the constantly expanding requirements of a college intended for internationalization

Internship program is an important aspect of educating students. They discuss the work and have some practical test a student should know in the field of hospitality, but this test wasn't enough to prepare them for the industry with guest interactions. Internship program allows the student to be prepared for the challenges in the hospitality industry. It also enhances the skills and capabilities of any individual for guest interactions and to become a successful professional [26].

Also, Knowledge got the weighted mean of 4.28 and the least is "Skills" with 4.27 and verbal interpreted as very good.

Hospitality industry is focusing on employing competitive students with high standards of education and exposed to different facet of service. This varies depending on the need of the industry with international standards in a local setting [1]. When college applicants took the hospitality programs, they will have wide array of opportunities to be employed locally since the university is providing quality

education, while they are also in advantage to take on the international standards through internship abroad.

**Table 7. Relationship Between Academic and Internship Performance**

Academic	r-value	p-value	Interpretation
Knowledge	-0.020	0.760	Not Significant
Skills	0.015	0.816	Not Significant
Attitude	-0.054	0.421	Not Significant
Personality	-0.088	0.187	Not Significant

Legend: Significant at  $p\text{-value} < 0.01$

Table 7 presents the relationship between the academic performance in Asian and Western cuisine and the respondents' performance in internship. It was observed that the resulted r-values indicates almost negligible correlation and the computed p-values were all greater than 0.01alpha level.

This means that there was no significant relationship exists and implies that the respondents' performance in internship was not affected by their academic performance.

This is supported by the research of Ilagan [27], which found out that performance in school of the students cannot affect their performance when they are in training. There are students who are good in classroom but tend to have lower performance with the industry partners and vice versa.

**Table 8. Proposed Plan of Action to Enhance the Asian and Western Cuisine Internship Performance**

Key Result Area/ Objectives	Strategies	Outcome
<b>Knowledge</b> To enhance the understanding of the students about the standards procedure of preparation of Asian and Western Cuisine	Kitchen/Cooking Tutorial Session about Western and Asian Cuisines for Students before they are deployed with different industry partners	The students are fully equipped with standard operations for the preparation of Asian and Western Cuisine
<b>Skills</b> To make the students confident in providing suggestion and recommendation about organizational management and products innovation	CITHM may provide additional faculty who will supervise students during internship and will address some suggestions of the interns  Students may undergo trainings and seminars related to the actual work environment of restaurant related to Asian and Western Cuisine	The students are able to provide recommendation through the support of CITHM faculty
<b>Attitude</b> To increase punctuality among students during internship	Management may have a written agreement with regard to time in which may include late time in my equivalent to one day absent.	The students are punctual with their internship program
<b>Personality</b> To help interns voice out their problems and difficulties during internship	Internship coordinator may conduct consultation before, during and after the internship	The interns are able to voice out their concerns about their internship experiences and problems

## CONCLUSION

Majority of the respondents found satisfied with their Asian and Western Cuisine academic performance. The respondents demonstrated excellent performance with their internship in relevance of their personality and were very good with their attitude, knowledge and skills. There was no significant relationship between academic performance and their internship performance in Asian and Western Cuisine. A plan of action was proposed to enhance the academic and internship performance of the students in Asian and Western Cuisine.

## RECOMMENDATION

The interns can be equipped with knowledge about the operating procedures of different industry partner through orientation with the partners prior to their deployment. Such orientation may be done within the INTO or LPU premises to collaborate with the teaching personnel, so they could know how operations were done with different partners and may be taught to the students. The industry partners may provide suggestion box for the interns so that students will learn to voice out their ideas and recommendations. Additional Asian and Western Cuisine subjects for the CAKO and CLOCA programs may be offered. Proposed action plan may be implemented to enhance the Asian and Western Cuisine Internship Performance. A future study is recommended to compare the performance of the student in Asian and Western cuisine internship and their academic performance

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