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Employability Skills, Personal Attributes, Cultural Adaptation, and Economic Mobility of Medical Technologist in Taif Saudi Arabia Based Medical Laboratory

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Abstract*-Global skills and competence should be relevant in globalizing human resources. An employee should possess an international skillset fit for the labor market (Moreno, 2017). According to the International Labor Organization (2013) that the skills, knowledge, and competencies that enhance a worker's ability to secure and retain a job when they have broad-based education and training, basic and portable high-level skills, including teamwork, problem-solving, information and communications technology (ICT) and communication and language skills. This combination of skills enables them to adapt to changes in the world of work.*

This paperaimedatexamining the employability skills, personal attributes, cultural adaptation, and economic mobility of medical technologists in Saudi Arabia-based laboratory. This will also determine the relationship of the medical technologists' employability skills, personal attributes, cultural adaptation, and their economic mobility.

This study utilized the descriptive-correlational method of research that describes the nature of the situation, as it exists at the time of the study and correlation method of research.The study revealed that there was a significant relationship between cultural adaptation in terms structural and courtesy predicts economic mobility. While Predictors of Economic Mobility along income shows a moderate relationship when taken in combination these variables predicts 30.80% of variability of their economic mobility as evidence of R square value of 0.308. However, analysis of variance results when taken as a whole, employability skills, personal attributes, cultural adaptationshowed no significant or do not statistically predict the respondents' economic mobility as shown by the F-value of 1.012 and a probability value of 0.464 which was higher than the test of significance at 0.05.

Keywords:*Employability,Descriptive correlational Study,Cultural Adaptation, Personal Attributes, Economic Mobility.*

I. Introduction

The growing interdependence of the world's economies, cultures, and populations, brought about by the cross-border trade in goods and services, technology, and flows of investment, people, and information (Peterson Institute for International Economics, 2019) is caused by the mutually dependent relationship of nation-states. This kind of global environment opens to work opportunities for professionals. Hence, the global market for workers demanded higher qualifications to adapt to the global trend. Sisodia et.al (2017) affirmed that the increasing significance of human resources and escalating demands of well educated, skilled, knowledgeable, and trained employees throughout the world, to gain competitive advantage, it's important that human resources gain appropriate knowledge and skills desirable to convene the environmental changes.

Global skills and competence should be relevant in globalizing human resources. An employee should possess an international skillset fit for the labor market (Moreno, 2017). According to the International Labor Organization (2013) that the skills, knowledge, and competencies that enhance a worker's ability to secure and retain a job when they have broad-based education and training, basic and portable high-level skills, including teamwork, problem-solving, information and communications technology (ICT) and communication and language skills. This combination of skills enables them to adapt to changes in the world of work.

But Ahadiat, N.et.al. (2019) pointed out that personal attributes are more important than traditional educational preparations. The significance of personal attributes as being more important than educational preparations is also found in promotion decisions. Moreover, Paterson (2016) postulated that employers are looking for graduates with additional skills in areas such as social intelligence, cross-cultural competency, and

transdisciplinarity. It means that employees should possess skills that go beyond their field of specialization. Qualities and traits those are important to our interaction as humans. This will positively contribute to the office culture and are reliable in a variety of ways (Doyle, 2020)

On the other hand, it is also important that adapting to the host environment is vital to maintain a better working relationship. Central to this adaptation process is one's ability to communicate in accordance with the norms and practices of the host culture and continuous and active engagement in the interpersonal and mass communication activities of the host. Society (Kim, 2017).Over time, assimilating to the mainstream culture will lead to work efficacy.

