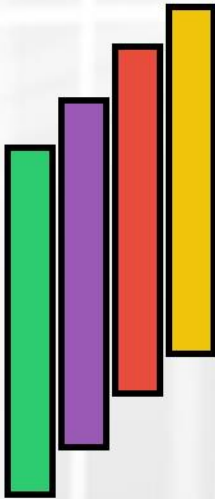


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Call for Papers

CIVIL ENGINEERING

Development of Concrete Mix Design for Concrete Pavement Using Wastewater Sludge as Partial Substitute to Cement

Randy L. Anonuevo
Laguna Lake Development Authority

Abstract

The main objective of the study is to develop a concrete mix design, intended for pavement which uses wastewater sludge as a partial substitute to cement, in order to find an alternative solution for the large volume of sludge generated within the Laguna de Bay Region. Different concrete mix designs with sludge as a partial substitute to cement were evaluated in order to develop an optimum concrete mix design. For which, it must be guaranteed that the resulting concrete design mix has the appropriate flexural strength in accordance with item 311 of DPWH – Standard Specification for Highways, Bridges and Airports. The result shows that as the amount of sludge in a concrete specimen increases, the flexural strength as well as the slumped value that affects its workability decreases.

Keywords: development of concrete mix design for concrete pavement using wastewater sludge as partial substitute to cement, , flexural strength, laguna de bay region

Level of Application of Building Information Modeling (BIM) for Building Construction in Manila

Mark Angelo Badiola
Polytechnic University of the Philippines

Abstract

Building Information Modeling or BIM is tool in analyzing a project approach that collaborates people, system, design concepts and practices into a process that harnesses the efficiency of skills and insights of all participants to optimize project results value to the owner, reduce waste, provide sustainability and maximize efficiency through all phases of design, fabrication and construction. This study was undertaken to analyze the comparison between the traditional 2D/3D systems and BIM approach, principles of BIM, and also how to integrate a team with BIM technical know how in building construction. A sample project applying BIM approach were also presented to identify its differences. After agreeing on BIM and its principles, survey questionnaires were distributed among the statistical population. The results were analyzed, weighted and ranked according to priority. The results of the study show that the application of BIM in building construction was highly acknowledged by the respondents and can be implemented.

Keywords: level of application of building information modelling

Level of Competency of Project Manager in Selected Construction Company in Eastern Manila District

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Abstract

A company can consistently get successful projects by having talented project managers, those who are well-oriented with careful planning, with attention to detail, effective communication and vigilant management. The study aims to identify and provide an enhancement program to the construction project manager in the Eastern Manila District. The population of the study is a group of Project Managers in the Eastern Manila District. Based on its literature and research, the key indicators of performance evaluation in terms of Project Manager Competencies, are namely “Knowledge and Skills”, “Proven Experience”, and “Personality”. The researcher’s questionnaire is used as an instrument for data collection and the data analysis. Through thorough analysis, the data from the references, books, journals, literature and survey reveal that Gender, Age & Years of Experience are significant in getting an exceptional knowledge and skills, experience, and personality. From these characteristics, it appears that based on the survey, the level of competency of the 30 project managers in Eastern Manila District with working project experience between 1 to 15 years is “High”. The enhancement program for the project manager is proposed for the improvement of their characteristics, to effectively manage the project for their personal and professional growth, as well as the company’s success.

Keywords: competency, Project Manager

Acceptability of Standard Algorithm on Construction Schedule Revision for Infrastructure Projects

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Abstract

Delays are inevitable, especially with infrastructure projects. However, contract claims that call revision of the construction schedules brought by these delays are inadequately incorporated therein; this is due to absence of standard algorithms on incorporating such claims on the revision of construction schedules. With the aid of the descriptive method of research, thru a structured survey, the standard algorithms of construction schedule revision for infrastructure projects gathered from both foreign and local literatures and studies were found to be moderately accepted by the engineering arm of the government. Furthermore, in terms of current practices of the respondents, time variance, and variation orders were agreed to be common reasons for the revision of the schedules; hence, it was also revealed that government institutions usually revise the schedules in case of potential changes and updates. However, variable responses on traditional practices of revising schedules that were gathered implied variations in the said practices. This study also reveals that the level of acceptability of the government institution had no significant difference, when grouped according to profile except in office category. Likewise, current practices on schedule revision could not be generalized due to variability and inconsistencies in between practices. It was also revealed in the study that the agreement of the government institution on adopting computer-aided softwares are to be integrated with the current construction schedule management practices, only if necessary trainings and preparations will be conducted first before implementation. The researcher recommends the establishment of policy on effecting construction schedule revision including guidelines on incorporating contract claims.

Keywords: construction schedule, algorithm on schedule revision, contract claims, construction delay

Awareness and Acceptability of 4D BIM in Vertical Construction among BIM Specialists

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Abstract

This study aims to determine the awareness and acceptability of 4D BIM in Vertical Constructions among BIM Specialists. Descriptive method was used to obtain the data needed in the study, with a total of 30 BIM specialists participating in this study. The findings show that the BIM Specialists recognized the 4D BIM, even if it was not fully implemented on projects locally. Being aware of the software features of 4D BIM, in which it was expected to be applied to vertical construction could strengthen the implementation plan, and process as a key ingredient for a successful execution of 4D BIM on projects. The study shows that the respondents agreed that implementing 4D BIM in vertical construction was really beneficial. With the help of better visualization and communication, AEC professionals can achieve a better and common understanding of the project scope and objectives, which can improve the construction planning and execution process significantly leading to the project success. The proposed Implementation procedure for the application of 4D BIM to Vertical Construction were: (1) Identify 4D BIM Goals and Uses; (2) Include the 4D BIM in designing the BIM Project Execution Process; (3) Develop the information content, level of detail, and responsible party for each exchange in 4D BIM; and (4) Review final Implementation Plan. . In the proposed Implementation Procedure for the application of 4D BIM to Vertical Construction, the research concludes that: to effectively integrate 4D BIM into the project delivery process, it is important for the team to develop a detailed execution plan for 4D BIM implementation. One of the most important steps in the planning process was to clearly define the potential value of 4D BIM on the project and for project team members through defining the overall goals for BIM implementation. The ability to visualize the project's progress from the computer before breaking ground makes a practice field for the construction managers to make the project highly engaging and efficient. In our local industry where developments in construction are quite slow, this BIM technology is truly revolutionary.

Keywords: BIM, vertical construction

The Agile Project Management Approach in Civil Works of Construction Project

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Abstract

Agile Project Management approach is very well known in the IT industry as their project management methodology. What if this approach will be applied in the construction industry? Will this trend be effective and useful in construction? How will this approach be embraced by the industry if it means a shift from their traditional culture? The construction industry is a main contributor to the economic growth of the Philippines. Still, many construction projects now are suffering from delays and cost increases due to recurring issues in project management which up to now, remains unresolved. Turning a blind eye on these issues is the reason why the project suffers. Andy Hunt's quote "Only Dead Fish Go with the Flow" reflects the current situation of the construction's project management. The solution to the project management issues in the construction industry is to start a movement. A right project management approach must be carefully selected for the right project. The main objective of this study is to open the blind eyes of the project managers, by making them perceive the need of choosing the right project management approach for the right project. The study covers the unresolved issues on existing traditional project management actions and the benefits of using agile project management as a new approach in construction. As a result, issues were exposed and aspects of project management that needs to be improved were determined. It was concluded that possessing a mutual and agile mindset was the key to resolve the issues in project management. Having an agile mindset means incorporating the agile principles in the existing project management. It was proven that the agile approach really works in the execution of project in construction. Therefore, blending agile principles to traditional project management makes a perfect fit as a new project management approach in the construction industry.

Keywords: project management, agile, construction

Awareness and Effectiveness of Lean Principles in Selected Construction Industries in Metro Manila

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Abstract

Risk is a multi-faceted concept. A risk is an uncertain event or condition that, if it occurs, has a positive or negative effect on one or more project objectives such as scope, schedule, cost and quality. As one of the most dangerous industries, risk is said to be common in construction. As the industry strives to remain competitive using variety of innovations, in one way or another, can be connected and be affiliated to more risks due to unfamiliarity or newness of approaches and methods. One of the innovations that are currently being used in infrastructure construction is the Indonesian technology, Sosrobahu, a hydraulic non-friction rotating device that is used to rotate a 450 ton pier head. This is to minimize traffic disturbance while constructing in major economy roads. This technology is used in Metro Manila Skyway Stage 3, which will run from Buendia in Makati City to Balintawak in Quezon City, connecting the South Luzon Expressway and the North Luzon Expressway. This study assesses the risks associated in utilizing the Sosrobahu technology based on the Risk Management Plan of D. M. Consunji, Inc. through survey questionnaires distributed to technical and managerial staff involved in the project. An action plan was proposed for improvement of the existing Risk Management Plan and for project implementation.

Keywords: lean principles, lean construction principles construction, waste last planner system

Risk Assessment of Utilizing the Sosrobahu Device as an Infrastructure Construction Technique

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Abstract

Risk is a multi-facet concept. A risk is an uncertain event or condition that, if it occurs, has a positive or negative effect on one or more project objectives such as scope, schedule, cost and quality. As one of the most dangerous industries, risk is said to be common in construction. As the industry strives to remain competitive using variety of innovations, in one way or another, can be connected and be affiliated to more risks due to unfamiliarity or newness of approaches and methods. One of the innovations that are currently being used in infrastructure construction is the Indonesian technology, Sosrobahu, a hydraulic non-friction rotating device that is used to rotate a 450 ton pier head. This is to minimize traffic disturbance while constructing in major economy roads. This technology is used in Metro Manila Skyway Stage 3 that will run from Buendia in Makati City to Balintawak in Quezon City, connecting the South Luzon Expressway and the North Luzon Expressway. This study assessed the risks associated in utilizing the Sosrobahu technology based on the Risk Management Plan of D. M. Consunji, Inc. through survey questionnaires distributed to technical and managerial staff involved in the project. An action plan was proposed for improvement of the existing Risk Management Plan and for project implementation.

Keywords: risk assessment, construction, infrastructure, rotating pier head, sosrobahu, skyway

Application of Building Information Modelling (BIM) in Lean Construction Methodology

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Abstract

Rapid construction is a systematic approach to deliver a kind of project with complexity in construction within a limited schedule, approved construction methodologies, and contract agreement in order to meet the client's satisfaction. It can be achieved through focusing on the basic principle of eliminating waste within the construction workflow. In order to stabilize such ideal work flows, injecting lean manufacturing principles into construction is necessary, thus, practicing lean construction is the key factor in achieving an effective methodology for rapid construction. Applying these lean principles more effectively can be done with the aid of Building Information Modelling (BIM) through its ability to compile virtual models of buildings. This study assesses and analyzes the BIM's capability in terms of its functionality; techniques and tools in applying these lean principles into the construction workflow and may be used to develop an effective lean construction methodology. Survey questionnaires were distributed among the statistical population. The results were analyzed, weighted and ranked according to priority. Generally, the results of the study show that the application of BIM in LCM is highly acknowledged by the respondents and is being implemented.

Keywords: BIM, LCM, lean construction

Factors Affecting Delay of Industrial Construction Projects of a Selected Construction AAAA Company in the Philippines in Year 2015-2017

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Abstract

This descriptive study deals on the assessment of the factors affecting the delay of industrial construction projects of a selected construction AAAA company in the Philippines in the year 2015-2017. The respondents of this study were fifty one (51) people, composing of site engineers, construction managers and project managers who were involved in industrial construction projects during Calendar Year 2015-2017. The data were carefully tallied and subjected to appropriate statistical treatments. Frequency counts, percentage, means, and independent sample T-test were used to analyze and interpret the data gathered. This study finds that most of the construction professionals in the company encountered project delays in industrial construction projects are too many to identify and enumerate. Construction delay-related factors in terms of poor site management and supervision, approval of shop drawings, shortage of resources, design errors and changes and variation orders were found as the often cause of delay in the construction projects. The age bracket between 50 years old and below indicates that most of the respondents are having 50 and below in age. In the assessment of the respondents according to age, it appears that most of the respondents were male. Lastly, in the assessment of the respondents in terms of number of years in the construction industry, it appears that all of the respondents are qualified as respondents because of having 5 years and more experience in the industry. Furthermore, the null hypothesis stating that there is no significant difference in the assessment of the respondents in terms of personal profile on construction delay factors was accepted. Based on the findings, an action plan was developed and recommended to mitigate construction delay.

Keywords: factors affecting delay of construction projects

CULTURAL ANTHROPOLOGY

Developing Pangasinan Identity through Cultural Governance

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Abstract

Cultural governance is defined as a government's direct or indirect involvement in the promotion and administration of programs related to culture and heritage. Cultural renaissance emerged in Pangasinan in 2007, when the provincial government initiated efforts to develop a comprehensive program to instill consciousness among the Pangasinenses of their illustrious heritage. This qualitative research discusses the programs, projects and mechanisms of the provincial government of Pangasinan in ensuring the sustainability of cultural governance. It further describes how cultural governance develops the Pangasinan identity. Data were gathered from officials of the province through in-depth interview and documentary analysis as well as other stakeholders in the cultural scene of the province. Laying the foundation for the mainstreaming of cultural governance in the province is the establishment of the Pangasinan Historical and Cultural Commission (PHCC) in 2010. Its inaugural work was the correction of the founding date of Pangasinan to April 5, 1580 as well as the re-writing of a complete and accurate history of Pangasinan through the book *Pinablin Dalin* (Beloved Land) in 2015. It spearheads the effort to include in the curricula of elementary and secondary schools the history of the province. Moreover, mother tongue usage and education is standardized by the provincial government through the release of *Panuntunan na Ortograpiya ed Salitan Pangasinan* (Primer on Pangasinan Orthography), the very first of its own in the country. Mainstreaming native literature gems and honing local Shakespeares is *Kurit Palunggaring*, the provincial equivalent of the Carlos Palanca Awards, matched with an anthology book of the same name compiling the winning masterpieces penned in 2015. To popularize Pangasinan music and dances, the annual inter-municipal culture and arts festival *Balitok A Taoir: Official Pangasinan Culture and Arts Festival* has been mounted since 2011. The employees of the provincial government take the lead in promoting Pangasinan culture through the *Danggoan Pangasinan Cultural Group* and the *Pangasinan Provincial Chorale*. Through cultural governance, the Pangasinenses are able to develop their identity and renew their collective commitment to the noble cause of instilling a deep sense of consciousness on the heritage of the province.

Keywords: cultural governance, arts and culture, heritage conservation

ECONOMICS

Buying Behavior among the Credit Card Holders in a Philippine University

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Abstract

This study aims to assess the buying behavior of credit card holders among the employees in one of the universities in Cavite. This study was designed as a quantitative research. The credit card holders were young adults aged 26-30. This implies the need for more purchasing on this age bracket. Most of the respondents were females, for they are the ones who usually handle the budget and finances at home; and single individuals were the usual holders of credit card, somehow part of their financial obligations. Moreover, most of the respondents were taking up their master's degree; this explains the dire need for other sources of money to easily buy their needs, and greater numbers were allotted for food and bills. The frequency of use to supply the basic needs was few times a week, and a few times a month for the purchase of products beyond basic needs. Future researchers may give focus on other sub-variables related to the social aspect for it affects the buying decisions of an individual. Further studies can consider creating a scale which focuses on the other sub-factors of social buying behavior. Explore buying behavior in the context social relationship; behavior when buying alone and behavior when buying with a group.

