

Aspiring Flight Attendants' Perception on the Standards of Future Employment: Basis of Career Decision

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Abstract

A flight attendant experiences the grandeur of traveling around the world while being paid, having the means to travel across borders for free, having insurance and safety, meeting diverse groups of people, and experiencing new cultures. As the aspirants are keen to accomplish their future occupation, there are also several perceived hindrances that become an obstacle to their decision to meet airline industry standards. This study aims to evaluate the credentials and criteria imposed by airlines to influence individuals' decisions to pursue a career in the airline industry as a flight attendant. This study employed a descriptive correlation using a convenience approach with 346 respondents from two ICE-accredited universities in Manila. The study reveals that aspiring flight attendants have a high level of career confidence due to the unique and diverse benefits and opportunities of being a flight attendant. Moreover, there is a significant relationship between aspirants' perceptions of their qualifications and their career decisions. The Kruskal-Wallis H Test showed that there is no notable difference in how the aspirants perceive the qualifications of being a flight attendant when they are grouped based on their year level. Using Spearman's rho correlation coefficient, it indicates a significant and moderate relationship between the physical qualifications and the career decision, while a moderately significant correlation exists between the academic qualifications and the career decision of the aspirants. This study fills the gap by fostering awareness among aspiring flight attendants' decision-making processes to be qualified, enhancing their chances of employability, and

The study also revealed that qualifications are necessary for an airline to achieve excellence and professionalism in the workplace and to preserve its reputation. Creating impressions that will benefit the airline company. Overall, the airline industry's physical,

academic, and skills qualifications have a significant influence on the career choice of the aspirants, which can help them decide their future profession.

Keywords: Aspiring Flight Attendant, Career Decision, Qualifications, Future Employment

Introduction

The airline industry is one of the most desirable career opportunities in the world, and being a flight attendant is one of the highest-ranking jobs in this industry. A flight attendant experiences the grandeur of traveling around the world while being paid, having the means to travel across borders for free, having insurance and safety, meeting diverse groups of people, and experiencing new cultures, scenery, or environments. As the aspirants are keen to accomplish their future occupation, there are also several perceived hindrances that become obstacles to their decision, such as meeting the standards required by the airline industry. Meier (2018) highlighted that aspirants are motivated to become flight attendants since airlines give a competitive salary which signifies that individuals perceive this occupation as a tangible benefit that comes with having an illustrious career with numerous opportunities. Young people desire airline flight attendant careers despite obstacles, despite strong desire for career advancement.

These airline businesses seek qualifications from the aspirants, which serve as a benchmark for their employ-

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ment searches. These include the physical, academic, training, and skill requirements. Moisejenko (2022) mentioned that the appeal of this vocation is highlighted by having features such as the remuneration, opportunities for travel, insurance coverage, as well as the possibility to meet new people and experience diverse cultures. The airline sector is widely viewed as a desirable industry to work in, and positions as flight attendants are frequently sought after because of this perception. Salaries offered by airlines as stated by Meier (2018) are among the most competitive in the industry and is one of the primary reasons why people are drawn to this line of work. This suggests that people view this line of work as a gratifying and advantageous opportunity.

Flight attendants continue to pursue their goals despite challenges but must meet specialized needs and qualifications to succeed. Thus, the airline industry is experiencing a recovery with increased hiring, travel restrictions, and passenger numbers (Davis, 2022). Moreover, Teodorescu (2021) highlighted that successful flight attendants possess appropriate abilities, personality traits, and appearance. Airlines evaluate candidates based on factors like height, grooming, college degrees, work experience, health issues, and intellectual ability. These qualifications serve as benchmarks for employment searches and are crucial for handling critical situations, connecting with passengers, and maintaining high service quality in the airline industry. This study evaluates credentials and criteria imposed by airlines to influence individuals' decisions to pursue a career in the airline industry as flight attendant. It also examines the motivations and objectives of individuals, considering the challenges faced by the sector to understand how these qualifications shape individuals' views and confidence levels, providing insights into motivations and industry standards' influence on flight attendant career choices. By examining these characteristics, the study aims to gain valuable insights into the motivations and industry standards that influence individuals' career choices in the aviation industry.