The continuous struggle to raise the bar of excellence and compete with the demand of the working environment is being done to improve the economic status of an employee. The skills they brought from abroad were found to be largely accountable for their economic success, while locally specific human capital, such as education acquired in the host society, did not contribute to their earnings .Takenaka, et.al 2018). It means that training gained from other countries will give workers substantial advantage of having better skill to do a particular job that translates to a higher pay. As Deming et.al (2018) suggested that job skills have explanatory power in pay but the value of non-cognitive skills or soft skills, according to Schanzenbach et.al (2016), in the labor market has increased over time. Evidence suggests that the labor-market payoffs to noncognitive skills have been increasing over time and the payoffs are particularly strong for individuals who possess both cognitive and noncognitive skills .Weinberger in Schanzenbach et.al, (2016).

With such, this prompted the researcher to study the employability skills, personal attributes, cultural adaptation, and economic mobility of medical technologists in Saudi Arabia-based laboratory. This will also determine the relationship of the medical technologists' employability skills, personal attributes, cultural adaptation, and their economic mobility.

Theories, according to Bacharach (2018) Theories are explanations of a natural or social behavior, event, or phenomenon. There are hypothetical statements of what are believed will happen. They are not practical but are broad in meaning and present the possibilities. Meanwhile, models provide a step-by-step process. They are useful in explaining in generic terms what must be done. However, most organizations will need to adapt a model to their own approach. The following theories, models, and approaches are useful in understanding the employability skills, personal attributes, and cultural adaptation as predictors of economic mobility of medical technologists.

The current study is anchored to root from Systems Theory Framework (STF) of employability skills personal attributes and cultural adaptation as a predictor of economic mobility (Patton in Kent William 2018). A system can be defined as an entity, which is a coherent whole (Ng, Maull and Yip, in T Jone 2020) such that a boundary is perceived around it in order to distinguish internal and external elements and to identify input and output relating to and emerging from the entity. A systems theory is hence a theoretical perspective that analyzes a phenomenon seen as a whole and not as simply the sum of elementary parts. The focus is on the interactions and on the relationships between parts in order to understand an entity's organization, functioning and outcomes. This perspective implies a dialogue between holism and reductionism. A distinctive characteristic of systems theories is that it developed simultaneously across various disciplines and that scholars working from a systems theory perspective build on the knowledge and concepts developed within other disciplines

II. Methods

The study will utilize descriptive-correlational method of research that describes the nature of the situation, as it exists at the time of the study and correlation method of research. The descriptive method was used in this study. According to Bermudo, et.al (2015), as cited by Pelleja N (2018), descriptive method of research is purposive process of gathering, analyzing, classifying, and tabulating data about prevailing conditions, practices, beliefs, process, trends, and cause effect relationship and then making inadequate and accurate interpretation about such data with or without the aid of statistical methods. As they stated, correlational research investigates arrange of factors, including the nature of the relationship between two or more variables.

It uses preliminary data and documentary data for the conduct of the study. Preliminary data will be acquired from the respondents of the study- Medical Technologists who will answer the questionnaire. The secondary sources of data will come from various sources from books, journals, thesis, and researches and studies from the internet.

It will determine the Employability skills, personal attributes and cultural adaptation as predictors of economic mobility of medical technologist in Saudi Arabia based laboratory.

The subject of the study was limited to the identified sample size of 37 out of the 40 medical technologists using Slovins formula with 5% margin of error for the school year 2020-2021.

The study will utilize a self-constructed tool (Survey and Questionnaire Form) for determining the Employability skills, personal attributes and cultural adaptation as predictors of economic mobility of medical

technologist in Taif, Saudi Arabia based laboratory.

The questionnaire will be divided into three parts. The Part I of the questionnaire will be about employability skills, Part II will deal about with the personal attributes and the Part III of the questionnaire will focus on the cultural adaptation as predictors of economic mobility

Since the questionnaires were self-made, it was subjected to face and content validity. The questionnaire was subjected to face validation by a 3-member panel consisting of experts in research, statistics, and medical technologist. After some modifications, it was shown to the research's adviser for final approval and then will be distributed to the target respondents. Further content validity was determined using Cronbach's alpha. The internal consistency resulted good reliability, and the results are as follows employability skills 0.815, personal attributes 0.997 and cultural adaptation 0.841, indicates that the instruments were valid and gave good consistence during the study.