Keywords: buying behavior, emotional intelligence, compulsive buying behavior, social buying behavior

Financial Risk Management Practices on Stocks Investment of Selected Online Brokers of Philippine Stocks Exchange

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Abstract

Investing is still not a big thing for most Filipinos, as we are not a fan of delayed gratification. Majority of the working population live in the now, not preparing for the future, though there are already a lot of investment instruments that are readily available in the market such as mutual funds or insurance, stocks, treasury bills and bonds. The most obvious reason would be the low income of many of our citizens, having no extra cash to spare, making investing impossible. We can also accept the fact that most of the Filipinos lack knowledge and awareness in terms of different investment options. The research shall gather specific information from active investors of selected online stock brokerage firms regarding the financial risk management practices they usually use on stocks investing. As we all know, the main objective of investing is to gain financial return. Apparently, every investment has an expected risk, which would always be true for nonguaranteed investments such as stocks. Managing these identified risks thru thorough assessment could lessen the impact of potential loss to one's investment. Purposive sampling was the sampling technique used for this study to validate this research. With consideration to the scope and limitation of this study, the respondents were mainly from the pool of investors investing from the Philippine Stocks Exchange, Inc. Only 109 investors were surveyed as samples for the actual study. Results indicate that the Level of Effectiveness of Financial Risk Management Practices used in this study, according to aspects such as Market Risk, Financial Risk, Business Risk and Portfolio Risk were all 'Effective'. Moreover, investors are recommended to apply the risk management practices as identified in this study per aspect as these practices are deemed effective and could lessen investment risk. It is also advisable that investors continue to be updated with the current news in the stock market and should always find time to do their necessary research with their own investments.

Keywords: financial risk management practices, stocks investment, PSE

**Promoting Awareness on the Social Security System Personal Equity Savings Option Fund
Towards Program Promotional Enhancement**

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Social Security System

Abstract

The purpose of the study is to promote awareness on the SSS Personal Equity and Savings Option Fund (SPF) towards program promotional enhancement. The study utilizes the descriptive method. Two sets of questionnaires were used to measure the level of awareness and satisfaction on the SPF program. The survey respondents consisted of 368 SSS regular members and 66 SPF members. Data collection period was from January to February 2018 at SSS Diliman branch. Findings reveal that 63% of SSS regular member-respondents were “unaware” and 37% were “aware” of the program. Their awareness on its qualifications/eligibility and benefits were all tagged as ‘little aware’. Only 11.8% of the “aware” respondents were SPF members. Majority of covered employees disclosed that companies neglected their retirement security, linked to perception of 67.3% wanted SPF program to be mandated to all employees. Also, 44.5% of SE, VM and OFW respondents were not willing to increase their contribution to maximum to be qualified in the program. Majority (92.2%) of the “unaware” SSS regular member-respondents disclosed interest to acquire information about the SPF program through “attending seminars” that will help them to learn more and 62.9% suggested visible counter for SPF program in every SSS branches. “Lack of knowledge on saving for retirement” and “Long queue in depositing SPF savings” were the most critical barriers encountered by SPF respondents, and 63.6% enrolled to the program as “Preparation for a More Secured Retirement”. The marketing strategy of SSS Diliman branch was inadequate. “Aware” SSS regular member-respondents lacked knowledge on savings for retirement. Employees may not be well-prepared for retirement because most companies neglected their retirement security. Commitment to better and higher quality service of SPF program will give satisfaction, which may encourage them to promote the SPF program to others. There is a need for SSS Diliman branch to adopt more efficient promotional strategies to raise awareness and education on the SPF program through providing free trainings and seminars on a regular monthly basis. Other researches may be conducted among SSS members and SPF members from other SSS branches with bigger number of respondents, so as to continuously assess level of awareness and satisfaction of SSS and SPF members for the development and continuous enhancement of SPF program and geared towards giving service quality to people.

Keywords: promoting SSS P.E.S.O. fund program

Microfinance Credit Services in Eastern Samar Municipalities

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Abstract

The study aims to assess the effectiveness of the microfinance credit services to sari-sari store owners/operators in the municipalities of Maydolong and Balangkayan in the province of Eastern Samar. It used the descriptive method using a questionnaire to collect data from the respondent sari-sari store owners/operators in the area of study. The study reveals that most sari-sari store owners were married, college degree holders, the major source of microfinance credit is the CARD, Inc., have been operating for 1-5 years, with store capitalization at P5,000.00 and below, have no employees/assistants, and have only availed of microfinance credit services 1-3 times. The respondents' assessed that microfinance credit services were "Somewhat Effective" in terms of operating expenses of the sari-sari store, buying of new products to sell, income generation, personal reasons or using loaned amounts for personal expenses. In terms of store equipment acquisition, respondents' assessment was verbally interpreted as "Less Effective." Microfinance institutions in the area should provide interventions that will develop the entrepreneurial abilities of its beneficiaries. They should implement a more aggressive monitoring program that will ensure that the loaned amounts will be solely used for its intended purpose. They should continue to provide focus on their loan offerings to female sari-sari store owners/operators. There is a need to conduct a parallel research to determine the effectiveness of microfinance on sari-sari stores who have been in the business for a much longer period of time and have been able to able to avail of microfinance credit services more times than the current respondents of this study. There is also a need to conduct another research on the impact of microcredit services of MFIs on the household of sari-sari store owners/operators.

Keywords: microfinance, microfinance credit, sari-sari stores, Eastern Samar

Financial Literacy on Equity Investments

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Abstract

The study intends to determine and assess the level of awareness of BDO Unibank, Inc. branch employees in Makati City on financial literacy on equity investments. The results revealed that majority of the respondents were female, aged 21-30 years old, college graduates, bank employees for less than 5 years and junior supervisory employees. When respondents were grouped according to sex, portfolio followed by return of investment and tax exposure had no significant difference. In age, there was no significant difference except time horizon. The highest educational attainment of the respondents had no significant difference in all aspects while in term of service of the respondents, time horizon only showed significant difference and when grouped by job positions, all the aspects showed significant difference. Participation on financial education and training and other educational formats to divergent target audiences, all with the aim to improve financial literacy on equity investments should be considered.

Keywords: extent of financial literacy, equity investments, branch employees

Decision Factors Affecting Investing Activities in the Equity Market

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Abstract

This study aims to assess the extent of influence of the factors on equity market investment decisions. Specifically, it attempts to answer the following questions: a) profile of the respondents; b) the respondents' assessment of the factors on equity market investment decisions when they are grouped according to Personal Factors, Company, and Industry Factors, and Economic Factors; and c) significant difference in the respondents' assessment of the factors on equity market investment decisions when they are grouped according to profile. The target respondents of the study were the individual online investors of the Philippine equity market. A total of 395 respondents were surveyed using the non-probability sampling technique. Based on the results, most of the respondents were 18 to 30 years old, female, single, bachelor's degree graduates, earning P20,000 or less per month, private employees, investing in both blue and non-blue chip stocks for 1 to 3 years, and were attending less than 4 trainings/seminars per year. The study also determined that the top 3 decision factors by order of influence were Investment Objective, Past Performance, and Interest Rate. The results assume that these online investors are using the Bottom-up Approach in their investment analysis. Certain recommendations were drawn for Stockbrokerages or Trading Participants, Philippine Stock Exchange, Bangko Sentral ng Pilipinas, government agencies, and private companies to address the issues revealed in the study.

Keywords: personal factors, company and industry factors, economic factors, equity market

Financial Management Practices of Selected Resorts in Calamba City

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Abstract

The main objective of this study is to determine the Effectiveness of Financial Management Practices of Selected Resorts in Calamba City by assessing in terms of Fund Source, Financial Reporting and Analysis, Accounting Practices, Cash Management and Working Capital Management. The respondents assessed “Effective” in terms of Financial Reporting and Analysis. The study also shows that all aspects of financial management practices in terms of Fund Sources, Financial Reporting and Analysis, Accounting Practices, Cash Management and Working Capital Management when grouped according to years in business operation differed significantly according to the respondent’s perception. Significant differences were also indicated when group in terms of capitalization for Financial Reporting and Analysis and Working Capital Management. Likewise, same as it differ significantly for Fund Sources, Financial Reporting and Analysis, Working Capital Management and Cash Management when grouped by number of branches. When grouped in terms of number of employees, Financial Reporting and Analysis indicated a significant difference.

Keywords: financial management practices selected resorts Calamba city

Shift-Share Analysis of Industry Diversification: The Cases of Indonesia, the Philippines, And Vietnam

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Abstract

Industry diversification is one of the strategies implemented to achieve higher employment in developing countries. Based on empirical studies, development of countries materialize by increasing the variety and diversity of economic activities. Diversified economy can reduce impact of any economic crisis or shocks that might be encountered. Among the three (3) most common models used, Random Effect Model (REM) and Pooled Least Square Model (PLSM) are the most suitable models to be used to examine the effects of diversification of industries in developing countries, specifically change in employment for the region. Both PLSM and REM showed that industry diversification is positively correlated with change in employment for the region. The models also depicted that diversification of industry, when taken as a whole, has significant effect on change in employment in the region. Therefore, it is recommended that the governments of the three countries should support local capacities; attract investors; support Go Negosyo [Business]; implement one-shops business application; avoid huge variations in business tax rates; continue to focus on attracting foreign investment; and increase budget in research and development.

Keywords: diversification, industrial organization theory, industry, shift-share analysis

Assessment of the Opportunities of ASEAN integration to banking industry in Metro Manila

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Abstract

The study intends to assess the opportunities of ASEAN integration to the banking industry in Metro Manila. The descriptive survey method was used in this study. The study revealed that 92 or 60.5% aged 25-35 years old; female (107 or 70.4%); college graduates (132 or 86.8%); 18 or 11.8% were branch managers; had working experience of 5 years to 10 years. “The bank consolidates in order to grow in size as to be able to compete with larger foreign banks” attained the highest weighted mean of 3.86 and “The bank builds presence in most ASEAN countries” got the lowest mean of 3.39. Assessments were all in agreement on Wide Financial Services, Banking Regulations and Product Innovation when grouped by profile. When respondents were grouped by age, sex and educational attainment there was no significant difference in the respondents’ assessment on the opportunities of ASEAN integration to banking industry. On the other hand, when grouped by managerial position, there was a significant difference in wide financial services and banking regulation; however, there was no significant difference in product innovation. The banks should consider building presence in most ASEAN countries. Retention incentives should be adopted in banks. This can range from bonuses to professional development. Banks should decide to build more research organizations. To remain competitive, agile banks should work on innovation. The BSP should also be involved in uplifting other financial banks to be competitive in this ASEAN integration. Proper information about what is the current status of ASEAN banking integration from BSP to the bank’s higher management down to banking employees is highly recommended.

Keywords: ASEAN integration, BSP, product innovation, wide financial services, banking regulations

Examining the Impact of Rural Banking Administration on Countryside Welfare: Basis for Proposed Policy Redirection

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Abstract

The study examines the impact of rural banking administration (as represented by capital adequacy ratio, number of branches, loan outstanding for production and inflation rate) to countryside welfare (as denoted by rural welfare indicator) covering the period 1st quarter of 2009 to 2nd quarter of 2016 with thirty observations. Battery of econometric tests were employed in order to ensure the reliability of study. The study concludes that the increase on the current capital adequacy ratio does not immediately reflect improvement on rural welfare, but on the succeeding period, as the additional capital means increase on the loanable funds which may be availed by the borrowers on the succeeding period. The current number of branches has an immediate positive impact on rural areas as the bank services are now more accessible. However, the number of branches lagged by one period implies that viability of opening a branch should still be anchored on the demand of the borrowers, aside from the operational and technical issues. Current loan outstanding signifies that loan function to aid the borrower on his production does not commensurate with its intended outcome as there were unpredictable events which may potentially affect the borrower's yield of production. Moreover, outstanding loans lagged by one period is a reflection that loans provided by rural banks is a one-time transaction, which the borrower needs to pay first, before he can avail another loan. The current inflation rate only reflects that it erodes the purchasing power while inflation rate lagged by one period reveals that inflation is a driving force for consumption which in the end propels the economy. The rural welfare indicator lagged by one period demonstrates that the generation of income and employment is unpredictable and the vulnerability of the agricultural sector to the natural calamities. The researcher offers the following recommendations: For the rural banks, to continuously build up the capital, to boost lending activities, to restructure non-performing loans, and to promote financial education. For the Quedancor, to guarantee the agricultural loans entered by rural banks. For the RBAP, to base the loan value on the insured value of the crops, and to promote transparent and efficient flow of information on its website.

Keywords: rural banking administration, countryside welfare, rural welfare indicator

A Panel Regression Analysis of Macroeconomic Determinants of Life Insurance Companies in Asean Economic Community

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Abstract

Life insurance has become an increasingly important component of the financial sector over the last 40 years by providing a variety of financial services for consumers. It has also become a major source of investment in the capital market. Although the life insurance industry in Asia has emerged from the financial crisis stronger than ever, it has not escaped unchanged. Among the three approaches of panel regression analysis, the fixed panel regression results showed that disposable income, government effectiveness, old dependency ratio and young dependency ratio were positively correlated and had a significant effect on life insurance penetration. Based on the regression results, the government sector of Asean Economic Community must focus on strengthening trust in the insurance sector by improving the efficiency of the legal system and contract enforceability, also the government could provide workshop, training and seminars that will help the insurance sector to promote long term and uncertain risk investment. In addition, the government could develop a nationwide structural plan that stresses health promotion and disease prevention activities through hospital and health care expansion. Amendments of life insurance products that will be fitted in the budget and need of each Asean community can be addressed by the insurance companies. Also, they are advised to sponsor some school and university activities to increase public awareness about the importance of having a life insurance under the guidelines set by the Department of Education. This research is limited only to year 2000 to 2015 data, and few macroeconomic variables. Future researchers should focus on other macroeconomic factors which are not touched in this study. The researcher would like recommend to future researchers to include in their variable like savings, price of insurance, and pension to find out other significant factors that affect the life insurance penetration in Asean Economic Community.

Keywords: LIP, DI, GE, ODR, and YDR

Effect of Selected Macroeconomic Variables to Treasury Bill Rate

Jayson Laurio Marzan
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Mery Jane G. Manzano
Martin Alejo M. Santos
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Abstract

This study aims to evaluate the effects of price-earnings ratio, exchange rate, and inflation rate on the Treasury Bill rate in the Philippines. It utilized quarterly time series of secondary data from 2010 to 2017. Battery of econometric tests was employed to ensure the reliability of data. Results showed that price-earnings ratio and exchange rate exert statistically significant link with the Treasury Bill rate while inflation rate remains statistically insignificant. Moreover, the connection between foreign exchange market and money market are deemed direct and positive while equity market and inflation variable are noted to have an inverse relationship with Treasury Bill rate. Based on the foregoing findings, the researchers recommend the investing public to reduce their risks by making sound investment decisions, to promote information transparency, and to foster financial education across the industry.

Keywords: treasury bill rate, price-earnings ratio, exchange rate, inflation rate

Okun's Law in the Philippines: Evidence from Household Final Consumption Expenditure

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Abstract

This study examines the evidence of Okun's Law in the Philippines on the variables of Unemployment rate and Household Final Consumption Expenditure. The researchers used the quarterly series of secondary data from 2010 to 2017 gathered from Bangko Sentral ng Pilipinas website. Moreover, battery of econometric tests are employed to ensure the reliability of the study. Regression results show that Unemployment rate is statistically significant with Household Final Consumption Expenditure at one percent level of significance. Furthermore, negative relationship on the aforementioned variables confirms the evidence of Okun's Law in the Philippines. The researchers recommend the policymakers to continuously monitor the economic activity of the consumption sector, to attract investors to generate more jobs, to sustain the poverty alleviation programs of the government, and to monitor the consumption pattern for sustainable growth.

Keywords: unemployment household final consumption expenditure Okun's Law

The Level of Acceptability of Cryptocurrency in the Philippines

Kelvin Leonard Idanan

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Abstract

The study seeks to identify the Level of Acceptability of Cryptocurrency in the Philippines and its relationship to the profile of the respondents who were randomly selected from Makati Central Business District, Ortigas Center and BGC. Specifically, it aimed to assess the level of Acceptability of Cryptocurrency in terms of Economic, Business, Security and Dynamism of Currency. It also aimed to identify any significant difference on the assessment when grouped according to profile of the respondents. The descriptive method of research was utilized in the study. A total of 1,000 respondents, from Makati Central Business District, Bonifacio Global City in Taguig City and Ortigas Center. The respondents were randomly selected on the chosen scope of location of the study. The questionnaires were distributed to the respondents and used for the data and information needed for the study. The statistical tools used were frequency distribution and percentage, weighted mean, t-test and f-ratio. The results showed that majority of the respondents are ranging from the age of 21-30 years old, females, Singles, most have finished their Undergraduate Studies, Income ranging from PhP 10,000.00 to PhP 20,000.00 and with knowledge and possession of the currency. The respondents also saw and found out the Cryptocurrency is Acceptable and verbally interpreted the same way in terms of indicators such as Economic, Business, Security and Dynamism of Currency.