Methodology

The instrument was developed by researching the current qualifications for being a flight attendant and the basis for the aspirants for pursuing their chosen career. The

researched information was adapted and made into a declarative form of sentence, wherein the respondents will assess the statements before choosing the options from the scale that best reflects their perspective.

Research Design

This study employed a descriptive and correlational research design—a survey approach. By using a descriptive research approach, the researchers were able to produce and analyze the data output and identify the factors that the study proposes, which will be used to analyze all the gathered data on all the variables, such as the demographics of the respondents, the perspective of the aspiring flight attendants regarding the qualification of their future career, and their career decisions.

Population, Sample Size, Sampling Technique

The requested data revealed that the population of the researcher's respondents in School A is 2,541 tourism students, while there are a total of 845 tourism students in School B, with a total population of 3,386. The researchers chose them as the respondents of this study as they are specifically studying to pursue a career in the airline industry, and they are also aspiring candidates for future employment as cabin crew.

Based on Raosoft computation, there are 346 sample sizes, with a sample size of 260 for School A and 86 for School B, as computed using the percent distribution. In this paper, the researchers used a non-probability convenience sampling method where they chose respondents from a readily available sample of participants.

Research Instrument

The instrument was developed by adapting the researched current qualifications of the top airlines, both international and domestic, as well as the research data about the basis of aspirants in pursuing their chosen career. The researchers utilized a 4-point Likert scale to gather data from the subjects. The respondents were instructed to check the option that best reflected their sentiments about the topics on the scale when filling out the questionnaire. The research instrument was disseminated to thirty (30) respondents for pre-testing through Google Forms.

Statistical Treatment Data

The study used the frequency distribution/percentage, weighted mean, Kolmogorov-Smirnov test, Mann-Whitney U test, and Kruskal-Wallis H test to determine whether two samples are likely to come from the same population by using a statistical test. Also, Spearman's rho correlation was used to check the relationship between two ranked variables in terms of their degree and direction.

Results and Discussion

The researchers provide sufficient explanations and supporting arguments to validate their findings and establish the study's relevance, thereby ensuring the study's purpose.

Demographic Profile

Table 1: Frequency and Percentage Distribution of Respondents by Age

Age	<i>f</i>	%
18-19	63	18.21
20-21	193	55.78
22-23	86	24.86
24 and above	4	1.16
Total	346	100.00

Table 1 depicted that there are more younger aspirants that are currently enrolled in the program for their future employment. It was supported by Ryan (2023) since the employment opportunity for the airline industry have now opened its door again for every aspiring flight attendant especially from the students of the two participating universities that totals the respondents of 346.

Table 2: Frequency and Percentage Distribution of Respondents by Sex

Sex	<i>f</i>	%
Male	81	23.41
Female	265	76.59
Total	346	100.00

Most of the aspiring flight attendant are female as presented in Table 2 and there's an obvious gap to the population of male and female aspirants. It was noted by Mcbarron (2020) that airline industry has always been dominated by female flight attendants as they are groomed easier than male flight attendants with their physical and attractive looks that cater guest services.

Table 3: Frequency and Percentage Distribution of Respondents by School

University/School	<i>f</i>	%
School A	260	75.14
School B	86	24.86
Total	346	100.00

The frequency has a huge difference based on the sample size of the total population. Bhadury (2021) noted that service quality and education dominate is important. Different students have varied tastes and requirements, and it is evident that many students prefer school A for tourism studies. One of the greatest schools in the Philippines, school A boasts an excellent tourism and human resource curriculum as mentioned by Jan (2022). Additionally, this university has a track record of helping students find employment after they graduate.

Table 4: Frequency and Percentage Distribution of Respondents by Year Level

Year Level	<i>f</i>	%
First Year	68	19.65
Second Year	72	20.81
Third Year	126	36.42
Fourth Year and above	80	23.12
Total	346	100.00

Table 4 shows the frequency and percentage of respondents from different year levels. The third-year students who make up most of the respondents with 36.42% and a frequency of 126 while the lowest mean identifies senior students who have the frequency of 80. Paguinto (2022) highlighted that what pushes both higher and lower year to continue pursuing their burning passion is to receive the quality education and the driving force to learn for the industry that they are pursuing, which was stated to be decreasing due to the educational materials that are currently offered.