To measure the employability skills, personal attributes and cultural adaptation as predictors of economic mobility of medical technologist in Taif, Saudi Arabia based laboratory the following will be used:

Assigned Points	**Numerical Ranges**	**Verbal Interpretation**
4	3.51-4.00	Very high
3	2.51-3.00	High
2	1.5- 2.50	Low
1	1.00-1.50	Very Low

Assigned Points	**Numerical Ranges**	**Verbal Agreement**
4	3.51-4.00	Strongly Agree
3	2.51-3.00	Agree
2	1.5- 2.50	Disagree
1	1.00-1.50	Strongly Disagree

In this study the researcher will first seek approval to start data collection from his researcher adviser and afterwards the hospitals in Taif, Saudi Arabia through online survey, upon the go signal of the head of technologists' department to conduct the study; the researcher will start the data collection.This is a cross sectional study wherein the researcher will be providing a questionnaire. The researcher will make sure that only needed data will be gathered and patient's privacy will be upheld the most

III. Result and Discussion

Table 1: The Level of Employability Skills of Medical Technologists in Taif, Saudi Arabia-based Medical Laboratories: Fundamental Skills

Indicators	Weighted Mean	Verbal Interpretation	Rank
1. Accurately performs routine medical laboratory procedures	3.86	Very High	1
2. Demonstrates proficiency in specimen collection and handling	3.65	Very High	3.5
3. Ably reports and interprets the results with outmost competency.	3.59	Very High	5
4. Ably collects specimens according to established protocols.	3.32	High	6
5. Demonstrates instrument maintenance and trouble shooting.	3.65	Very High	**3.5**
6. Performs calibration procedures and QC of procedures.	3.70	Very High	**2**
Average	3.63	Very High	

The findings showed that an average weighted mean of 3.63 revealed that the respondents have a very high level of Employability Skills of Medical Technologists in Taif, Saudi Arabia-based Medical Laboratories: Fundamental Skills

Table 2:The Level of Employability Skills of Medical Technologists in Taif, Saudi Arabia-based Medical Laboratories: Personal Management Skills

Indicators	Weighted Mean	Verbal Interpretation	Rank
1. Demonstrates work ethics aligned with the laboratory policy and procedures.	3.81	Very High	1
2. Shows evidence of self-esteem and confidence.	3.70	Very High	2
3. Maintains self-control in the laboratory sections.	3.68	Very High	4
4. Demonstrates commitment to life-long learning.	3.68	Very High	4
5. Applies theoretical and technical skills in safety protocols in the laboratory test procedures.	3.68	Very High	4
6. Ably balances work and personal life.	3.65	Very High	6
Average	3.70	Very high	

The findings showed that an average weighted mean of 3.70 revealed that the respondents have a very high level of Employability Skills of Medical Technologists in Taif, Saudi Arabia-based Medical Laboratories: Personal Management.

Table 3: The Level of Employability Skills of Medical Technologists in Taif, Saudi Arabia-based Medical Laboratories: Teamwork

Indicators	Weighted Mean	Verbal Interpretation	Rank
1. Demonstrates effectiveness in human communication, both verbal and non-verbal.	3.68	Very High	3.5
2. Contributes to the team by sharing information and knowledge.	3.68	Very High	3.5
3. Shows compassion in direct and indirect contact with patients.	3.70	Very High	1.5
4. Accepts differencesand diversity of individuals within the laboratory.	3.65	Very High	5
5. Responds to constructive criticism.	3.57	Very High	6
6. Demonstrates strong interpersonal skills.	3.70	Very high	1.5
Average	3.66	Very High	

The findings showed that an average weighted mean of 3.66 revealed that the respondents have a very high level of Employability Skills of Medical Technologists in Taif, Saudi Arabia-based Medical Laboratories: Team Work.