Keywords: cryptocurrency, economic, business, security, dynamism of currency

Proposed Integration of Chartered Financial Analyst Board Related Topics in the Syllabus of BSBA FM at the College of Business Administration-Southern Luzon State University

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Abstract

This study aims to determine the Chartered Financial Analyst Board related topics that are proposed to be integrated in the syllabus of the Bachelor of Science in Business Administration major in Financial Management, as perceived by the researchers. Specifically, it seeks to answer the following: to know the profile of the Southern Luzon State University as to goals, program objectives, faculty profile; current syllabus of the BSBA FM program: analyse the CFA Board topics and to propose the integration of the CFA topics in the current syllabus of the BSBA FM program. A descriptive method of research was employed in conducting this study. An analysis was done through the CHED Memorandum on the BSBA FM syllabus and the CFA Board related topics (Level I). A questionnaire was prepared and answered by Faculty Members teaching the Core Competence subjects. The researchers made the recommendations and suggestions based on comparisons with the existing syllabus and the CFA Board related topics. The integration was perceived by the researchers to make the current syllabus be more industry relevant. The researchers perceived that their undergraduate academic preparation is significant to pass the CFA licensure exam. The study will be beneficial to the faculty members teaching the core competency subjects, in order to include enhancements from industry practices and be relevant for an outcome based education.

Keywords: chartered financial analyst board related topics, syllabus, integration, core competence

Financial management Practices of Micro and Small Enterprises (MSE's) in the National Capital Region

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Abstract

This study seeks to evaluate the effectiveness of financial management practices of Micro and Small Enterprises (MSEs) in the National Capital Region. The researcher employed the descriptive method. The respondents were 205 owners, business entrepreneurs, managers, accountants, accounting assistants and bookkeepers of training and consultancy firms distributed in different areas of Metro Manila, Philippines. The survey questionnaires were distributed to the target respondents. It was concluded that while most respondents across different profiles agreed that they were dominated by partnership operating for 6 years or more, employing 6 to 10 employees with a capitalization of Php1,000,000 to 1,500,000, serving local clients, and are engaged in training and consultancy business, which were categorized as MSE in the National Capital Region and practicing and implementing financial management. The financial management practices of MSEs disclosed some wrongdoings. The lack of intensive interview and personal observation tend to reject and neglect the fact that the actual practice had tremendous differences. Financial figures might not reflect the reality. It is worth taking time, effort, and resources to extend stronger support in terms of further developing the same employees' competence and, specific to the culture they are assigned to deal with. Apparently, the respondents who belonged to the five categorical profiles stated above, expressly noted their higher level of financial management practices as they were able to develop a deeper understanding on the internal control measures to safeguard the firms' resources.

Keywords: financial management practices, MSEs, training and consultancy firms

EDUCATION

The Quality of the Implementation of the School-Based Feeding Program in the Division of Quezon: Basis for an Enhancement Program

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Department of Education

Abstract

The study focuses on the implementation of the School-Based Feeding Program in the Division of Quezon, descriptive research design was used with self-made questionnaire as its instrument. The population of the study was composed of 124 respondents from seven (7) different municipalities of Quezon Province. Frequency distribution, percentage and weighted mean were used to analyze the data obtained from the respondents. Findings revealed that most of the respondents were in the age of 41 year old and above, female with teacher I-III position title and majority were school feeding assistants. The respondents agreed to the quality of implementation of the School-Based Feeding Program in their respective schools. Also, they agreed that feeding program has an impact to the academic performance of the beneficiaries. However, they only agreed fairly in the problems encountered of the implementers and beneficiaries of the feeding program. Based on the result, the researcher developed an enhancement program in order to maximize the quality of the implementation of the School-Based Feeding Program (SBFP) in the Division of Quezon.

Keywords: school feeding, beneficiaries, nutrition, academic performance, quality implementation, PUP

Quality of Researches Conducted in the Division Of Quezon: Basis for a Proposed Research Capability Program

Jerome S. Villaos
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Abstract

The study focuses on the quality of the action researches conducted in the division of Quezon. This study focused on the areas where a research capability program must be developed. The researcher utilized descriptive evaluative methods in this qualitative research. The respondents of the study are the research coordinators from the ten (10) municipalities of the fourth district of Quezon. From the total number of schools (243) the researcher comes up with 150 sample population using the Slovin formula. Results of the study reveals that most research coordinators are in the age bracket of 31 to 35 years old and on their 0 to 10 years in service. Most coordinators are female teachers. Based on the published action researches as assessed by research experts, researches in the division of Quezon only focused on teaching and learning topics within a school wide study. Moreover, in the competency of teachers, knowledge and intellectual abilities and research governance and organizational skills are needed to be enhanced for teachers to gain expertise in the research process. Principles provided by D.O. No. 39 s. 2016 is regarded to be evident on the action researches published. With the cited results, the researcher proposed to develop a research capability program.

Keywords: action research, quality, basis, proposed, capability program, division of Quezon

Level of Implementation of School to School Partnership Program of the Department of Education in the Division of Quezon: Basis for a Proposed Program Enhancement

Aiza J. Vendiola
Department of Education

The study assesses the level of implementation of school to school partnership program of the Department of Education Division of Quezon in Build, Sustain, and Conclude Stages. This also includes the challenges encountered by leader and partner school during the implementation, and the intervention measures used to address these challenges. The descriptive-survey method was employed while questionnaire was used as main data gathering tool. The study reveals that majority of the respondents were SSP coordinators, female, with the age of 36-40, with Master's Units, and have one year of service as SSP Coordinators in their school. The respondents are in barrio school, under medium category, monograde, and located on far flung areas. In addition, the school-to-school partnership program was partially implemented and now in Sustain stage. This was evident on the indicators such as select a partner school, communicate with partner school and initiate partnership and make a formal agreement with the partner school. Moreover, the challenges are rarely encountered in Program Implementation. Common challenges were the school location, time frame, budget or funding and monitoring and evaluation. However, intervention measures like conduct activities with accurate time on task, making equal distribution of undertakings like planning, problem solving and action research and proper documentation were fairly often employed to address the challenges.

Keywords: partnership, leader school, partner school, program enhancement, PUP Lopez

The Quality of Implementation of School Learning Action Cell (SLAC) among Elementary Schools in the Division of Quezon: Basis for Program Enhancement

Karen A. Tarcena
Polytechnic University of the Philippines

Abstract

This study intends to find out the quality of the implementation of School Learning Action Cells among Elementary Schools in the Division of Quezon. This study was conducted using self-made questionnaires. Three hundred forty five teachers had been chosen through random sampling. Most of the respondents were less than 30 years old, female, teacher I, eleven to fifteen years in service, and graduates of Bachelor in Elementary Education. The respondents were very good in planning of SLAC activities before its implementation and evaluation was done after the program. There was an improvement in the teachers' competence; instructional delivery and students' assessment. There is a significant difference in the evaluation of the quality of SLAC implementation when they are grouped according to profile.

Keyword: implementation, instructional delivery, learning action cell, competence, assessment, PUP Lopez

Predictors Of Academic Performance Of Kindergarten Pupils Of Calamba East District Cluster 1, Calamba City

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Abstract

This study intends to improve the performance level of the kindergarten pupils of Calamba East District Cluster 1 and how they were affected by the given predictors. It utilizes the descriptive method of research, to describe characteristics of a population being studied. It used survey questionnaires as the primary tool of the study and the pupils' records which bear their academic performance. The study reveals that parents of the kindergarten pupils were capable to assist their children regarding their lessons. However, not many of them have the capacity to supply all their needs in school because some are not employed and not earning much. Most of the pupils were considered normal in terms of nutritional status except in Bucal and Halang Elementary. This means that the number of underweight pupils could be considered as alarming, something that needs intervention. Almost all teachers are positive and believed that they would succeed, as indicated by their high self efficacy and high attitude to their profession. But in terms of school facilities, the teachers of Tiyani Elementary were satisfied with their facilities and equipment and indicated that teachers were convinced that equipment and facilities contributed to pupils' good academic achievement. The top two schools with the highest percentage of pupils' achievements were E.Barretto Elementary School and Tyani Elementary Elementary Schools. Pupils' of these two schools have exerted effort to attain higher academic performance than those in other three schools. The home factors that were significantly related to the pupils academic achievements were fathers education income, employment status and nutritional status. On the other hand, there was no school factors that predicts pupils academic achievements found in this study.

Keywords: predictors, academic performance, intervention, adequate facilities, achievements

The Readiness of Teachers on the Implementation of Inclusive Education Program : Basis for Intervention Program

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Abstract

Inclusive Education program teachers play a vital role in educating learners with special needs. This study focuses on the level of readiness of Inclusive Education Program Teachers and the problems or challenges that they have encountered during the implementation of the program. The study used a descriptive method. The populations of the study were one hundred thirty-six teachers of the five selected public elementary schools through simple random technique by using the Slovin's formula. The main instrument used was a modified survey questionnaire obtained the respondent's profiles: age, gender, highest educational attainment and teaching rank or their classification and their level of readiness in terms of Attitude, Knowledge or Skills, Pre-enrollment System and Instructional Management. The quantitative data were evaluated and interpreted using appropriate statistical tools. Also, interviews were conducted. Teacher-respondents have the highest concentration of the age bracket of 46 year old and above, female, with bachelor's degree, and with teaching rank/classification of Teacher 1. The researcher concludes that the level of readiness of teacher respondents in terms of Attitudes, Knowledge or Skills, Pre-Enrollment Procedures and Instructional Management toward Inclusive Education Program was with verbal interpretation, substantially practiced which means that there is much evidence that the statement is true, but there are a few practices that could be strengthened. Some issues on the implementation of Inclusive Education Program were also noted and elaborated. Thus, the over-all mean shows that there was no significant difference between the Level of Readiness of Inclusive Education Program Teachers when grouped according to respondents profiles thereby to accept the null hypothesis. The researcher highly recommends that it is deemed essential to implement the proposed Intervention Program for Inclusive Education Program Teachers brought about by the results of this study. As this study unveils new problems, future researchers could explore other possible factors that lead to Inclusive Education Program teachers to be more involved and active into the program and seek for the outcomes as well.

Keywords: readiness of teachers in inclusive education

Awareness and Effectiveness of the Modes of Learning as Perceived by Students of a Graduate School Program

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Abstract

With the advent of technology, students are aware, albeit informally, that there are several modes of learning. The Academe should be familiar with these modes of learning to stay relevant. From the online course Modes of Learning offered by edX (Harvard University X), there are four modes of learning: Hierarchical Individual, Hierarchical Collective, Distributed Individual and Distributed Collective. This is a descriptive research which assessed the awareness and effectiveness of the modes of learning as perceived by the Master of Science of Industrial Engineering and Management students of the Polytechnic University of the Philippines (PUP). Hypotheses were tested on perceptions of the respondents on the modes of learning relative to their profiles. Findings indicate that, while the students are informally aware of the all the modes of learning, there are differences on their level of their awareness and their perceptions on effectiveness when grouped according to their profiles. New students appear to favor the online courses more than the older students. On the other hand, engineers tend to favor more the non-traditional method of learning than the non-engineers. Also, the engineers are more leaning to the knowledge provided by the online courses compared to those who are non-engineers. It is recommended that since students are very familiar with the use of information technology, the PUP system, more particularly its faculty members should likewise continuously update their knowledge about technology to understand how students can maximize their learnings. Future research should include awareness of other PUP Graduate School programs on the Modes of Learning.

Keywords: hierarchical individual, hierarchical collective, distributed individual, distributed collective

2C-2I-1R Pedagogical Approaches in Teaching Technology and Livelihood Education Exploratory Courses and the Academic Performance of Grade 8 Students in the Division of Lipa

Jesica M. Franada
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Abstract

This research study was conducted to determine the relationship between the levels of manifestation of the 2C-2I-1R Pedagogical Approaches used in teaching TLE and academic performance of Grade 8 junior high school students in the Division of Lipa City. The approaches comprised the constructivism approach, collaborative approach, integrative approach, inquiry-based approach and the reflective approach. The researcher used a combined descriptive-correlational method of research design. A researcher-made questionnaire was used to gather data. A total of 464 Grade 8 students from the four (4) selected schools took part in this research. Grade 8 students' academic performance in TLE exploratory courses was generally fair. The result reveals that the constructivist approach generated a probability value of 0.015 hence, the constructivist pedagogical approaches in teaching TLE exploratory courses is significantly related to academic performance of Grade 8 students. However, the collaborative, integrative, inquiry-based, and reflective pedagogical approaches in teaching TLE exploratory courses are not found significantly related pair wise with the academic performance of the students.

Keywords: 2C-2I-1R, academic performance, technology and livelihood education

Instructional Leadership Practices of Selected Elementary School Heads in the City Schools Division of Bacoor: Basis for a Proposed Leadership Development Program

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Abstract

The study assesses the instructional leadership practices of selected elementary school heads in the City Schools Division of Bacoor in the hope to recommend a proposed leadership program for school heads. A sample size of eight (8) school heads and 179 teachers were chosen as respondents using a descriptive-evaluative design. The respondents were mostly female with MA units with positions of Teacher I to Teacher III. On the average, their number of years in the service and in their current school was 6 years and above. The study reveals that the respondents' evaluation on the instructional leadership practices of selected school heads showed a "Frequently" response. It showed that on Leadership and Governance, passing of reports on time to district and division offices was the highest. In Curriculum Supervision and Instruction, it revealed that the school heads' instructional leadership practices had a "Frequently" response. It further showed that the school heads support teachers in developing and improving instruction to embrace the K-12 curriculum and be able to compete globally. In terms of Staff Development, school heads are great motivators in pursuing lifelong learning and professional growth of the teachers to develop their abilities and skills. Furthermore, it was depicted in Monitoring Students' Progress that school heads are hands-on in giving rewards to achieving pupils. Likewise, they are constant in discussing the academic performance results with the parents through parent-teacher conferences. Lastly, it showed that there is no significant difference in the instructional leadership practices of school heads as assessed by the teachers and school heads and when they are grouped according to their profile. Based on the foregoing findings and conclusions, it is recommended that the capacity and leadership program should be done to equip school heads to perform more effectively in the different aspects of instructional leadership. It is furthered recommended that the school heads should enhance management skills to manage school process, analyze curriculum implementation, strengthen staff development and stakeholders' participation, and concentrate in monitoring students' progress.

Keywords: Polytechnic University of the Philippines, education management, instructional leadership

Problems Encountered by Physical Education Teachers: Basis for Educational Intervention

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Abstract

The study identifies the problems encountered by Senior High School Physical Education teachers in the National Capital Region. Specifically, this study seeks to answer the following questions: (1) What is the demographic profile of the respondents in terms of age, sex, highest educational attainment and years of teaching experience; (2) What is the level of agreement of the respondents on the problems encountered in terms of module/ references, facilities, equipment and time allotted/ schedule; (3) How do the respondent's level of agreement on the problems encountered compare when they are grouped according to profile? The descriptive method of research was employed in the study. Survey questionnaire served as instruments in gathering the necessary data. The study employed the convenience sampling technique to select the respondents. Out of 607 Senior High Schools from the seven (7) cities of NCR, namely, Caloocan City, Quezon City Marikina City, Muntinlupa City, Mandaluyong City, Pasig City and Manila City, recommended by the NCR Department of Education Regional Director, seventy (70) schools were chosen. Frequency, percentage, and weighted mean were used as statistical tools in calculating the generated data. Data revealed that most of the respondents with 34% range age from 32 to 36 years old. 61% of the respondents were female; and 39% of the respondents were male. Among the respondents, 80% were in their postgraduate studies. Data revealed that there are 35% have 6 to 10 years of teaching experience. The study revealed the following results, that most PE teachers in grades 11 and 12 somewhat agree with 2.99 that modules and references have incomplete and irrelevant information from unknown references and sources; that the respondents somewhat agree that "The facilities' space is not enough for PE classes" with 3.04; that most of the respondents somewhat agree that "Number of available required equipment were not enough" with 3.01; and that most of the respondents somewhat agree that the "time allotted / schedule was enough to improve unrefined skills" with 3.22. The researcher recommends that each senior high school institutions should adopt a comprehensive outcome - based Educational Intervention Program for Physical Education (EIPPE).