Perspective of Aspiring Flight Attendants about the Qualifications

Table 5: Perspective on Physical Qualifications

Statement/Question	Scale	f	%	Weighted Mean	Verbal Interpretation
It is important for flight attendants to maintain a professional appearance for customer service.	4	298	86.13	3.86	Very High Level of Positive Perception
	3	46	13.29		
	2	2	0.58		
	1	0	0.00		
	Total	346	100.00		
Flight attendants should constantly keep their nails trimmed and neat.	4	285	82.37	3.82	Very High Level of Positive Perception
	3	59	17.05		
	2	2	0.58		
	1	0	0.00		
	Total	346	100.00		
Flight attendants being physically healthy will increase their chance of passing medical evaluation, thus increasing their chance of employability.	4	265	76.59	3.76	Very High Level of Positive Perception
	3	80	23.12		
	2	1	0.29		
	1	0	0.00		
	Total	346	100.00		
Flight attendants' overall appearance signifies uniformity to execute high quality of service.	4	251	72.54	3.71	High Level of Positive Perception
	3	90	26.01		
	2	5	1.45		
	1	0	0.00		
	Total	346	100.00		
Wearing make-up improves the overall appearance of flight attendants.	4	227	65.61	3.64	Very High Level of Positive Perception
	3	114	32.95		
	2	4	1.16		
	1	1	0.29		
	Total	346	100.00		
Having 20/20 vision is a valuable asset for a flight attendant to perform their duties effectively.	4	194	56.07	3.47	Very High Level of Positive Perception
	3	122	35.26		
	2	28	8.09		
	1	2	0.58		
	Total	346	100.00		
A height of 158cm - 160cm for female & 165cm - 170cm for male is enough to perform safety	4	168	48.55	3.42	Very High Level of Positive Perception
	3	160	46.24		
	2	15	4.34		
	1	3	0.87		
	Total	346	100.00		
Having no facial scar will increase your chance of employability.	4	147	42.49	3.20	Very High Level of Positive Perception
	3	131	37.86		
	2	57	16.47		
	1	11	3.18		
	Total	346	100.00		
The minimum age requirement of 18 years old and a maximum age of 30 years old is the	4	144	41.62	3.19	High Level of Positive Perception
	3	134	38.73		
	2	59	17.05		
	1	9	2.60		
	Total	346	100.00		
Overall				3.56	Very High Level of Positive Perception

Note: 4=Strongly Agree, 3=Agree, 2=Disagree, 1=Strongly Disagree.

The total weighted mean for the perspective of respondents towards the physical qualifications of their future career is 3.56, which indicates that respondents have an extremely high level of positive perception regarding these physical qualifications. According to Singapore Airlines (2022), The height requirement ensures cabin crew can access overhead bins, safety equipment, and follow proper procedures during emergencies. This high level of positive perception is due to the importance of height in this line of work, as they are aware of its significance. The cabin crew's positive perception is a result of their awareness of the importance of height in their work.

Flight attendants are regarded as the company's primary point of contact with passengers. They are the trained professionals with whom travelers have the greatest interaction and who frequently make an impression that is difficult to forget. According to Everyday Aviation (2020), airlines want their flight attendants to have a professional appearance. This means that they should have a neat and well-maintained appearance, which includes having clean clothes that have been ironed and a "polished" appearance. Additionally, the airlines want their flight attendants to have a "polished" appearance.

Table 6: Perspective on Academic Qualifications

Statement/Question	Scale	f	%	Weighted Mean	Verbal Interpretation
Accent and fluency to all other languages are important for the reputation of flight attendant.	4	182	52.60	3.45	Very High Level of Positive Perception
	3	141	40.75		
	2	21	6.07		
	1	2	0.58		
	Total	346	100.00		
Acquiring a minimum of 5 General Certificate of Education 'O' Level credits (including English) ensures high employability rate.	4	139	40.17	3.33	High Level of Positive Perception
	3	185	53.47		
	2	20	5.78		
	1	2	0.58		
	Total	346	100.00		
You need to have a bachelor's degree to increase the chance of being a flight attendant.	4	164	47.40	3.27	Very High Level of Positive Perception
	3	119	34.39		
	2	57	16.47		
	1	6	1.73		
	Total	346	100.00		
High School diploma is enough to be hired as a flight attendant.	4	122	35.26	3.13	High Level of Positive Perception
	3	157	45.38		
	2	57	16.47		
	1	10	2.89		
	Total	346	100.00		
Flight attendants should have a lot of certificates, licenses, and registrations.	4	101	29.19	3.00	High Level of Positive Perception
	3	156	45.09		
	2	76	21.97		
	1	13	3.76		
	Total	346	100.00		
It is important to take a tourism management course.	4	119	34.39	2.97	Very High Level of Positive Perception
	3	119	34.39		
	2	85	24.57		
	1	23	6.65		
	Total	346	100.00		
Overall				3.19	High Level of Positive Perception