Table 4: Summary Table of the Level of Employability Skills of Medical Technologists in Taif, Saudi Arabia-based Medical Laboratories

Indicators	Weighted Mean	Verbal Interpretation	Rank
1. Fundamental skills	3.63	Very High	3
2. Personal management skills	3.70	Very High	1
3. Teamwork	3.66	Very High	2
Overall Weighted Mean	3.66	Very High	

The findings showed that an average weighted mean of average weighted mean of 3.66 revealed that the respondents have very high Level of Employability Skills of Medical Technologists in Taif, Saudi Arabia-based Medical Laboratories

Table 5: The Personal Attributes of Medical Technologists in Taif, Saudi Arabia-based Medical Laboratories: Honesty

Indicators	Weighted Mean	Verbal Interpretation	Rank
1. Demonstrates integrity inside and outside work.	3.73	Strongly agree	2
2. Adheres to punctuality and attendance at all time.	3.54	Strongly agree	6
3. Shows commitment to practicing one's profession ethically.	3.68	Strongly agree	4.5
4. Ensures that official business is not mixed with pleasure at work.	3.70	Strongly agree	3
5. Accurately and completely handles assigned tasks.	3.76	Strongly agree	1
6. Gives rightful credit to other deserving employees and colleagues.	3.68	Strongly agree	4.5
Average	3.68	Strongly agree	

The findings showed that an average weighted mean of 3.68 revealed that the respondents strongly agree in the Personal Attributes of Medical Technologists in Taif, Saudi Arabia-based Medical Laboratories.

Table 6:The Personal Attributes of Medical Technologists in Taif, Saudi Arabia-based Medical Laboratories: Friendliness

Indicators	Weighted Mean	Verbal Interpretation	Rank
1. Displays positive approach towards workmates.	3.70	Strongly agree	4
2. Willingness to accept responsibility in adapting to work environment.	3.76	Strongly agree	1
3. Extends helpful and relevant information towards co-	3.73	Strongly agree	2.5

workmates.			
4.Deals fairly with interpersonal conflicts at work.	3.73	Strongly agree	2.5
5.Enjoys the company of colleagues	3.65	Strongly agree	6
6. Pays attention to others and listen while they speak.	3.68	Strongly agree	5
Average	3.71	Strongly agree	

The findings showed that an average weighted mean of 3.71 revealed that the respondents got strongly agree in the Personal Attributes of Medical Technologists in Taif, Saudi Arabia-based Medical Laboratories: Friendliness.

Table 7:The Personal Attributes of Medical Technologists in Taif, Saudi Arabia-based Medical Laboratories: Courtesy

Indicators	Weighted Mean	Verbal Interpretation	Rank
1. Displays a respectful attitude at all times.	3.78	Strongly agree	1.5
2. Shows concern to coworkers and patients in stressful situations.	3.78	Strongly agree	1.5
3. Accommodates patients when they arrive at the laboratory.	3.65	Strongly agree	5
4. Responds promptly and accurately in information about coverage specific treatments and procedures.	3.59	Strongly agree	6
5. Communicates in polite and unbiased manner.	3.68	Strongly agree	4
6. Speak and present oneself in professional manner at all times.	3.70	Strongly agree	3
Average	3.70	Strongly agree	

The findings showed that an average weighted mean of 3.70 revealed that the respondents got strongly agree in the Personal Attributes of Medical Technologists in Taif, Saudi Arabia-based Medical Laboratories: Courtesy

Table 8:The Personal Attributes of Medical Technologists in Taif, Saudi Arabia-based Medical Laboratories: Patience

Indicators	Weighted Mean	Verbal Interpretation	Rank
1. Exhibit calmness in times of pressure or escalation of work load.	3.68	Strongly agree	1
2. Remains polite towards demanding patients and/or their relatives.	3.62	Strongly agree	3
3. Gently encourages with repeated laboratory procedures.	3.62	Strongly agree	3

4. Demonstrates sensitivity to colleagues' preferences and needs.	3.49	Agree	6
5. Ably devotes one's time and efforts completely towards others at work.	3.59	Strongly agree	5
6. Handles gracefully pressure during front line work.	3.62	Strongly agree	3
Average	3.60	Strongly agree	

The findings showed that an average weighted mean of 3.60 revealed that the respondents got strongly agree in the Personal Attributes of Medical Technologists in Saudi Arabia-based Medical Laboratories: Patience.