Keywords: educational intervention, physical education, facilities, equipment, problems encountered

Preparedness of Teachers in Integrating Educational Technology in Teaching Applied Track Subjects among Senior High Schools in Ilocos Region, Philippines

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Abstract

This study investigates the degree of preparedness of teachers and how EdTech being integrated in teaching Applied Track Subjects among Senior High Schools in Region 1 (Ilocos Region). The study was anchored on the TPACK theoretical framework by Mishra & Kohler (2006). This study used questionnaire-survey data from one-hundred ninety-eight (198) teachers from twenty-three (23) SHS from the four (4) provinces of Region 1, using the stratified cluster random sampling method. The study aims to explore the relationship between teachers' academic profiles and degree of integration and preparedness in integrating EdTech. The findings of the study indicate that SHS Teachers were graduated from different baccalaureate degree programs. Mostly are BSEd graduate which gave them an edge to meet the eligibility requirement (RA 1080). They have undergone application, selection and appointment process of the said teachers based on professional and qualification standards (QS) and evaluation criteria which ensure that highly competent individuals with the appropriate qualifications are hired to teach in SHS (DO#3, s.2016). They belong to generally young professionals in public teaching service. Although the study necessitates, teachers moderately integrate and perceived to be highly prepared to integrate EdTech in teaching the subject area(s), they do not have trainings/seminars and professional membership related to EdTech. Among other findings, correlational analyses revealed that educational attainment, teaching position and years in teaching service are important predictors of the teachers' degree of preparedness. Though, there is no significant association between degree of integration and academic profiles. It indicates that the use of educational technology has nothing to do with the teachers using it. The problems cited, especially on physical related-matters, were considered a hindrance by teachers to effectively integrate educational technologies into classroom instruction. The findings of the study support policy intervention aimed to provide more opportunities for educational technology-based professional training and development. The outcomes of the study will help schools and teachers to enhance the use of available educational technologies in their teaching-learning practices and improving the quality of education, educational technology, preparedness, applied track subjects, senior high school, TPACK (technological, pedagogical, content knowledge)

Keywords: educational technology, preparedness, applied track subjects, senior high school, TPACK

Relationship of Students' Profile to Teachers' Strategies in Teaching English and Teaching Strategies to Final Grade

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Abstract

Using the descriptive-correlation research design, this study aims to determine the relationship of Grade 7 students' profile to the teachers' strategies in teaching English and teaching strategies to final grade conducted for the School Year 2017-2018. Grade 7 students of Wenceslao Trinidad Memorial National High School, San Pedro and Santiago National High School were the respondents of the study. Questionnaires were used in the collection of data needed to accomplish this study. This study sought to answer the questions: "What are the profiles of the students in terms of Sex?"; "What strategies may be used in the teaching of English 7?"; "What are the students' final grade in English?"; "Is there any significant relationship between the students' profile and strategies used by the teachers?"; and, "Is there any significant relationship between teachers' strategies and final grades of Grade 7 respondents in English?".Based on the students' perceptions, Vocabulary Building and Development, Explicit or Direct Instruction, Guided Instruction, Use of Modelling, Visuals, and Graphic Organizers, Group Discussion, Reflection, QRS (Questioning, Reading and Summarizing) and Use of Multimedia were found to be effective in teaching English 7. Sex showed significant relationship with the strategy identified as Use of Multimedia. However, in other strategies mentioned in this research, gender showed no significant relationship. Meanwhile, significant relationship existed between academic performance of students in terms of Final Grade and all the strategies employed by the teacher in teaching English 7 in this study.

Keywords: students' profile, academic performance, strategies in teaching

Development and Validation of Information and Communication Technology-Based Localized Instructional Materials in Teaching Araling Panlipunan for Grade 4

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Department of Education

Abstract

The main objective of this undertaking is to develop and validate ICT-based instructional material in teaching Araling Panlipunan (A.P.) 4. This study used the descriptive-survey research design. The respondents of this undertaking are public elementary A.P. teachers and ICT coordinators from the Lopez West and East District. This study utilized the descriptive research method. Moreover, it employed the summation of mean and each result were interpreted through the value of 5-point Likert's Scale. Based on the conducted needs assessment of the ICT-Based Instructional Material in A.P. 4 it was resulted to 4.68 general weighted mean. The components of the developed ICT-Based Instructional Material in AP 4 using MOBIRISE webpage maker is about the local government based on the A.P. 4 curriculum guide. The said lesson can be found in the third quarter conferring to the learner's materials and teacher's guide. Content Quality of the ICT based instructional material in AP 4. The general weighted means were 4.72 and 4.73. The overall weighted mean of the content quality based on the perceptions of the respondents is 4.725 which were interpreted as highly acceptable. The general weighted means on the technical usability were 4.63 and 4.69. It can be distinguished from the results that both groups of respondents highly accepted the technical usability. This study recommends teachers to produce various ICT-based instructional materials in order to maximize the utilization of the ICT equipment provided by the Department of Education under DepEd Computerization Program.

Keywords: development and validation, ICT-based instructional material, instructional material

**Professional and Technical Competencies of Technology and Livelihood Education (TLE)
Junior High School Teachers in the Division of City Schools of Malolos**

Josephine C. Ramos
Department of Education

Abstract

The study aims to determine professional and technical competencies of Junior high school Technology and Livelihood Education (TLE) teachers in the City Schools Division of Malolos for the School Year 2017-2018. The respondents of the study were the one hundred eighteen (118) TLE teachers from 14 schools in the Schools Division of Malolos. The statistical tools used were frequency count, weighted mean, and percentage. The findings of the study shows that majority of the respondents graduated (BS/BA/AB Degree) and the remaining with (MS/MA Degree). The study also shows that majority of the respondents attended school level seminar. Furthermore, most respondents perceived to have a high level of domains in cooking. Additionally, most male teachers attended in service seminar and most of the female attended TESDA seminars. Also electrical installation teachers are less to achieve technical competency. The TLE teachers are both professionally and technically competent in teaching TLE subjects. However, the TLE teachers are still in need of professional training on drafting, woodworking, electronic and electrical installations. A program for professional activities served as the offshoot of the study.

Keywords: technology and livelihood education, competencies, technical and vocational education

The Level of Competency of the Physical Education Teachers in Public Secondary Schools in Parañaque City: Basis for a Proposed Intervention Program

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Abstract

The quality of Physical Education teachers' professional personality competence can be determined by evaluation of the different factors which may include the teachers themselves, the students, the program used in school, the kind of leadership the teachers manifest and their teaching strategies and assessment practices. Competency is a fundamental professional qualification for the field, and that it should be expected and evaluated as such. The principal aim of this study was to know the level of competencies between the PE and the non-PE major teachers. Specifically, the researcher tried to identify whether both teachers meet the quality standards in teaching the Physical Education subject in the Public Secondary Schools in Districts 7, 8, 9 and 10 in Parañaque City. It seeks to find out from the 125 teachers who are handling Grade 7 to Grade 10 students what levels of their competencies had the greatest impact on their performance and their students' achievement in school. The main instrument used in this study was the survey questionnaire. The process of developing this instrument attempted to show a true and accurate bases for query with the use of reliability test. Statistical tools were employed such as the Frequency, Percentage and Weighted Mean to determine the levels of competency of the teacher' respondents. The result of the study reveals that when they are grouped according to their profile and level of competency in teaching Physical Education, teachers who specializes in the subject have a higher level of competency in all areas as compared to the non-major teachers. A proposed intervention program was suggested to help achieve the competency of the PE majors and the non-PE major teachers of Physical Education.

Keywords: physical education, achievement, competence, performance, standards and soft-skills

Metacognitive Awareness of Reading Strategies and its Effect on the Reading Comprehension Level of Selected Grade 10

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Abstract

The main purpose of the study is to determine the extent of metacognitive awareness of reading strategies and significant difference between the extent of metacognitive awareness of reading strategies when grouped according to profile and the significant effect of the extent of metacognitive awareness of reading strategies to the reading comprehension level of the students. The researcher utilized the descriptive-correlational method using the reading comprehension level result from the Division Individual Reading Instructions and Comprehension Test Report (DIRICT) and standardized survey questionnaire. These were distributed to 258 selected grade 10 students of Public Secondary Schools in Malvar District, Malvar, Batangas during the school year 2017-2018. Majority of the respondents, according to profile in terms age are 16 years old while in terms of sex, more than half of the respondents are female. In terms of family's monthly income, majority earns PhP 4,000-6,000 while parent's educational attainment has 60.5% who are high school graduates. When it comes to profile in terms of reading comprehension level, half of the total number of respondents is independent readers. Among all the metacognitive reading strategies, problem solving was reported to be of "high" awareness followed by support reading strategies and global reading strategies with "medium" verbal interpretation. In addition, there were significant differences between the extent of awareness when it comes to sex and reading comprehension level, while there is a significant effect of the extent of metacognitive reading strategies on the reading comprehension level of the respondents.

Keywords: cognition, metacognitive experiences, metacognitive knowledge, metacognitive reading strategies

The Teaching of Junior and Senior High School Mathematics in the Division of Quezon: Basis for Policy Review in the Selection and Hiring of Mathematics Teachers

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Department of Education

Abstract

The study determines the significant relationship among Content Knowledge (CK) of K to 12 Mathematics to Pedagogical, Technological Knowledge. It utilized descriptive survey method to provide a general picture of the teaching of the K to 12 Mathematics in secondary schools in the Third Congressional District. Findings revealed that the respondents are belonging to the age group of 18 to 35. There are 44 males and 40 females, married (48 or 57.14%), The respondents were serving for 1 to 38 years in school. Most of them are pursuing graduate studies (34 or 40.48%) while 16 (19.05%) have master's degree. Almost all of them (79 or 94.05%) have major in Mathematics. On Content Knowledge by Grade level, Mathematics teachers handling Grades, 7, 9 and 10 indicated that they have a very good grasp or knowledge of the content subject. PK, TK, PCK, TCK, TPK and TPACK of the Mathematics teachers, it is usually true that they have PK in teaching the subject together in blending used various technologies. Content Knowledge in Mathematics of Grade 7 to Grade 10 significantly related to each other. On the other hand, CK of Grade 11 is not significantly related in any of the previous grade level. Content Knowledge in Mathematics of Grade 7 to Grade 10 significantly related with Technological Pedagogical Content Knowledge. While Grade 11 Content Knowledge in Mathematics is not significantly related to any content part of TPACK. This study concludes that the teacher-respondents typically in-line to their area of specialization, some of teachers in small school they force to teach other leaning areas. Mathematics teachers handling Grades, 7, 9 and 10 have a very good grasp in Content Knowledge. The teacher-respondents with regards to PK, TK, PCK, TCK, TPK and TPACK have smooth relationships. Mathematics teachers have a good to very good grasp pertains toward the subject. However, there is a decreasing progression across grade levels. Grade 11 Content Knowledge in Mathematics is not significantly related to any content part of TPACK. Based on the conclusion, this study recommends to prepare a guideline in handling/giving teaching loads, enhancing the content knowledge of the Mathematics teachers, provide examination to certify for Mathematics teachers, review the content areas of Mathematics curriculum, hiring of teachers in the senior high school should have specific expertise on the strand offered by institution.

Keywords: K to 12 mathematics, curriculum, teaching, TPACK, hiring

The Impact of Selected Strategies in Improving the Reading Comprehension of Grade Four Pupils in the Division of Quezon: Basis for further Intervention

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Abstract

The main concern of this study is to determine the impact of instructional strategy to improve the reading proficiency of grade four pupils in English in Bukal Sur Elementary School in the municipality of Candelaria. To test the effectiveness of instructional strategies on the reading proficiency of pupils, the pretest-posttest design of experimental design was used complemented by library and online researches. All forty-six grade four pupils in the class, composed of instructional and frustration reader, were involved in the study. The data were collected through sets of researcher-constructed questionnaires on the extent use of the instructional strategies. The statistical tools used to analyze the problem were frequency and percentage distribution, mean, Pearson Product Moment Correlation, t-test and Two-way Analysis of Variance. Hypotheses were tested at $p < .01$ and $p < .05$. : Most grade four pupils are males and most of the pupil respondents belong to middle class. It was found out that the teacher used the instructional strategies in teaching reading in English at a great extent. In pretest in word recognition and oral reading comprehension, both females and males respondents are in the frustration level and committed mispronunciation miscues. Based on the findings of the study, it was concluded that the hypothesis stating that the differences in reading proficiency test scores are not significantly related to instructional strategies is accepted.

Keywords: instructional strategies, reading proficiency, word recognition

21st Century Leadership Skills of Principals in the Division of Quezon: Basis for an Action Plan

Francis G. Garcia
Department of Education

Abstract

This study assesses the 21st Century Leadership Skills of Principals in the Division of Quezon. It employed the descriptive-correlational type of research in gathering relevant information as they exist. Survey questionnaire was used as the main data gathering tool to assess the leadership skills of the 338 teacher-respondents and 91 principal-respondents. Findings reveal that majority of the respondents were in the age bracket of 41 to 50 years old, female, married and with the highest educational attainment of having bachelor's degree with master's unit among teachers, and master's degree holders for principal respondents, majority of them was with master's degree. The study further reveals that the utmost record of the school-based performance was developing and the 21st century principals have high level of leadership skills in terms of administrative skills, interpersonal skills and conceptual skills. On the administrative skills, the highest indicator was "managing people" followed by "managing resources" while the lowest indicator was "showing technical competence. Under interpersonal skills, the indicator "being socially perceptive" got the highest rate, followed by the indicator "handling conflict" while the lowest indicator was "emotional intelligence". There was a significant difference on the responses of school heads and teachers in terms of the 21st century leadership skills of principals.

Keywords: century, curriculum, leadership, skills, principal

Qualitative Assessment of Open High School System

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Abstract

The purpose of this study is to qualitatively assess the Open High School System at Tala High School in the Division of Caloocan City. Specifically, it aims to attain the following: first, to present the profile of the informants; second, to conduct a qualitative assessment among the informants on the Open High School System in terms of curriculum, instructional materials, teachers, delivery mode, student support system and assessment mechanism; third, to know the advantages in offering Open High School System; fourth, to find out the problems encountered by the informants in the modular approach of Open High School System; and fifth, to generate the recommendations of the informants to improve the implementations of Open High School System. The qualitative data obtained from interviews and focus group discussions resulted in five major themes which emerged out of the experiences shared by the Open High School administrators, teachers, students and alumni informants: 1.) The informants' varying profile; 2.) The perspectives of the informants in Open High School System in terms of curriculum, instructional materials, teachers, delivery mode, student support system and assessment mechanism; 3.) There were advantages in Offering Open High School System; 4.) There were a number of perspectives of the informants when it comes to the utilization modular approach in Open High School System; 5.) There exist a number of generated recommendations from the informants for the improvements of the implementations of Open High School System. With the foregoing results of the study, it is recommended that 1.) The Department of Education should develop a curriculum especially designed for Open High School System which aligned with the new K to 12 curriculum. 2.) The Government should provide free education for all Open High School System students. 3.) The Government should allocate funds for the formulation of new standardized electronic or online modules which are downloadable and the content is based on K to 12 learning competencies. 4.) The Department of Education should provide specialized trainings for Open High School teachers through CPD (Continuing Professional Development) to further enhance their knowledge and capabilities in handling alternative delivery mode of learning.