Note: 4=Strongly Agree, 3=Agree, 2=Disagree, 1=Strongly Disagree

In terms of Academic qualifications, the top 1 is, accent and fluency to all other languages are important for the reputation of flight attendant with the weighted mean of 3.45. It is followed by the statement of acquiring a minimum of 5 general certificate of Education “O” level credits (including English) ensures high employability rate with the weighted mean of 3.33.

Tourism management offers diverse careers with professional growth opportunities. Graduates gain

skills in business leadership, personnel management, sustainability, project management, multicultural awareness, and marketing principles. Flight attendants, who interact with passengers, require strong communication skills to ensure safety and prevent incidents. Communication is crucial in the aviation industry to adapt to changing contexts and maintain a positive work environment. Graduates gain skills applicable in various fields, ensuring success in their careers (Praveen, 2023).

Table 7: Perspective on Skills Qualifications

<i>Statement/Question</i>	<i>Scale</i>	<i>f</i>	<i>%</i>	<i>Weighted Mean</i>	<i>Verbal Interpretation</i>
A flight attendant must know how to properly execute first-aid measures.	4	304	87.86	3.88	Very High Level of Positive Perception
	3	41	11.85		
	2	1	0.29		
	1	0	0.00		
	Total	346	100.00		
A flight attendant must know how to execute proper evacuation procedures.	4	303	87.57	3.88	Very High Level of Positive Perception
	3	43	12.43		
	2	0	0.00		
	1	0	0.00		
	Total	346	100.00		
Flight attendants should speak clearly and interact effectively with passengers and other cabin crew members.	4	295	85.26	3.85	Very High Level of Positive Perception
	3	51	14.74		
	2	0	0.00		
	1	0	0.00		
	Total	346	100.00		
Flight attendants should have poise tact and resourcefulness to handle stressful situations.	4	292	84.39	3.84	Very High Level of Positive Perception
	3	53	15.32		
	2	0	0.00		
	1	1	0.29		
	Total	346	100.00		
Flight attendants must be able to act decisively in emergency situations.	4	291	84.10	3.83	Very High Level of Positive Perception
	3	52	15.03		
	2	2	0.58		
	1	1	0.29		
	Total	346	100.00		
Flight Attendants must be able to adjust accordingly to the working environment.	4	289	83.53	3.83	Very High Level of Positive Perception
	3	56	16.18		
	2	1	0.29		
	1	0	0.00		
	Total	346	100.00		
As a flight attendant you should face making decisions, you should see both the logic and the emotions involved.	4	285	82.37	3.82	Very High Level of Positive Perception
	3	61	17.63		
	2	0	0.00		
	1	0	0.00		
	Total	346	100.00		

Statement/Question	Scale	f	%	Weighted Mean	Verbal Interpretation
It is important for a flight attendant to know the urgency of tasks and the importance of it to prioritize them.	4	285	82.37	3.82	Very High Level of Positive Perception
	3	60	17.34		
	2	1	0.29		
	1	0	0.00		
	Total	346	100.00		
You need to be organized and attentive to detail for you to become a flight attendant.	4	281	81.21	3.81	Very High Level of Positive Perception
	3	64	18.50		
	2	1	0.29		
	1	0	0.00		
	Total	346	100.00		
It is a must and appropriate to undergo a training program to become a flight attendant.	4	284	82.08	3.80	Very High Level of Positive Perception
	3	56	16.18		
	2	4	1.16		
	1	2	0.58		
	Total	346	100.00		
Aptitude tests are as important as the physical test for the job of a flight attendant.	4	266	76.88	3.77	Very High Level of Positive Perception
	3	80	23.12		
	2	0	0.00		
	1	0	0.00		
	Total	346	100.00		
Flight attendants should repeat points back during a conversation to the passenger to ensure they understand what they're saying is saying.	4	268	77.46	3.77	Very High Level of Positive Perception
	3	77	22.25		
	2	1	0.29		
	1	0	0.00		
	Total	346	100.00		
When a flight attendant is struggling with a problem, they should ask help from their co- workers.	4	256	73.99	3.73	Very High Level of Positive Perception
	3	88	25.43		
	2	1	0.29		
	1	1	0.29		
	Total	346	100.00		
Overall				3.82	Very High Level of Positive Perception