Table 9:The Personal Attributes of Medical Technologists in Taif, Saudi Arabia-based Medical Laboratories: Respectfulness

Indicators	Weighted Mean	Verbal Interpretation	Rank
1. Demonstrates good gesture and by warm greetings.	3.65	Strongly agree	5
2. Provides assistance and attention at work.	3.62	Strongly agree	6
3. Treat colleagues fairly and equally	3.70	Strongly agree	4
4. Discusses conflicts in a professional manner.	3.76	Strongly agree	2
5. Manifests confidence in handling unexpected situations.	3.73	Strongly agree	3
6. Practices ethical standards related to patient care.	3.78	Strongly agree	1
Average	3.71	Strongly agree	

The findings showed that an average weighted mean of 3.71 revealed that the respondents got strongly agree in the Personal Attributes of Medical Technologists in Taif, Saudi Arabia-based Medical Laboratories: Respectful.

Table 10: Summary Table for the Personal Attributes of Medical Technologists in Taif Saudi Arabia-based Medical Laboratories

Indicators	Weighted Mean	Verbal Interpretation	Rank
1. Honesty	3.68	Strongly agree	4
2. Friendliness	3.71	Strongly agree	1.5
3. Courtesy	3.70	Strongly agree	3
4. Patience	3.60	Strongly agree	5
5. Respectful	3.71	Strongly agree	1.5
Overall Weighted Mean	3.68	Strongly agree	

The findings showed that an average weighted mean of 3.68 revealed that the respondents got strongly agree in the Personal Attributes of Medical Technologists in Taif, Saudi Arabia-based Medical Laboratories.

Table 11: TheLevel of Cultural Adaptation of Medical Technologists in Taif, Saudi Arabia-based Medical Laboratories: Behavioral

Indicators	Weighted Mean	Verbal Interpretation	Rank
1. Nurtures professional relationship with hospital staff.	3.76	Very High	1
2. Maintains confidentiality of patient's status and lab results.	3.73	Very High	2
3. Maintains a professional attitude and presents self with appropriate demeanor.	3.62	Very High	4
4. Seeks guidance when confronted with limitations in the practice.	3.65	Very High	3
5.Demonstrates sensitivity to the feeling of others.	3.57	Very High	6
6.Respects patients regardless of race, age, gender, social status or disease.	3.59	Very High	5
Average	3.65	Very High	

The findings showed an average weighted mean of 3.65 revealed that the respondents got very high in the Personal Attributes of Medical Technologists in Taif, Saudi Arabia-based Medical Laboratories: Behavioral

Table 12:The Level of Cultural Adaptation of Medical Technologists in Taif, Saudi Arabia-based Medical Laboratories: Physiological

Indicators	Weighted Mean	Verbal Interpretation	Rank
1.Maintains the privacy of lab results at all times.	3.81	Very High	2
2.Demonstrates practicality of doing one's tasks despite resource constraints.	3.73	Very High	4
3. Ablyadapts to language barriers and find ways to communicate to Saudi nationals.	3.51	Very High	6
4. Easily adjust to climate setting and cultural background in KSA.	3.68	Very High	5
5. Seeks laboratory administrator's approval when needed.	3.76	Very High	3
6. Performs assigned tasks within the duty schedule.	3.84	Very High	1
Average	3.72	Very High	

The findings showed that an average weighted mean of 3.72 revealed that the respondents got very high Level of Cultural Adaptation of Medical Technologists in Taif, Saudi Arabia-based Medical Laboratories: Physiological.