Keywords: open high school system secondary education distance learning alternative mode

Career Guidance Services and the Career Track Preferences of Public Senior High School Learners: An Assessment

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Abstract

Career guidance plays a significant role in helping students to develop the knowledge and skills needed for making wise choice, managing transition in learning, and moving into the workplace. This study aims to assess the career guidance services and the career track preferences of senior public high school learners in the district of Tanza Cavite. The proponent used descriptive research design. She employed a validated survey questionnaire and administered it personally to the respondents. The survey contained items about the respondents' National Career Assessment Examination result grade point average and the career track preferences. The quantitative data were evaluated and interpreted using appropriate statistical tools. The result shows that out of 327 respondents, 203 of them have highest score in the academic track areas in the National Career Assessment Examination. Majority of the learners have accumulated final grades ranging from 81-85. The career tracks identified were academic track and technical vocational livelihood track where most of the respondents have enrolled. All guidance services as assessed by the respondents received highly effective interpretation in which the information service got the highest mean while individual inventory service got the lowest mean, but still highly effective. The result also shows that among the five services, the information, counselling and follow-up service have significant relationship to the learners' NCAE result. The researcher concludes that all career guidance services have no significant relationship to the general point average of the learners. Likewise, the career guidance services have no significant relationship in terms of the career tracks of the respondents.

Keywords: guidance services, career track preferences, academic track, assessment

Scaffolding as a Teaching Strategy of Elementary and Secondary Teachers

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Abstract

The study aims to find out whether Scaffolding Strategies as perceived by the respondents may improve the mathematical proficiency of learners of the elementary and secondary schools in districts West and East, Cluster 4, Division of Calamba City. From the total of 179 respondents, the researcher considered only a total of 123 respondents from the various schools. This study determined the respondents' profile in terms of age, sex, years of teaching mathematics, and highest educational attainment, and their perceptions on the use of scaffolding strategies, as well as the use of scaffolding tools and techniques. The following conclusions were drawn: (a) teachers responding to the questionnaire rated most of the scaffolding strategies moderately high on the scale, (b) most of the scaffolding tools and techniques were perceived as effective by the respondents, and (c) one way analysis of variance indicated that there was significant and not significant differences in the respondents' perceptions on scaffolding strategies and scaffolding tools and techniques.

Keywords: scaffolding strategy, scaffolding tools and techniques, elementary and secondary teachers

Factors Affecting the Academic Performance of Grade 8 Students in Technology and Livelihood Education in District I, Caloocan City

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Abstract

The study is to determine the grade 8 students' academic performance in District I, Caloocan City. The researcher wants to know the extent of the influences of different factors affecting students' and what they implied on the academic performance in Technology and Livelihood Education. There were reasons behind each good performance. Likewise, it was not only the student factors, but there were also teacher factors, school factors, and home factors as well. To achieve this goal, the researcher employed the descriptive survey method of research employing the questionnaire as the instrument in data gathering. There were 285 grade 8 student respondents, chosen by cluster method, using sections as clusters. Two sections were randomly selected from the Bagong Silang High School, Benigno Aquino Jr. High School, and Kalayaan National High School. The data was tabulated with statistical tool data, frequency, percentage, weighted mean, and Pearson r- correlation. Linkert scale was used to investigate the students' perception about the relationship of these factors to academic performance in Technology and Livelihood Education, while the academic performance was gauged in the second grading grades results. Findings indicated that there was a significant relationship on the teacher factors and school factors affecting the academic performance of student respondents. Comparatively different from the findings for both student factors and home factors which were not significant. There was not enough evidence in relation to the students' academic performance. The conclusions were based on the results of highest and lowest weighted mean. Also, recommendations were made according to the findings.

Keywords: technology and livelihood education, factors of student, teacher

Educational Equity through Engagement Theory of Program Quality in the Bachelor of Physical Education Major in Sports and Wellness Management of San Beda University

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Abstract

With the implementation of the new Bachelor in Physical Education, major in Sports and Wellness program for 7 years and the UNESCO's emphasis on Quality Physical Education, there is a need for an evaluation of its quality that will aid the administrators and the faculty in further enhancing it. Anchored on Haworth and Conrad's theory (1997), this study employed mixed methods using survey, interview with the program chair, faculty and student portfolio assessment, and document review to examine the (a) importance, (b) concreteness, and (c) effectiveness of the 17 attributes of Engagement Theory of Program Quality (ETPQ) on the growth and development of BPE-SWM students of San Beda University. The results reveal that the 17 attributes are deemed important indicators of program quality, concrete in the stakeholders' experience, and effective contributors to students' growth and development. However, Diverse and Engaged Faculty, Diverse and Engaged Students, Risk-Mentoring, and Support for Basic Infrastructure, with emphasis on sports facilities, need to be further reinforced. Increased student involvement, re-tooling of faculty, especially on mentoring, proper orientation on professional residency and tangible products like thesis, and sufficient funding for sports facilities would help ensure the optimal quality of the BPE-SWM program in the institution.

Keywords: engagement theory of program quality, physical education, program evaluation, higher education

Multi-Sensory Teaching Materials and Pupils' Academic Performance

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Abstract

The study was undertaken to determine the effects of multi-sensory teaching materials in the academic performance of pupils in Mathematics VI classes. The developmental method was employed in the preparation and packaging of the multi-sensory teaching materials; the experimental method was used in the try-out of materials to grade VI pupils. The result of the study revealed that: (1) 21 visual learners composed the experimental class, while 27 visual learners composed the control class. The remaining were auditory learners; (2) the packaging of the multi-sensory materials employed certain procedures; (3) the evaluation resulted to means of 4.75 for standard used and objectives, 4.63 for supporting materials and resources, 4.50 for assessment provided, 4.26 for different activities, and 4.25 for mechanics; (4) in the 40 item post-test, the control class got the mean of 23.20, 5.21 standard deviation, PL of 58.00; experimental class obtain 32.70 mean, 3.33 standard deviation, and 81.75 PL; (5) the post-test results were significantly different, the means of 23.50 and 32.70, t-value of 8.414 and probability value of 0.000; (6) statistical validity of multi-sensory teaching materials was high; (7) time constraint, absenteeism and physical environment were the problems encountered. Conclusions: (1) Grade VI pupils were mostly visual learners; (2) the multi-sensory teaching materials can be developed by following procedures; (3) the multi-sensory teaching materials were curricularly valid; (4) the experimental class performed better than their counterparts in the control class; (5) the experimental class performed significantly higher than the control class; (6) multi-sensory teaching materials were valid along curricular and statistical validity measures; (7) time constraint, absenteeism and physical environment affected the use of multi-sensory teaching materials.

Keywords: multi-sensory, teaching materials, academic performance

Concepts and Practices of Tolerance among High School Students

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Abstract

In this diverse world, the values of tolerance play a major role in attaining a culture of peace. As such, this study was conducted to assess the extent of knowledge on the concepts and practices of tolerance among high school students. Respondents' tolerance were categorized into five areas namely Tolerance on Gender Issues; Religious Tolerance; Tolerance on Ethnicity; Tolerance on Difference in Status; and Tolerance at Home and outside. Using the 29 item Questionnaire, this study looked into the respondents' profile; their knowledge on the concepts and practices on building tolerance; the relationship between the students' knowledge and their practices of tolerance; and lastly, the difference between the knowledge and practices on tolerance of the students when grouped by gender, economic status and religion. This study used a descriptive research design on the description and interpretation of the data. The statistical tools used to present the findings of the study were frequency, percentage, weighted mean, Pearson r, t-test and analysis of variance. Based on the results, most of the respondents were generally knowledgeable of the different concepts of tolerance based on the five categories. However, respondents coming from families with low income were less knowledgeable of these concepts. Likewise, students practice a high level of tolerance on gender issues, ethnicity, non-conformity with standard, religion, and diversity of preferences within and outside the school. Lastly, in practicing tolerance, all the respondents have positive responses whether they were grouped by gender, economic status, and religion, having signified that they practiced all the items as often as possible.

Keywords: tolerance, diversity, peace education, gender issues, culture of peace

Proposed Enhanced Implementing Guidelines of Intervention Programs of DepEd

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Abstract

This study sought to evaluate the level of implementation of the Intervention Programs of Department of Education, SY 2017-2018. The proposed enhanced implementing guidelines were framed based from the results of the study. This study utilized the descriptive-correlational method of research. It focused on the evaluation of the perceived level of implementation of intervention programs in Department of Education, Division of Camarines Sur, SY 2017-2018. One hundred fifty-five respondents were involved in the study. These are the parents, teachers and school heads in the Division of Camarines Sur. This study concluded that parental engagement was weak in the implementation of intervention programs, teachers do not fully support home visits and HRPTA meetings, school head was weak in the implementation of reading program and interests' clubs activities, students have poor level of comprehension and LGUs do not fully support the school in the implementation of intervention programs. Generally, recommendations can be summed up into proper implementation, monitoring, evaluation and revision or enhancement of the implementing guidelines to assure success in the implementation of intervention activities mandated by DepEd.

Keywords: intervention programs, implementing guidelines

Validation of Teacher-Made Competency Based Learning Material for Technical-Vocational-Livelihood (TVL) Cookery

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Abstract

The main objective of this study was to evaluate the validity, usability and the impact of the Teacher-Made Competency-Based Learning Materials (CBLM) for Technical-Vocational-Livelihood (TVL) Cookery developed by the researcher for the use of the teachers of the Third Congressional District of Quezon Province in the implementation of the K to 12 TVL Curriculum. The descriptive survey method was used as a means of gathering information from the considerable number of teachers, since it could provide an opportunity to find out teachers' experiences towards many aspects of the curriculum implementation from a representative proportion of the secondary school teachers' population. Purposive sampling technique was used for this study. The two-phase statistical treatment was used. The first one being experimental to test the validity and usability of CBLM. The second one was the one-group paired t-test to determine if the utilization of the CBLM had a significant impact on students' performance. This was utilized and personally monitored by the researcher to validate the impact of the teacher-made material. The thirty-two (32) senior high students of Leonarda De Vera Cruz National High School in the Third Congressional District of Quezon Province were employed as student-respondents to determine the significant difference between the pre-test and post-test and sixteen. Meanwhile, 16 TVL teachers in the senior high schools of the above-mentioned district were employed as teacher-respondents. After the results from the actual respondents were tabulated, the findings revealed that the validation of the CBLM were of very high level of validity in the school settings. The consolidated weighted means of the validation for the CBLM technicalities revealed that material was of very high level of validity in the school setting. Based on the findings of the study, following conclusions were drawn: the validation for the CBLM technicalities was of very high level of validity in the school setting. The developed CBLM suited all target users, and could give students better comprehensible inputs on cookery. Based on the findings and the conclusions of the study, implement the use of the CBLM since it was found to be effective in class as compared to the traditional method of teaching; and simplify the performance tasks based on procedures for practical examination or activities.

Keywords: CBLM, indigenize, localized, TVL, cookery, sandwich-making

Internationalization Perspective of Pangasinan State University – Open University Systems (PSU-OUS)

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Abstract

This study was administered to determine the perspective of Pangasinan State University – Open University Systems (PSU-OUS) towards internationalization as perceived by the academic unit's professors as the initial step for its implementation and realization. The method of research that was used in the study is descriptive. Total population sampling technique was used in determining the respondents. Mean average and 4-point Likert scale were used in analyzing and interpreting the data gathered. The level of readiness of PSU-OUS in internationalization as perceived by faculty members is moderately ready. The faculty members' level of understanding towards internationalization is also moderate in extent. Further, faculty members perceived a high extent of opportunity in relation to internationalization. Finally, faculty members discern the internationalization challenges as less serious in PSU-OUS. PSU-OUS should give emphasis on indicators in the understanding of internationalization such as international students' recruitment, facilities and support system and diversity of income generation. The institution should intensify its awareness on internationalization through seminars and forums. Further, the institution should review its policies regarding the perceived very serious challenges of internationalization such as high cost of investing in building and infrastructure, lack of efficient quality assurance mechanism, and lack of stakeholders' and staff orientation.

Keywords: internationalization perspective, open university, internationalization readiness

Redefining Teaching Styles of Teachers as Classroom Managers: A Hybrid of Management and Pedagogy Framework

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Department of Education

Abstract

The role of a teacher as a manager had long been associated with the teacher's classroom management methods and techniques thus a teacher is referred to as a "manager" inside the classroom. The study coined appropriate labels for teachers as classroom managers in a contextualized manner through the fusion of Blake and Mouton's managerial grid and Farhad Analoui's teaching styles. The hybrid of managerial grid and teaching style framework utilized common nouns in place of descriptive nouns as used by Blake and Mouton and Analoui to have a better understanding about the teachers' management and teaching styles based on their level of concern for the students and the subject: terror, comfort-giver, commoner, goal-seeker, and idol teacher. The descriptive method of research was used in determining the management and teaching styles of thirty (30) teachers of Mathematics and Mathematics-allied subjects through a researcher-made teaching style questionnaire and how said styles relate to the respondents' profile and their differences as to concern for students and the subject. The study reveals that there is great association between the teachers' management and teaching style as to their age and field of specialization. Differences in the teachers' level of concern for the students and the subject were also established across different management and teaching styles.

Keywords: management style, teaching style, managerial grid, classroom manager

Integration of Moral Story Reading Sessions as an Intervention to Bullying and Reading Comprehension

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Abstract

This is a descriptive-comparative study, which looked into the effects of reading stories with moral lessons to the extent of manifestations of bullying and the reading comprehension of Junior students of SY 2017-2018 based on the account of 105 Junior High School teachers in Moncada District Schools. To gather data, questionnaires were distributed to the teachers. Data were tabulated, analyzed and interpreted through descriptive and inferential statistics. Findings reveal that during before the implementation of the intervention (3rd Quarter), verbal bullying gained the highest mean at 3.88 and cyberbullying got the lowest mean at 3.17. On the reading and comprehension of the students, Teachers perceived that their students sometimes had reading materials and exposure at home; were sometimes interested in reading; had reading and comprehension difficulties; and sometimes had reading activities at home and in school. After implementation of the intervention in the 4th Quarter, it was observed that the incidences of bullying were reduced but the reading comprehension did not dramatically improve. The research concludes that the extent of manifestations of physical, verbal, social and cyber bullying among high school students can be lessened in schools through integration of reading stories with moral lessons. However, there was no evidence that it improved the reading and comprehension of the students. The research recommended that teachers must integrate reading stories with moral lessons in order to modify bullying behaviors of students. After reading stories, teachers must provide time for students to reflect and share their reflections in class. Through this, students will be able to relate their experiences with the stories and with the encounters of their classmates. Another study may be conducted to look into other factors that will improve the reading and comprehension of the students.

Keywords: bullying, reading and comprehension, moral story reading, integration, intervention

Relationship of the Use of Mother-Tongue Based Multilingual Education to the English Learning Competencies of Grade Four Pupils

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Abstract

This study was conducted to find the relationship of the Mother Tongue Based Multilingual Education (MTB-MLE) to the acquisition of the English learning competencies of the Grade 4 pupils of Alaminos City Division for the school year 2017-2018. Specifically, this study was conducted to answer the following problems on the personal profile of the teachers and pupils, the level of acquisition of the English learning competencies of the Grade 4 pupils as perceived by the teachers across the following domains: listening comprehension, oral language, vocabulary development, reading comprehension, oral reading fluency, study strategy, grammar, writing composition and attitude and the relationship between the level of acquisition of English learning competencies of Grade 4 pupils and profile variables.