Note: 4=Strongly Agree, 3=Agree, 2=Disagree, 1=Strongly Disagree.

It was clearly shown that in terms of skill qualification a flight attendant knowing how to properly execute first aid to properly execute first-aid measures, followed by the statement of “A flight attendant must know how to execute proper evacuation procedures”, and third statement of “Flight attendants should speak clearly and interact effectively with passengers and other cabin crew members. This result showed that the key qualifications for a flight attendant include the ability to perform first-aid measures, proficiency in executing evacuation procedures, and effective communication skills.

Flight attendants undergo intensive training in safety and security measures to ensure optimal preparedness in emergency situations. Robert DeLaurentis (2021), Safety and emergency procedures training aims to equip crew members with essential competences to manage abnormal or emergency situations on board. Soft skills evaluations are crucial for teams to adapt to the rapidly changing work environment. Mindfulness, a soft skill, enhances performance, emotional intelligence, adaptability, and honesty. It cultivates awareness and discretion, acting as an amplifier for other soft skills, enabling focused, balanced responses in various contexts (Lau, 2021).

Career Decision Confidence of the Aspiring Flight Attendants

Table 8: Career Decision Confidence

Statement/Question	Scale	f	%	Weighted Mean	Verbal Interpretation
I understand the course I am taking for my future career.	4	285	82.37	3.82	Very High Level of Career Decision Confidence
	3	60	17.34		
	2	1	0.29		
	1	0	0.00		
	Total	346	100.00		
The possibility to visit many different countries makes me want to become a flight attendant.	4	274	79.19	3.79	Very High Level of Career Decision Confidence
	3	72	20.81		
	2	0	0.00		
	1	0	0.00		
	Total	346	100.00		
Being a flight attendant would give me opportunities and exclusive benefits.	4	238	68.79	3.69	Very High Level of Career Decision Confidence
	3	108	31.21		
	2	0	0.00		
	1	0	0.00		
	Total	346	100.00		
Knowing the qualifications of being a flight attendant encourages me more to pursue my chosen career.	4	217	62.72	3.60	Very High Level of Career Decision Confidence
	3	119	34.39		
	2	9	2.60		
	1	1	0.29		
	Total	346	100.00		
The prestige and glamour of being a flight attendant makes this job attractive to me.	4	215	62.14	3.58	Very High Level of Career Decision Confidence
	3	118	34.10		
	2	12	3.47		
	1	1	0.29		
	Total	346	100.00		
The salary of a flight attendant influences me to join the field.	4	173	50.00	3.38	Very High Level of Career Decision Confidence
	3	133	38.44		
	2	39	11.27		
	1	1	0.29		
	Total	346	100.00		
Overall				3.64	Very High Level of Career Decision Confidence

Note: 4=Strongly Agree, 3=Agree, 2=Disagree, 1=Strongly Disagree.

Table 8 disclosed that there is a very high level of career decision confidence of the aspiring flight attendants, which means that the unique and diverse benefits and opportunities of being a flight attendant have had a significant impact on the aspirants' confidence in their career choice.

Lane (2022) and Foster (2023) both stated that flight attendants enjoy a variety of benefits, such as not having to pay for their tickets and being paid well for their work. Additionally, several airlines provide various benefits to their flight crews, including medical, dental, vision, and life insurance. These benefits have had a significant impact on the aspirants' confidence in their career choice.