Table 13: The Level of Cultural Adaptation of Medical Technologists in Taif, Saudi Arabia-based Medical Laboratories: Structural

Indicators	Weighted Mean	Verbal Interpretation	Rank
1. Ablymanaged stress in work affects the work productivity.	3.65	Very High	4
2.Involves oneself in improving the work processes of the organization	3.70	Very High	2.5
3. Ably applies own ideas in the work place.	3.57	Very High	6
4. Avails oneself with available opportunities for professional growth in this organization.	3.62	Very High	5
5. Keeps oneself aware of personal safety procedures in the laboratory.	3.70	Very High	2.5
6. Uses appropriate occupational safety practices.	3.76	Very High	1
Average	3.67	Very High	

The findings showed that an average weighted mean of 3.67 revealed that the respondents got very high Level of Cultural Adaptation of Medical Technologists in Taif, Saudi Arabia-based Medical Laboratories: Structural

Table 14: Summary Table of the Level of Cultural Adaptation of Medical Technologists in Taif, Saudi Arabia-based Medical Laboratories

Indicators	Weighted Mean	Verbal Interpretation	Rank
1. Behavioral	3.65	Very High	3
2. Physiological	3.72	Very High	1
3. Structural	3.67	Very High	2
Overall Weighted Mean	3.68	Very High	

The findings showed that an average weighted mean of 3.68 revealed that the respondents got very high Level of Cultural Adaptation of Medical Technologists in Taif, Saudi Arabia-based Medical Laboratories.

Table 15: The Economic Mobility of Medical Technologies in Taif, Saudi Arabia-based Medical Laboratories: Earnings

Indicators	Weighted Mean	Verbal Interpretation	Rank
1. Salary gives an opportunity for career advancement and/or growth.	3.54	Very High	2
2. Salary enables one to allocate for savings and investments.	3.57	Very High	1
3. Overtime payment is received on time.	3.24	High	4
4. Compensation covers one's expenses.	3.27	High	3
5. Travel allowance and disbursements are provided when working on the field.	3.14	High	5
6. An additional bonus is provided when revenue increases.	2.92	High	6
Average	3.28	High	

The findings showed that an average weighted mean of 3.28 revealed that the respondents got high Level of for the Economic Mobility of Medical Technologists in Taif, Saudi Arabia-based Medical Laboratories: Earnings.

Table 16: The Economic Mobility of Medical Technologists in Taif, Saudi Arabia-based Medical Laboratories: Income

Indicators	Weighted Mean	Verbal Interpretation	Rank
1. Benefits and increment are well compensated.	3.16	High	3.5
2.Salary is competitive with similar jobs elsewhere.	3.16	High	3.5
3. Benefits are comparable to those offered by other organizations.	3.14	High	5
4. Income can support economic development and necessities.	3.35	High	2
5. Salary offered as compared to the Philippines is higher.	3.41	High	1
6. Cost of living is lower as compared to the Philippines.	3.03	High	6
Average	3.21	High	

The findings showed an average weighted mean of 3.21 revealed that the respondents got high Level for the Economic Mobility of Medical Technologists in Taif, Saudi Arabia-based Medical Laboratories: Income.

Table 17: Summary Table of Economic Mobility of Medical Technologists in Taif, Saudi Arabia-based Medical Laboratories

Indicators	Weighted Mean	Verbal Interpretation	Rank
1. Earnings	3.28	High	1
2. Income	3.21	High	2
Overall Weighted Mean	3.24	High	

The findings showed an average weighted mean of 3.24 revealed that the respondents got high Level for the Economic Mobility of Medical Technologies in Saudi Arabia-based Medical Laboratories in terms of income and earnings.

Table 18

The employability skills, personal attributes and cultural adaptation as predictors of economic mobility for Medical Technologists in Taif, Saudi Arabia- based Medical Laboratories.