Keywords: mother tongue, MTB-MLE, english learning competencies

Development and Validation of Teacher - Made Workbook in Information Computer Technology Subject for Grade Seven

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Abstract

The study was conducted to develop and validate the teacher-made workbook in Computer 7. It determined what kind of workbook could be develop for the fourth quarter period in Computer 7 intended to teach students to use OpenOffice Writer as their word-processing program instead of MS Word. It also measured the curricular validity thru Evaluation of Individual Lessons and Its Activities (EILIA) and statistical validity by determining the Knowledge, Skills and Attitude (KSA) of the students after using the teacher-made workbook. The respondents of the study were seven jurors who were ICT 7 teachers of Camarines Sur National High School – Liboton Annex and the students of the sections Procyon and Rigel. The Jurors were asked to answer the Evaluation of Individual Lessons and Its Activities (EILIA), while the students' periodical exams were used to determine KSA. It has been concluded that the EILIA results showed that the workbook in general is a very good reference material for teaching students of OpenOffice Writer, and also true specifically to the content, technical and pedagogical aspects respectively. Also, the results of the periodical exams of the students who used the workbook showed that their performance were not significantly different to those who were taught with MS Word in terms of knowledge and skills. It was then concluded that OpenOffice Writer with the aid of the workbook can serve as an alternative to MS Word as their word-processing software in Computer 7. The students' attitude towards the workbook however resulted that they neutral toward the workbook in terms of the ease of use, usefulness and the workbook's ability to stimulate their interests to learn OpenOffice Writer. Due to the very good rating by the jurors to the workbook, the jurors have realized and concluded that there is no need for the workbook to be revised until there is a need to do so. Until then, it was therefore concluded that the workbook will serve as a good reference for teaching OpenOffice Writer as a substitute for Microsoft Word.

Keywords: freeware, openoffice, wordprocessing, validation, workbook

Enhancing the Scientific Literacy of Grade 7 Biology Students

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Abstract

Scientific literacy has been the goal of science education at the national and global scope. The study investigated the scientific literacy of grade 7 junior high school students along the five domains of framework set by the Department of Education. Specifically, it sought to answer the following sub-problems: (1) What lessons may be developed to enhance scientific literacy of students?; (2) What is the level of scientific literacy of the students in biology along: (a) Informed Decision Making; (b) Stewardship of Nature; (c) Effective Communication; (d) Innovative / Inventive Thinking; (e) Creative/ Critical Problem Solving; (3) What are the significant experiences of the students that they consider to contribute to scientific literacy?; (4) What is the effect of the developed lessons in improving the following: (a) Understanding of Scientific Concepts (b) Scientific Literacy (c) Values Development. The study employed a descriptive-developmental research design with the belief that using descriptive-developmental research measures will yield useful information about the outcomes, the additional collection of quantitative data will develop a more in depth understanding of the quantitative data obtained (Cresswell, 2008). Students understanding of science and scientific domains anchored to the thrust of Department of Education framework. The instrument also measured the attitude/ values developed towards the attainment of scientific literacy specifically in the area of science-biology. The study is quantitative in nature since the question posed was answered by numerical data. Specifically, this study utilized experimental design or pre-posttest design. In a pre-posttest design a pre-test was given to Grade 7 students of Universidad de Sta. Isabel Pili Campus. Then, after the pretest, an intervention method was conducted for them to have a grip on the topic to execute also through activities, performances after the teacher discussed the topics. Descriptive method was used to reveal how effective is the effect of the developed lessons in improving the following: (a) Understanding of Scientific Concepts; (b) Scientific Literacy; and (c) Values Development. Also the students literacy are developed and improved showed by mean gain of 14.98, therefore the design is aligned to K to 12 Curriculum. An average of 8.95 and transmuted grade of 89.50 in the overall scientific literacy domain were generated by the respondents.

Keywords: scientific literacy, scientific concepts, inventive thinking; critical problem solving

Readiness in Outcomes-Based Education (OBE) and its Implementations at Polytechnic University of the Philippines: Inputs for Retooling Program

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Abstract

This study aims to identify the level of readiness of selected PUP faculty members in Outcome-Based Education (OBE) and its extent of implementation. The level of readiness and extent of implementation are measured through learning outcomes, assessment evidence, and teaching and learning activities. It also sought to find out if there is any significant difference in the level of readiness and extent of implementation as well as the significant relationship in the level of readiness and the extent of implementation. The respondents consisted of 37 faculty members from the College of Education, 132 faculty members from the college of Engineering, and 30 faculty members from the college of Science of the Polytechnic University of the Philippines, Sta. Mesa, Manila for the academic year 2015-2016. The researchers used the descriptive correlational method with the survey questionnaires as the main instruments for data generations which has three (3) indicators to measures the level of readiness in OBE and extent of OBE implementation: Pearson product-moment of correlations analysis was used to identify the relationship between level of the readiness in OBE and extent of OBE implementation. From the findings, the researcher concluded that the majority of the respondents who indicated their profile information are 30 years old and below, males, have been teaching for 5 years and below and are part time faculty members. The assessment of the faculty members on their level of readiness in OBE with regard to learning outcome, assessment evidence, and teaching and learning activities is very much ready for the College of Education, and a great extent for both the College of Engineering and the College of Science. The assessment of the faculty members on the extent of OBE implementation with regard to learning outcomes, assessment evidence, and teaching and learning activities is to a very great extent for the College of Education, and a great extent for both the College of Engineering and the College of Science. There is a significant difference in the level of readiness as well as the extent of OBE implementation with regard to learning outcomes, assessment evidence, and teaching and learning activities. Finally, there is a significant relationship in the level of readiness in OBE and extent of OBE implementation in the areas of Learning Outcomes, Assessment Evidence, and Teaching and Learning Activities.

Keywords: OBE, outcomes-based educations

EDUCATIONAL TECHNOLOGY

Web-Based Student Profiling and Academic Performance Monitoring System: A Tool to an Effective Academic Advising

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Abstract

Student profiling is a career-long procedure where every students develop and maintain a documentary record of their learning experiences. Moreover, it is a way of taking responsibility of the work and managing of activities that will help students to succeed academically and to lay the foundation of their future career. Profiling involves documentation of students' achievement and academic success, identify their strengths and weaknesses and to monitor and improve their academic performance. On the other hand, academic advising is the process where students are being guided by an assigned faculty for academic program planning and course selection. The study aims to develop a web-based system that will help students to build personal profile or portfolio that will record their academic performance along with their skills acquired and the experiences that they gained during their stay in the University. This system will also help Program Chairs and Associate Deans in the aspect of academic advising. Specifically the study has the following objectives: (1) to determine the level of the respondents on the developed system in terms of usability, functionality and reliability, and (2) to determine the level of satisfaction of the respondents on the developed system in terms of student profiling, academic performance monitoring and communication. After the analysis and interpretation of gathered data, the following finding are established. Based on the evaluation, the respondents agreed that the developed system is easy to use, reliable and performs the functionality needed by the students, Program Chairs and Associate Deans. Furthermore, respondents are satisfied with the features of the system in terms of student profiling, academic performance monitoring and communication. Using the developed system will help Program Chairs and students to improve and monitor academic performance, and to provide an easy and reliable way of academic advising. Moreover, the system will also improve the communication process between the students and Programs Chairs because of the integration of SMS notification.

Keywords: student profiling, academic performance, academic advising

Development and Validation of Information and Communication Technology – Based Instructional Materials for English Grade Five Pupils in the Division of Quezon

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Abstract

The study focuses on the development and validation of Information and Communication Technology (ICT) – based instructional materials for English grade five pupils in the fourth district of Quezon. This is to address the least mastered competency of the pupils based on the K to 12 English Learning Competencies of the Department of Education. A pilot study through action research and prototype developmental design is utilized. A competency based test is given to grade five pupils in Lopez East and Lopez West District. Mean Percentage Score is used to analyze the test results. Results show that the least mastered competency among the pupils is reading. Subsequently, a survey questionnaire on the desired instructional material is also given to the pupils where computer – assisted materials are very much desired through frequency distributions, percentage, and mean analysis. Same data analyses are done with the results gathered from the grade five English teachers of Lopez East and Lopez West District who assessed the necessity of an ICT– based instructional material as very much needed. Development was done based on the data gathered. Validation of the developed material was done by school managers and classroom teachers with expertise in the English subject. Results of the validation reveal that the developed material is highly acceptable in terms of content characteristics; format and design; and quality and usability.

Keywords: development, validation, ICT, instructional material, english 5, k to 12

Biomechanical Parameters of Selected Players of Public School in Taguig City: Basis for an Enhanced Soccer Training Program

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Abstract

The study determines the biomechanical parameters of soccer players of public secondary schools in Taguig City: basis for an enhanced soccer training program. It sought answer to the following questions: (1) profile of respondents (2) biomechanical measurement in terms of reaction time, flexibility, lower extremity (power and strength), agility, speed and acceleration and cardiovascular endurance (3) how do the biomechanical parameters of the respondents compare when grouped according to their profile. The descriptive method was employed in the study. Forty-five soccer players from three public secondary schools in Taguig City served as respondents. The following were the salient findings of the study: The athletes were found to have moderate reaction time; fair in flexibility and average in lower extremity power and strength; fast in agility and in speed and acceleration; lastly average of the respondents has poor level in cardiovascular endurance. Respondents aged 12 to 13 years old have the highest lower extremity and cardiovascular endurance, those aged 14 to 15 years old have the highest reaction time, flexibility, and agility, while those aged 16 to 17 years old have the highest speed and acceleration. Those heights ranging from 152- 163cm have higher in lower extremity, agility, speed and acceleration, cardiovascular endurance, and flexibility, while those height ranging 164-187cm are higher in reaction time and flexibility. In bracket of 35-44 kgs have the highest in reaction time, lower extremity and agility, those in the bracket of 45-54 kgs have highest in flexibility, while in 55-64 kgs have highest in speed and acceleration and in cardiovascular endurance. In bmi, respondents who are underweight have higher flexibility, lower extremity, and agility, while those in normal weight have higher in reaction time, speed and acceleration and cardiovascular endurance.

Keywords: biomechanical parameters, reaction time, lower extremity power and strength, agility

The Use of Digitized and Traditional Instructional Materials in Teaching Mathematics among Selected Public Elementary School: Basis for an Enhancement Program

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Abstract

This study was conducted to determine the use of digitized and traditional instructional materials in teaching Mathematics among the selected public elementary schools in the Third Congressional District of Quezon. It employed a descriptive type of research with researcher-made questionnaire as the main tool in gathering data. Data gathered from the one hundred-four (104) teachers were analyzed and interpreted with the use of percentage and weighted mean. Typically, the demographic profile of the respondents comprised mainly of 45-55 years old, married, Bachelor's Degree holders, Teacher I, mostly teaching in the school for 16-20 years, and attended seminars related to digital literacy. Findings of the study revealed that on digitized instructional materials majority of the respondents employed Print Materials while in terms of traditional instructional materials, majority of the respondents employed non-projected display materials. The study also reveals that there is a high impact of using traditional and digitized instructional materials in teaching Mathematics as evidenced by the active participation among pupils in the classroom which increased knowledge retention. There was no significant impact of using DIM's and TIM's in the performance of pupils in relation to their grades in Mathematics. On the use of digitized instructional materials, the main problem of teachers was lack of time to prepare digitized materials, while on the use of traditional instructional materials the main problem was the limited supply of learning materials such as textbooks and workbooks. On the basis of the findings and conclusions, the study recommends to intensify the utilization of digitized instructional materials for Mathematics.

Keywords: digitized instructional materials, mathematics performance; multi media materials, traditional method, k to 12 curriculum

Perspective and Preference of Science Teachers on ICT Integration in Education

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Abstract

This descriptive research aims to determine the perspective and preference of the science teacher on ICT integration in education. It seeks answers to the following: (1) What are the ICT based Instructional material used by science teachers? (2) How often do science teachers perform ICT-based activities? (3) What are the perspectives of science teacher on the use of ICT in education? The respondents were 10 science teachers who are teaching science subject in public and private school. The data were evaluated using mean, weighted mean and percentage to determine their perspective and preferences. Result showed that the ICT – based instructional materials used by science teachers that were arranged from most used to least used were as follows; simulations presented using laptop and projector, Audio – Visual presentation, downloaded presentations, online materials from educational sources, electronic offline materials, computer with internet and ICT materials of their own creation. The science teachers also performed ICT – based related activities such as browsing the internet to collect information to prepare lessons, to collect learning materials and use applications to prepare presentations very frequently. They occasionally create their own digital learning materials, prepare exercises and task, evaluate digital learning resources and use material from the school website or virtual learning environment. They rarely post homework on the school website and use ICT to provide feedback to students learning and they never communicate with students’ parents online. The respondents “agree” that ICT should be used for engaging students to learn and that ICT positively impacts teaching and learning process preparing students to live and work in the 21st century. Furthermore, they “agree” that for ICT to be fully exploited in teaching and learning, radical changes in school are needed.

Keywords: ICT integration, perspectives, preferences, science teachers

Computer Assisted Instruction on the Reading Comprehension of Intermediate Students at Makati Hope Christian School

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Abstract

Reading is the backbone of understanding the world and everything in it. Sadly, many studies reported that reading is still a challenge to schools and it needs to be given attention. Despite the paradigm shift in Philippine education adopting the K12 curriculum and the good facilities provided, Makati Hope Christian School continue to face problems on students failing in varied subjects as well as struggling readers. Hence, the school used computer-assisted instruction, Lit Pro, a researched based software program to fill in the gap in reading. This study determines the computer-assisted instructions on the reading comprehension as perceived by intermediate students. 196, total population of the intermediate students answered a modified questionnaire on level of agreement in five categories namely; matches learners characteristic, maximizes student teacher- interaction, leads positive approaches, matches new trend of reading, and provides convenience in reading. Majority of the respondents agreed that computer assisted instruction matched their learning style or characteristic. The overall weighted mean 3.63 supports the statement. With an overall weighted mean of 3.60, result showed that majority of respondents agreed that computer assisted instruction maximized student – teacher interaction. However, opportunities to have class interaction (pair work and group work) only got a weighted mean of 3.36, uncertain or unsure. The overall mean of 4.05 reflects that majority of respondents agreed that computer- assisted instruction leads to positive approaches. It leads students to become self-reliant, disciplined and independent. It also gives them a timely feedback of their error as well as updates of their progress. The overall mean of 4.05 reflects that majority of respondents agreed that computer- assisted instruction leads to positive approaches. It leads students to become self-reliant, disciplined and independent. It also gives them a timely feedback of their error as well as updates of their progress. The overall weighted mean of 3.77 revealed that respondents agree computer-assisted instruction gives convenience in reading. It has variety of books to read, easy access of information, and minimizes time and effort in understanding the text.

Keywords: computer-assisted instruction, reading comprehension, learners characteristic

FRONTIERS OF INFORMATICS

Intern-Net: Batstateu On-the-Job Training Online Portfolio System with Mobile Application

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Abstract

The process in the application of On-the-Job Training of students who are enrolled in the subject consumes a lot of time, money and energy. OJT Coordinators cannot always update the company relative to schedule of visits. By using the developed system, OJT Coordinators can easily update the interns and track their records by using the site, likewise the students can track their internship progress in the site supported by an android application, which is developed to provide faster services without opening a web browser. Likewise, industry partners were provided accounts for intern monitoring. The study aims to provide ease of applying for On-the-Job Training of student interns, better recording system during their internship and after their training. It will also help the OJT Coordinator to communicate with students who are enrolled in the program. A Company Representative has also their part in the system which is the approval of records and grading the enrolled students. By using the developed system, the Intern-Net can provide a better experience for the users of the system. The study employed incremental development described by Sommerville. It is a fundamental part of an agile approach to a system development which is better than the waterfall approach for most system. The development of the system was broken down into modules and tested to see if it meets the functions it needs to accomplish and by completing more modules, it was integrated into one system. The web application as evaluated by all the respondents by the level of acceptability in terms of ease of use, accuracy, reliability, security and effectiveness have a result of highly acceptable and a similar result for the mobile application which was evaluated by the student interns by the level of acceptability in terms of design, functionality, ease of use, security and accuracy. Alpha and user acceptance testing results proved that the system was acceptable and ready for use. The developed web application as evaluated by the respondents is accurate, reliable, secured and effective and with the mobile application, the results as evaluated by the student interns are pleasing to the eyes, has the proper functions for their daily updates, secured and accurate. As the results of the study and the rating shows a highly acceptable system, on-the-job training application to the completion process will be a better experience for all users.