Significant Difference of the Perception to the Demographics

Table 9: Significant Difference of the Perception to the Age Demographic

Category	Age	Mean Rank	p-value	Decision Rule	Decision	Interpretation
Physical Qualifications	18-19	185.45	0.160	Reject Ho if p-value is less than or equal to alpha (0.05)	Failed to reject Ho	There is no significant difference
	20-21	165.21				
	22-23	179.63				
	24 and above	253.38				
Academic Qualifications	18-19	182.66	0.604		Failed to reject Ho	There is no significant difference
	20-21	167.10				
	22-23	181.20				
	24 and above	172.38				
Skill Qualifications	18-19	184.85	0.622		Failed to reject Ho	There is no significant difference
	20-21	171.55				
	22-23	168.15				
	24 and above	203.75				
Overall Perspective about the Qualifications	18-19	185.80	0.605	Failed to reject Ho	There is no significant difference	
	20-21	168.52				
	22-23	174.17				
	24 and above	205.50				

The failure on rejecting the Ho showed that there is no significant difference in the perception of the aspiring flight attendants on the qualification for their future employment when they are grouped according to their

age demographic. The age bracket of the aspirants doesn't affect or become a factor on how they perceive the qualifications of their future employment.

Table 10: Significant Difference of the Perception to the Sex Demographic

Category	Sex	Mean Rank	p-value	Decision Rule	Decision	Interpretation
Physical Qualifications	Male	172.86	0.947	Reject Ho if p-value is less than or equal to alpha (0.05)	Failed to reject Ho	There is no significant difference
	Female	173.70				
Academic Qualifications	Male	212.93	0.000		Reject Ho	There is a significant difference
	Female	161.45				
Skill Qualifications	Male	174.81	0.883		Failed to reject Ho	There is no significant difference
	Female	173.10				
Overall Perspective about the Qualifications	Male	195.28	0.025		Reject Ho	There is a significant difference
	Female	166.84				

Table 10 showed that only the academic qualification was able to reject the null hypothesis (Ho) which means that there's a significant difference in the aspirants' perspective regarding the academic qualifications of their future employment when they were grouped based on their sexes. With the male aspirants having their higher mean rank.

This implies that the male aspirants are more academically inclined as they have a more positive perception about the academic requirements of the industry. Hazir (2019) attests that men are being dominated by women when it comes to academic performance.

Table 11: Significant Difference of the Perception to the University Demographic

Category	University/School	Mean Rank	p-value	Decision Rule	Decision	Interpretation
Physical Qualifications	SCHOOL A	168.04	0.075	Reject Ho if p-value is less than or equal to alpha (0.05)	Failed to reject Ho	There is no significant difference
	SCHOOL B	190.02				
Academic Qualifications	SCHOOL A	162.15	0.000		Reject Ho	There is a significant difference
	SCHOOL B	207.81				
Skill Qualifications	SCHOOL A	159.83	0.000		Reject Ho	There is a significant difference
	SCHOOL B	214.82				
Overall Perspective about the Qualifications	SCHOOL A	161.13	0.000		Reject Ho	There is a significant difference
	SCHOOL B	210.88				

In Table 11, the comparison of the perspective of each age bracket using the mean rank, all variables, aside from the physical qualifications, rejected the null hypothesis (Ho). The result disclosed that the university aspirants are presently attending has an impact on or makes a

significant difference in how they view their future work qualifications. This suggests that there is a considerable difference in how the aspirants view their future career requirements due to the different learning environments and curricula being taught in the two universities.

Table 12: Significant Difference of the Perception to the Year Level Demographic

Category	Year Level	Mean Rank	p-value	Decision Rule	Decision	Interpretation
Physical Qualifications	First Year	168.42	0.498	Reject Ho if p-value is less than or equal to alpha (0.05)	Failed to reject Ho	There is no significant difference
	Second Year	161.89				
	Third Year	175.23				
	Fourth Year and above	185.54				
Academic Qualifications	First Year	185.00	0.734		Failed to reject Ho	There is no significant difference
	Second Year	167.43				
	Third Year	170.71				
	Fourth Year and above	173.59				
Skill Qualifications	First Year	183.38	0.473	Failed to reject Ho	There is no significant difference	
	Second Year	173.53				
	Third Year	176.41				
	Fourth Year and above	160.48				
Overall Perspective about the Qualifications	First Year	181.88	0.800	Failed to reject Ho	There is no significant difference	
	Second Year	166.02				
	Third Year	175.31				
	Fourth Year and above	170.26				