Unstandardized Coefficients		Standardized Coefficients						
Dependent Variable	Predictors	B	Beta	R	R Square	t	p-value	Decision
Economic Mobility	Cultural Adaptation (Structural)	.590	.620	.436[a]	.190	3.869	.000	Significant
Economic Mobility	Personal Attributes (Courtesy)	-.452	-.397	.560[b]	.314	-2.478	.018	Significant

Table 18 shows that cultural adaptation's sub-construct i.e. structural dimension predicts the respondents' economic mobility as shown by the probability value of 0.000 which was lower than the test of significance at 0.05. Results also showed that it has 19% predictive power as shown by the R square value of 0.190. This means that less than 20% of the respondents' economic mobility can be explained by the structural dimension of their cultural adaptation.

Furthermore, the sub-construct of personal attributes i.e. courtesy is also a predictor of economic mobility as shown by the probability value of 0.018 which was also lower than the test of significance at 0.05. Its predictive power, meanwhile, is 31.40% as shown by the R square value of 0.314. This means that less than one-third of the respondents' economic mobility can be explained by their personal attribute of courtesy.

Table 19
The Employability Skills, Personal Attributes and Cultural Adaptation as Predictors of Economic Mobility (Income) for Medical Technologists in Taif, Saudi Arabia-based Medical Laboratories

Unstandardized Coefficients		Values				
Dependent Variable	Predictors	R	R Square	F	p-value	Decision
Economic Mobility	Employability Skills, Personal Attributes, Cultural Adaptation	.555[a]	.308	1.012	.464	Not Significant

Table 19 shows a moderate relationship between the respondents' employability skills, personal attributes, cultural adaptation and their economic mobility. Taken in combination, these variables predict 30.80% of the variability of their economic mobility as evidenced by the R square value of 0.308. However, analysis of variance results showed that when taken as a whole, employability skills, personal attributes and cultural adaptation do not statistically predict the respondents' economic mobility as shown by the F-value of 1.012 and a probability value of .464 which was higher than the test of significance at 0.05.

IV. Conclusion

Based on the findings of the study, the study conclusions were drawn:

The respondents had very high level of employability skills, cultural adaptation, and economic mobility and strongly agreed personal attributes. There was a significant relationship between structural and courtesy in economic mobility. While Predictors of Economic Mobility along income shows a moderate relationship when taken in combination these variables predicts 30.80% of variability of their economic mobility as evidence of R square value of 0.308. However, analysis of variance results when taken as a whole, employability skills, personal attributes, cultural adaptation showed no significant or do not statistically predicts the respondents' economic mobility as shown by the F-value of 1.012 and a probability value of 0.464 which was higher than the test of significance at 0.05.

V. Recommendations

The following recommendations are based on findings and conclusion of this study:

Medical technologists should make sure that the very high level of employability skills will be maintained. This could be done by demonstrating work ethics aligned with the laboratories policy and procedures, showing evidence of self-esteem and confidence, maintaining self-control in the laboratories sections, demonstrating commitment to life-long learning, applying theoretical and technical skills in safety protocols in the laboratories test and procedures and balances work and personal life.

Medical Technologists should make sure that the strongly agree level of personal attributes will be retained. This can be achieved by demonstrating integrity inside and outside of work, adhering to punctuality and attendance at all time, showing commitment to practicing one's profession ethically, ensuring that official business is not mixed with pleasures at work and giving rightful credit to other deserving employee and colleagues.

The Medical Technologists should make sure that the very high level of cultural adaptation along structural dimensions is maintained. This could be done by managing stress in work which affects the work productivity, involving oneself in improving the work processes of the organization, being able to apply own ideas in the work place, availing oneself with available opportunities for professional growth in this organization, keeping oneself aware of personal safety procedures in the laboratories and using appropriate occupational safety.

The Medical Technologists should make sure that the high level of economic mobility in terms of income is enhanced because income, benefits and increment are well compensated. Salary is competitive with similar jobs elsewhere. Benefits are comparable to those offered by other organizations. Income can support economic development and necessities. Salary offered as compared to the Philippines is higher and cost of living is lower as compared to the Philippines.

A new research should cross the limits of this study in order to get broader information with regard to the factors studied in this research.

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