Keywords: on-the-job training, intern, internship

An Assessment of the National Library of the Philippines Children's Section (NLPCS) Towards the Development of an Action Plan for Standardized National Guidelines

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Abstract

This study aims to assess the current status of the National Library of the Philippines Children's Section (NLPCS) and to develop an action plan for standardized national guidelines of the NLPCS. This study described NLPCS in five components in terms of administration and personnel, collection development, facilities and equipment, funding and program and services. This study determines the programs and services offered abroad to be adopt here in the Philippines. It also to determine the problems and solutions of being encountered in each five components. In this study also shows the some views of children's section in some public libraries in Metro Manila that NLP's affiliated. Lastly, propose an manual of a standardized national guidelines for NLPCS. The research utilized the descriptive method of research involving the NLPCS librarians and children the main respondents through observation and interview. The study used a researcher-made survey questionnaire as its main instrument in gathering the needed data. The statistical tools employed in the study were frequency and percentage distribution to analyze the multiple responses gathered and to determine the relationship among them. After careful analysis of the data gathered, the researcher arrived at the findings, the status of the Administration, Collection, Facilities and Equipment, Budget, Services and Program in the NLPCS. The researcher was focus on the system of NLPCS. The National Guidelines is recommended for presentation to the administrator for evaluation and approval of its contents. Upon approval, the CS will be oriented on the content of the guidelines. It will be followed by orientation for the clients of the CS and especially the public libraries for them to be fully aware of the National Guidelines For Children's And Young Adults Library.

Keywords: standardization, manual, policies and procedures, national guidelines, libraries

Android Expert Application: PhilNITS IT Passport Reviewer

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Abstract

Certification programs play a vital role to ensure the competency of professionals in a given field. Education is very important in determining if someone is more likely to be hired or promoted by their employers and that is why it's important to earn certifications in one's field of specialization. Skills and knowledge are measured through certification examination provided by different institutions who have the expertise to assess a professional. The Philippine National I.T. Standards (PhilNITS) Foundation, Inc. formerly known as the Japanese I.T. Standards Examination of the Philippines (JITSE-Phil) Foundation, Inc., is one of the many organizations that implements an I. T. Certification Program. The researchers developed an android application called PhilNITS Reviewer and this was created using JAVA and ECLIPSE. The reviewer may help its users to prepare themselves in taking the examination without spending money on review centers. Sixty (60) fourth year Information Technology and Computer Science students were chosen as respondents since they were the ones who have experienced taking the PhilNITS IT Passport Certification Examination. Agile approach particularly the Kanban is the methodology used in the research and software development. Based on the findings, the evaluation of the respondents with reference to the proposed PhilNITS IT Passport Reviewer resulted to Highly Acceptable in all levels. One of the recommendations in the proposed application is its capability to have its questions updated from time to time.

Keywords: certification, PhilNITS, android

The e-Systems of Social Security System (SSS)

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Abstract

This paper attempts to evaluate the effectiveness of the electronic Systems (e-systems) of the Social Security System in San Francisco Del Monte, Quezon City. Around the world, a significant number of these ICT programs have not been successful. The Social Security System (SSS) provides its clients, the private sector employers various technological facilities to use to enable them to successfully transact with the SSS. These facilities assist them to comply with the mandated SSS laws and policies as part of their legal obligations. However, these e-Systems need to be evaluated in order to assess their effectiveness in terms of reliability, accessibility, timeliness and accuracy as assessed by employer-members in San Francisco Del Monte, Quezon City who were the respondents of the study. There were 427 respondents profiled according to: (1) number of years in existence, (2) form of business organization, (3) category of business, (4) number of employees, and (5) number of years the company in using the e-systems. . It was concluded that the level of effectiveness of the e-Systems of the SSS on web registration facility, reporting of employees and payment of contributions were “Effective”. Furthermore, respondents of the study when grouped according to number of years operating and category of company had a significant difference in the e-Systems on web registration, reporting of employees and payment of contributions. This was likewise true when employers were grouped according to the number of employees for e-Systems on web registration and reporting of employees. When grouped according to number of years using the e-System on payment of contributions, there was also a significant difference. The study recommends that (1) further enhancements be made on the existing e-Systems to improve customer satisfaction; (2) employ marketing strategies to further increase utilization of the e-Systems and (3) conduct of further study on other e-Systems of SSS to ensure continuous improvement of services and meet customer needs.

Keywords: e-systems, SSS, web registration, reporting of employees, payment of contributions

HEALTH SCIENCE

Burnout Level as Correlates to Job Satisfaction among Disaster Risk Response Workers: Basis for Holistic Wellness Program

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Abstract

The study aims to determine the burnout and job satisfaction level among city disaster risk response workers. The researcher used a descriptive correlational method of research which involved 85 respondents who were selected using convenience sampling. Standardized tests were used to ensure the validity and reliability of the results, these tests were the Oldenburg Burnout Inventory (OLBI) and Job Satisfaction Survey (JSS). A focus interview was also utilized. Frequency, percentage distribution, mean and Pearson Product– Moment Correlation Coefficient were employed as statistical tools to examine the relationships of the identified variables. The researcher derived the following findings based on the data gathered: the Oldenburg Burnout Inventory (OLBI) showed that the disaster risk response workers had a high-level exhaustion and disengagement. The Job Satisfaction Survey (JSS) revealed that respondents were satisfied in the subscale of supervision, coworkers, and nature of work and dissatisfied in the subscale of pay and benefits. The focus interview showed that salary, benefits and rewards contributed to their feeling of burnout. There was a relationship between burnout and job satisfaction subscale pay, contingent rewards and communication. The researcher recommended that the respondents may attend seminars that will help them understand burnout and receive some self-help tips. The organization may review their salary matrix and have additional incentives. Future researchers may include other variables such as age, sex, income, and employment status, length of service, and personality traits that may also predict burnout and job satisfaction.

Keywords: burnout, job satisfaction, stress, disaster

The Effectiveness of Spiritual Bibliotherapy on the Self-esteem of Drug Dependents: An Integrative Approach to Wellness Program

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Abstract

This study investigates the effectiveness of spiritual bibliotherapy on increasing the level of self-esteem of the drug dependents as an integrative approach to their wellness program and the effects of the content processing on their affective, cognitive, and behavioral faculties. A Randomized pretest-posttest experimental design was used in this study. Twenty adult male residents were chosen to participate and were divided into Experimental and Control Group. The Coopersmith Self-esteem Inventory Adult Version was used to measure the level of the self-esteem of both groups prior to and after the implementation of spiritual bibliotherapy. Chapters 9-15 and 17 of the book “Stop Hidden Addictions (Seven Secrets to Real Freedom)” by Bo Sanchez were utilized as the spiritual bibliotherapy material, and a self-designed likert scale guided questionnaire was also used to quantify the insights of the experimental group after each session. The findings revealed an extremely strong evidence in the increase of the level of self-esteem of the experimental group with a t-value = -9.5835 at $\alpha = .05$ and a strong evidence that there is a significant difference between the posttest scores of the control and experimental group with a t-value = 2.2638 at $\alpha = .05$. The results also showed the immediate effectiveness of the content processing on the affective faculty; whereas, the behavioral faculty has the weakest finding. The researcher recommends that Spiritual Bibliotherapy be included in the treatment program of the rehabilitation center and further developments on the implementation be made to enhance its’ effects on the behavioral aspect.

Keywords: spiritual bibliotherapy, self-esteem, drug-dependents, integrative approach

HEALTH/SPORT SCIENCE

An Assessment of Philippine National Police – Quezon City Police District Physical Fitness Program: Basis for a Proposed Action Plan

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Abstract

The study seeks to assess the implementation of Physical fitness program because this has always been an essential part of a police officer's well-being. The main objective of the study was to assess the QCPD physical fitness program in terms of its demographics, knowledge of participants, implementation and improvement. The method used in the study is the descriptive study. Purposive sampling was utilized to acquire the 306 respondents in the study, 20 samples from each of the 12 police stations, and 46 from the District Health Service and Special Training Unit, all in active service. A researcher-made survey questionnaire was used as a primary tool in data gathering. Data were analyzed statistically thru frequency and percentage distribution, using the weighted mean and Likert 5-point Scale. Findings of the study are both groups of respondents agreed that a healthy body is an asset of the PNP organization and a key to become productive in all aspects of human life. In terms of physical agility and capability of QCPD personnel, the data showed that the physical capability of the police personnel of the QCPD is not that excellent and needs an improvement. The two groups have a different interpretation on the category statements given regarding the problems encountered in the implementation of the program. "Performing 12 hours duty everyday" as prescribed and "Not all personnel are complying with the Physical Fitness Program of PNP" are verbal interpretations considered as a serious problem on the overall results. From statement one (1) to seven (7) of PNP QCPD respondents, it was a highly recommended solution which differed from the other respondents, they only considered statement number one up to statement seven (7) as a recommendable solution that needs to be implemented to resolve the problems. The respondents agreed that physical fitness should be strictly implemented to enhance not only their physical abilities, but also to maintain a healthy lifestyle. The researcher recommends a review of hours of duty served by a police officer, strict monitoring of all QCPD personnel performing the Physical Fitness test and the Agility test, procurement of all appropriate needed equipment, and to educate not only the implementers of the program, but also to enhance the knowledge of the participants. A short and long-term plan should be tailored to the needs of the persons in the organization and workplace.

Keywords: physical fitness, comprehensive program, physical agility test, performance fitness test

Sports Competitive Anxiety and Burnout Level of Polytechnic University of the Philippines Student-Athletes: Basis for a Proposed Intervention Program

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Abstract

This study examines the competitive anxiety when it comes to sports, and the burnout level of respondent Student-athletes and their significant difference when respondents were grouped according to profile. Subjects Participants were the 167 student-athletes of Polytechnic University of the Philippines. The Procedure Sport Competitive Anxiety Test (SCAT), developed by Rainer Martens in 1990) was administered to determine each athletes level of sports competitive anxiety. The composite scores (CS) were analyzed according to SCAT score analysis norms. The Athlete Burnout Instrument (ABI) from Athlete Burnout Questionnaire (ABQ; Raedeke, 1997; Raedeke & Smith, 2001) was also administered to identify the level of burnout of each respondent. Frequency distribution, percentage and weighted mean were used to interpret the Responses gathered. T-test was used for the analysis of the two independent variables. One-way ANOVA was used to know the significant difference between the level of sports competitive anxiety and burnout of the respondents when grouped according to the respondents' profile. Results based on the Sports Competitive Anxiety Test, revealed that the Athletes had an average level of anxiety. Findings from the Athletes Burnout Instrument showed that the level of burnout was medium level. Since the f-values and p-values were greater than .05, assumed level of significance, the null hypotheses were accepted. When the respondents were grouped according to profile, their levels of sports competitive anxiety and burnout do not vary significantly. Hence, statistically the same. An Intervention Program is recommended to to meet the pressing need of the student-athletes to eliminate or decrease the occurrence of anxiety and burnout in their daily workload (academic and athletic). The program includes swimming activities that can be adapted by different coaches in their respective team.

Keywords: Polytechnic University of the Philippines, master in physical education and sports

Effects of Utilizing Brain Gym Exercises in MAPEH Education Performances of Grade 10 Students of M.B. Asistio Sr. High School

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Abstract

The purpose of this study is to identify the effects of the Brain Gym exercises among the Grade 10 students of M.B. Asistio Sr. High School in Caloocan City. The program was made to test between the experimental group of students from sections Fibonacci and Euler which performed the Brain Gym exercises in the MAPEH subjects for 10 minutes and the controlled group of students from Galilei and Aristotle which held the regular classes without the Brain Gym exercises. The researcher designed a pre-test and post-test given to those respondents before and after the introduction of the Brain Gym exercises using the third quarter topics within a period of two months from November 20, 2017 until January 12, 2018. The results of this study indicated that there is a considerable change between the pre-test and the post-test scores of the experimental and controlled groups. The student-respondents in the experimental group had shown improved knowledge about the third quarter topics in Music and Arts than those student-respondents in the controlled group after the Brain Gym exercises program was conducted in the experimental group before the delivery of the third quarter topics in the MAPEH classes. The control group which was not subjected with using the Brain Gym, however; had shown better results in their pre-tests and post-tests for the third quarter in MAPEH. It also suggested that there was a significant difference between the scores of the two groups after the two-month session of brain gym exercises. The study confirms the influence of the Brain Gym exercises and showed favourable results to physical activities in the experimental group. Thus, Brain Gym exercises must be given to students in the Physical Education courses to further enhance their active participation and increase their academic performances.

Keywords: catulin brain gym exercises, M.B. Asistio Sr. High School

LAW

**An Assessment of the Handling of Child Abuse Investigation (Pursuant to Republic Act 7610)
by the Masambong Police Station**

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Abstract

Children are the foundation and the primordial considerations in building a nation. They are the engines for growth and development. As Odoh and Innocent (2014) emphasized, the wheel of development in any country depends on how productive and creative are the youthful population. They are the leaders of tomorrow, so the future of the land lies in their hands; hence, they should be provided with utmost care and protection. A number of people believed that the real number of abused children goes beyond the foregoing figures. To law enforcement officers, these personal fears prevent them from getting the facts of the case, which may hamper these officers in implementing the law. For the case studies, the researcher gathered respondent's socio- demographic data and assessed how the Masambong Police Department Women's Desk handle cases of child abuse in terms of: behavioral, physical, and technical aspects. The case studies also include problems and gaps encountered by the Masambong Women's Desk. Finally, the researcher made recommendations and proposed solutions to address the problems encountered by the Women's Desk of Masambong Quezon City in handling child abuse cases. The method of research used in this study was the descriptive method. . Probability sampling was employed in selecting the respondents by means of Simple random sampling and convenience sampling. The findings of the study revealed that the Masambong Women's Desk faced problems in terms of physical, behavioral, and technical aspects such as: inadequate personnel assigned to the Women's Desk, lack of logistical support and office equipment, and inadequate mobile cars transporting victims to the concerned government agencies. The researcher made the recommendations for the Masambong Women's Desk: construction of a new, friendlier room for the Masambong Women's Desk allocation of a dedicated patrol car and gas allowance, monthly training and seminars on laws, policies, and protocols related to handling child abuse investigation. The PNP must enhance the policy formulation, strict adherence to operational process in handling children's cases, as well as the respect for human rights and the welfare of the victims. Additional support, coordination with Non-Government Organizations (NGO's) and other concerned agencies especially the Social Services Development Department (SSDD) is needed to provide victims sustainable programs, diversions, and proper interventions.

Keywords: child abuse, policy formulation, physical, behavioral, technical aspect, masambong women's desk

Evaluation of DPWH Department Order No. 41, s. 2016 (Amended Policy Guidelines on the Maintenance of National Roads and Bridges)

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Abstract

The maintenance of national roads and bridges is a vital component that prolongs the life of a country's infrastructure assets. Moreover, these activities are done in order to ensure the safety and convenience of the travelling public. In the Philippines, this task lies on the shoulders of the Department of Public Works and Highways Maintenance personnel. The Bureau of Maintenance under the Technical Services of the DPWH Central Office crafts the policies and guidelines related to this endeavor and monitors the compliance of the 16 Regional Offices and 183 District Engineering Offices nationwide. The latest and most comprehensive department issuance concerning road and bridge maintenance is D.O. 41, s. 2016. In this study, the researcher evaluated the pointing system used in the department order by analyzing the data gathered from its two-year implementation period. The result of the analysis shows that the range of values currently used to benchmark the performance of implementing offices are far from the average inspection, validation, and justification values based on historical data. Therefore, the researcher recommends updating these values to reflect actual field conditions. In addition, the researcher proposes the inclusion of additional three defects for monitoring: (1) damaged / missing guardrails, (2) bumps / uneven pavement, and (3) landslide / soil collapse / rock fall in order to improve the coverage of the said department order.