Using the Kolmogorov-Smirnov Test and Mann Whitney U Test revealed a significant relationship between age and perception of future employment qualifications. The study supports the hypothesis that there is no significant difference in the perception of aspiring flight attendants when grouped based on demographics. Lastly, is the year level of the aspirants. Kruskal Wallis H Test

showed that there is no notable difference on how the aspirants perceive the qualifications of being a flight attendant when they are grouped based on their year level. Motamedi (2022) stated that as the year level of the aspirants connects with their age, and their study's final derived model showed a resemblance between how young adult and teenagers perceived things.

Significant Relationship between the Perception and Career Decision

Table 13: Significant Relationship between the Perception and Career Decision

Variables Tested		Spearman's rho Correlation Coefficient	Interpretation	p-value	Decision Rule	Decision	Interpretation
Physical Qualifications	Career Decision	0.527	moderate relationship	0.000	Reject Ho if p-value is less than or equal to alpha (0.05)	Reject Ho	Significant relationship
Academic Qualifications		0.498	moderate relationship	0.000		Reject Ho	Significant relationship
Skill Qualifications		0.626	moderate relationship	0.000		Reject Ho	Significant relationship
Overall Perspective about the Qualifications		0.641	moderate relationship	0.000		Reject Ho	Significant relationship

Interpretation of Physical Qualification

Using Spearman's rho correlation coefficient, it indicates a significant and moderate relationship between the physical qualifications and the career decision of the aspirants. It is also believed that dressing well boosts self-confidence and encourages customers to acquire trust, while proper hygiene and maintaining a professional appearance are essential for gaining respect in the workplace Faro (2021).

Utilizing the spearman's rho correlation coefficient signifies a moderately significant correlation between academic qualifications and career decision of aspiring flight attendants. Excellent academic performance is associated with higher income, greater employment benefits, and more opportunities for advancement. Aspirants will be competent, knowledgeable, and professional due to being thoroughly prepared Tadesse (2022).

The results signify a moderately significant correlation between skills qualifications and the career decision of aspiring flight attendants. Lopez (2019) argued that skills are important at every stage of life and employers prioritize both soft and physical capabilities when hiring candidates.

Overall Perspective about the Qualifications

The study revealed aspiring flight attendants' perceptions of the airline industry's standards. The researchers also determined the level of confidence in their career decision in order to examine and analyze its impact on their overall management decision. Therefore, based on the results, it can be implied that the majority of aspiring flight attendants are confident in their chosen career path and perceive each categorical qualification as an essential aspect of being a flight attendant. The airline industry's physical, academic, and skills qualifications have a significant influence on the career choice of the aspirants, which can help them decide their future profession.

Recommendation

It is crucial for flight attendants to comprehend the significance of airline standards. It is designed for individuals to alter their professional level and maintain the quality of service they provide to guests.

To increase the number of aspiring flight attendants, the airline industry must ensure that employment opportunities for both sexes are efficient enough to have

equal qualifications in terms of hiring for both male and female aspiring flight attendants by promoting more job vacancies and opportunities to male population. They should be more lenient with applicants' ages and stricter with their health. To ensure applicants are fit for flight attendant duties, they must perform a thorough health and physical screening. This will ensure equal opportunities for all ages and prioritize flight attendants' physical health.

The academic curriculum should also include flight attendant training courses by providing real-life situations and requiring real-world skills, these units will give candidates a competitive edge in the job market. Teamwork is crucial to good passenger service, so these training units must emphasize it.

The academic institutions offering tourism courses should create a standardized syllabus of curriculum framework of subjects relevant to the career of the aspiring flight attendant since aspirants' perspectives differ when grouped by university. To achieve this, academic institutions and airlines should collaborate on a curriculum that produces the best flight attendants.

Finally, the researchers suggest that aspirants self-assess to determine what they need to work on to become effective, eloquent, and prepared. Self-assessment can be done quarterly by monitoring progress and lapses. To improve their chances of getting a job in the field, the researchers thought this was a good way to identify their strengths and weaknesses.

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