Keywords: road and bridge maintenance, policy, department order

The Investigative Capability of the Criminal Investigation and Detection Unit, Quezon City Police District in Handling Homicide Cases: Basis for an Improved Capability-Building Framework

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Abstract

This study aimed to assess the investigative capability of the Criminal Investigation and Detection Unit, Quezon City Police District in handling homicide cases in terms of organizational capability, technical capability, personal capability, and logistical capability. It included the problems encountered by the respondents in handling homicide cases in terms of aforesaid variables and the measures to be instituted to enhance the investigative capability of the CIDU- QCPD. This study used the total population of CIDU of 122 respondents. They are composed of 12 CIDU PCO, 23 CIDU PNCO Investigators and 87 CIDU PNCO personnel. Survey results were presented with the use of descriptive statistics such as percentage, ranking, and the mean. The 5-point Likert Scale was used to measure the respondents' assessment with corresponding verbal interpretation. Based on the findings of the study, both respondents evaluated the investigative capability of the CIDU in handling homicide cases as evident and very evident in terms of organizational, technical, personal and logistical capability. In Organizational capability, both respondents assessed evident and very evident" that CIDU manifested to observe proper documentation of arrested persons, submit additional evidence for the conviction of the accused; file appropriate criminal cases for the issuance of the warrant of arrest, supervise all cases handled by CIDU investigators, to attend the conference presided by the Chief of CIDU; action taken to the compliance and coordination and communication of CIDU personnel to notify their immediate officer. In technical capability, both respondents assessed themselves they have a training in photography, updated on data base, coordination with SOCO PNP; personnel with the talent of filed composite illustrator and there are systematic records on file for reference purposes. In personal capability, both respondents rated that CIDU possessed the necessary characteristics in handling homicide cases. In Logistical capability, both respondents assessed that CIDU has the equipment necessary in the investigation of homicide cases. However, there still more room for improvement to addressed the problems encountered by the CIDU. On problems encountered both respondents considered as a fairly serious problem in terms of logistical capability that their unit lack of investigative equipment necessary for the investigation of homicide cases.

Keywords: Philippine National Police, victims, complainants, investigation, investigators, personnel

The Implementation of Tesseract OCR Engine for Automated Plate Number Coding Violation Detection Tool

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Abstract

The main objective of the study is to develop an automated plate number coding violation detection tool using Tesseract Algorithm. The study utilized the descriptive and experimental method of research. In this research, the proponent investigated the current processes on the Non-Contact Apprehension Program of the Metro Manila Development Authority (MMDA). Interviews were done with the head and personnel of the No Contact Group and the production data as well as the actual video coverage for pilot cameras/CCTV were also obtained. As to the experimental method of research, random images were captured from the video samples and then inputted to the proposed system to determine accuracy and processing time to convert the captured plate number images into text forms where it can be collected and saved on a database. Findings revealed that the proposed system or tool could detect the plate numbers of most of the vehicles especially those of the new series plates whose fonts are in black and with a white background while those plates with a background image and light green-white background and using green fonts have a high failure rate of detection and text conversion. Plates of motorbikes and induction stickers were not detected as well as those vehicles with plate covers or customized plates.

Keywords: tesseract, OCR, algorithm, plate number detection, number coding

Assessment of the Compliance of the Anti-Red Tape Act of 2007 in the Polytechnic University of the Philippines to Enhance Frontline Services Delivery

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Abstract

This research would like to assess the compliance of the Anti-Red Tape Act of 2007 in Polytechnic University of the Philippines. This paper will not just focus on the ARTA implementation but to see if the clientele were satisfied with the service. PUP clientele will be purposively selected in evaluating the compliance for ARTA of 2007 as well as the 29 frontline employees. The findings come across in implementing the law will help the researcher in proposing interventions and pertinent actions in the creation of a clientele satisfaction in PUP. Further, results of this research can serve as source for the further restructure frontline services in PUP. The compliance with ARTA of 2007 in PUP shows that respondents rated Accessing Frontline Service as the highest among the assessment of ARTA of 2007 in PUP with a weighted mean average of 3.78 of "Complied." Second among the ranking is Anti-fixer campaign with 3.73 over-all weighted mean or "complied". The Citizen's Charter got a weighted mean of 3.72 or "Complied." In addition, the lowest rank is the Basic Facilities with general weighted average of 3.18 or "Moderately Complied." The level of customer satisfaction PUP was rated in terms of Timeliness with a weighted mean 3.55 (satisfied). Followed by Efficiency with a weighted mean average rating of 3.73 (complied). Lastly, Quality with a weighted mean average rating of 3.63 (satisfied). Hence, there were significant difference between the assessment of the clientele and PUP frontline employees towards the implementation of ARTA of 2007 and the level of satisfaction to the delivered service. On the other hand, the dominant remarks given by the respondents states that there were a dimension or gap between the insiders (Frontline employee) and outsider (clientele). Most of the frontline employee according to the PUP clientele are unapproachable, "masungit", "namamahiya", "mainitin ang ulo". These dominant remarks of the clients and personal observation of the researcher regarding the service frontline employees of PUP is the reason why even if clientele rated the quality of service as "satisfied", there were still part of the service that push them to put feedback on the survey. This shows that even PUP did comply with ARTA the aspect of giving a customer satisfaction was disregarded.

Keywords: assessment, ARTA of 2007, frontline services delivery

Involvement of the Barangay Anti-Drug Abuse Council in the Anti-Illegal Drugs Campaign of Eastwood Police Station, Quezon City Police District: Basis for an Action Plan

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Abstract

In the Philippines, the use of illegal drugs is indeed a serious problem. The high percentage of crimes is directly linked to persons under the influence of drugs. The main purpose of this study is to assess the involvement of the Barangay Anti-Drug Abuse Council (BADAC) in the Anti-Illegal Drug Campaign of the Eastwood Police Station, Quezon City Police District in terms of: Information drive, Drug Clearing Operations, Problems Encountered and Possible Improvement of the Program. The proponent used descriptive method and gathered primary and secondary data in meeting the objectives of the study. Purposive non-probability sampling was used because it is more convenient and practical in making a research within a limited span of time. The main research instruments used in the study was survey and interview, answers were tallied and analyzed. Findings revealed that in terms of the Information Drive, the Barangay Anti-Drug Abuse Council (BADAC) opted to inform the community about the anti-illegal drugs campaign through the distribution of flyers, dialogues and posting of posters and tarpaulins in visible places of the Barangay. Least, among the methods was posting of information on social media. BADAC member encountered problems were: personal security and repercussions from drug personalities, unavailability of funds, uncooperative and disinterested BADAC officials in the drug clearing operation, and the improper dissemination of information on illegal drugs as the least worrisome of the problems. The researcher recommends the following undertakings to reinforce the involvement of BADAC in the anti-illegal drug campaign of Eastwood Police Station, Quezon City in the barangays: 1.) Intensify the information drive on illegal drugs through the distribution of flyers, dialogues, and posting of posters and tarpaulins in conspicuous place in the barangays. 2.) Sustain and enhance dialogues on OPLAN TOKHANG. 3.) Enable the members of BADAC in rendering assistance to LEA 4.) Capacitate BADAC members and its auxiliaries in the fight against illegal drugs and collaboration of LEA. 5.) Organize youth/students and their parents, and provide regular activities like Youth Summit for the youth for them to learn about responsibility and other skills training for livelihood of program.

Keywords: anti-illegal drugs campaign, BADAC, drug dependency evaluation, LEA

Proposed Revival of Reserve Officers Training Corps. Towards Promoting Responsible Citizenship

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Abstract

The Reserve Officers Training Corps (ROTC) is a citizen army concept created during the Commonwealth and Marcos era. This was, however, rescinded during Pres. Arroyo's era. As of today, majority of the youth are not aware or sensitive enough to become a responsible citizen who possess traits/qualities of a morally upright person. That is why there should be intervention during their youth to train and educate them through education. We can create programs and hands-on training like ROTC program in preparation to becoming a military reservist. This study involved 550 students and 26 faculty members out of 1,145 students and 55 faculty members respectively of the Polytechnic University of the Philippines, Sto. Tomas, Batangas. A total of 576 respondents participated in the study. Descriptive method of research was utilized. Five-point Likert style rating scale method of questionnaire was employed in this study to collect views of respondents. This enabled the researcher to ask the respondents how strongly they agree or disagree with a series of statements. In addition, questionnaires and interviews on analysis of pertinent documents related to ROTC was done. These documents included Executive Orders, Memorandum Circulars, Department Orders, Presidential Decrees and existing laws on the matter. Statistical treatment was also applied in the study. Based on the respondents' assessment on the importance of reviving ROTC, what became evident was the focus on patriotism with high respect in human rights. ROTC training will provide higher sense of moral values and will manifest and contribute to responsible citizenry. ROTC can train thousands of young men and women as defenders of our country. The youth have graduated from the training camps with a stronger sense of patriotism. Producing a number of fine officers who can fought battles against foreign invaders as well as different kinds of rebel military groups who threatened our country. Revival of the ROTC will help reinvigorate new sense of patriotism, replenish the military and strengthen the national defense. The qualities of good citizenship based on the point of view of college graduates and undergraduates had no significant difference.

Keywords: proposed ROTC revival

Cases Committed By Children In Conflict With The Law (CICL) Incamarines Norte: Basis For A Proposed Program Enhancement

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Philippine National Police

Abstract

This study was conducted to assess the Cases Committed by Children In Conflict with the Law (CICL) in the Second Legislative District of Camarines Norte and Propose a Program for Enhancement based on the findings of this study. In the profound research study conducted, it was revealed that majority of the CICL are males and are most likely under the age bracket of 12-15 years old. Majority of the CICL are elementary level. Further, findings revealed that the most common offenses committed by CICL are Theft which has the highest frequency followed by the Physical Injuries, Rape, and Robbery. On the summary of factors that affects the CICL in the commission of offense, all the identified factors such as environmental, social and individual factors were rated by the respondents as agreeable on the commission of the offense. The data were obtained from 75 respondents from second legislative district of Camarines Norte. They participated in this study through a survey questionnaire. The study employed the descriptive co relational method. A purposive sampling was used to determine the respondents. Data were gathered through questionnaire and were treated using descriptive statistics such as frequency counts and mean values. This study found out that the best way to reduce juvenile delinquency is through proper molding and social intervention. The preventive measure is the most appropriate means of controlling the rising criminal behaviour among the juveniles. It is recommended the use of non-punishment correctional programs which is also effective in rehabilitating juvenile offenders and integrating them back to the society (DPC, 2010).

Keywords: children in conflict, municipality of Daet, offenses, capacity building, rehabilitation, PUP

LINGUISTICS

A Content Analysis of Opinion Columns on the Government’s “War on Drugs” Published in Three Broadsheets

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This study is a content analysis of opinion articles which were published about the government’s anti-drug campaign by the Manila Bulletin, Philippine Daily Inquirer, and Philippine Star during the period July 2016 to July 2017. Working on the theoretical framework that media uses framing to organize and categorize the ideas it wants to relay to the audience, the study compared the manner by which the three newspapers presented the anti-drug issue in terms of treatment, tone, and framing. The study included an analysis of 378 opinion articles taken from the websites of the three broadsheets. The results showed that the three broadsheets treated most of their opinion articles on the “war on drugs” issue in a critical/evaluative manner. Most of the Philippine Daily Inquirer articles were negative in slant, garnering 72.90%, while the Manila Bulletin articles were neutral with 44.90%, and the Philippine Star had more articles with positive tone (21.96%). The result could be attributed to the newspaper’s tradition and categorization as conservative, adversarial, centralized or decentralized in decision making. Based on framing typologies used in previous studies, the study categorized all opinion articles into one of five frames. Accordingly, the frames used by the columnists on the “war on drugs” in terms of rank were: attribution of responsibility, conflict, articulation of solution, morality, and human interest, respectively. Future researchers are encouraged to pursue more exploratory research on local punditry encompassing the different media platforms and to consider the political economy of the media outlets.

Keywords: Polytechnic University of the Philippines, master in communication, content analysis, framing theory, op-ed page, columnist, war on drugs

MANAGEMENT

Attitude of Senior High Students towards Existing Marketing and Promotion Strategies of Gates Professional Schools

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The purpose of this research work is to evaluate or assess systematically the impact of existing Marketing and Promotion Strategies being used by Gates Professional Schools to Senior High students. It aimed to answer the general question “What are the attitudes of Senior High Students toward existing marketing and promotion strategies of Gates Professional School?”. The researcher used descriptive type of research using Survey to answer the general question. Attitude has been measured through Likert rating scale to easily quantify the gathered data. 100 existing Senior High students from Gates Professional Schools located in Katipunan, Quezon City was chosen as respondent using Quota sampling. Percentage, Mean and Anova becomes the statistical tool and way of the researcher to measure the attitude of the respondents to the current marketing and promotional strategies used by Gates and significant difference of attitude and gender; attitude and monthly family income. From the findings of this study, using Publicity such as discounts and freebies as the promotion strategies of Gates has the most frequently answered versus the other 3 categories such as School appearance, Public Relations and Advertisements. The overall attitude of Senior High Students towards Marketing and Promotion Strategies of Gates Professional Schools appeared to be not significant to their monthly family income and gender as it failed to reject the null hypothesis. On the other hand, there was a significant difference in terms of attitude and monthly family income on the perception of the respondents in terms of Publicity (Discounts and Freebies), Public Relation and Advertisement. Based on the findings of this paper, Integrated Marketing Plan can be taken by Gates Professional Schools.

Keywords: school marketing, student’s attitude, school choice

Recruitment through Social Networking Platforms

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Abstract

Social networking platforms have undeniably grown exponentially and have become the most prevalent sites on the internet. Their use as a job seeking tool has been widely spread and has become a trend nowadays. In this study, the researcher investigated the job seekers' perspective as to the effectiveness of social networking platforms as a job seeking tool. The researcher focused on the top five aspects that employers look for when exploring for potential talents. These aspects are visibility, engagement, contacts, network, and profile and portfolio. This study is a quantitative research which applied the descriptive method. The population sample size was calculated using the Slovin's formula and respondents were within the social network of the researcher. To be able to find answers for this study's purpose and research questions, survey questionnaires which included two parts were distributed. First part was to identify the profile of the respondents while the second part was to assess the effectiveness of social networking platforms as a job seeking tool. The researcher used the Likert scale on the second part of the questionnaire to quantify the respondents' assessments. It was found in the study that job seekers indeed perceive that using social networking platforms as a job seeking tool is effective. The perceived benefits that were concluded based on the analysis and interpretation of the theoretical and quantitative data were globalization, more efficient, easier networking, improved personal visibility, and the access to social networking platforms intended for particular careers.

Keywords: PUP, social recruiting, jobseekers, recruitment, social media, social networking platforms

Procurement Practices of Libraries in Selected State Universities and Colleges in the National Capital Region: An Assessment Towards Strategy Enhancement

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National Library of the Philippines

Abstract

Procurement plays a vital role in any organization especially in state universities and colleges where thousands of end users rely on the procedures and process of the organization to sustain their needs. The main objective of the study was to determine the practices observed in the procurement of learning resources in selected state universities and colleges in the National Capital Region. The research design adopted in this study is a combination of qualitative and quantitative methods. Purposive sampling was used with a total number of 236 respondents from five (5) state universities and colleges. Data were gathered through the use of questionnaires and were personally distributed to all respondents, guided questionnaire were also personally asked during the interviews to concerned respondents. Tabulations of responses were done through excel, and were treated with the use of frequency, percentage methods and weighted mean. Findings revealed that extent of implementation of public bidding, small value procurement and direct contracting was fully implemented which signifies that the Republic Act 9184 was being followed. Level of effectiveness on different modes of procurement were effective but it was also revealed that problem during the implementation were encountered. Procurement management should be extensively explained to all respondents for uniform implementation and to come up with policies and procedures that will improve procurement management of State Universities and Colleges in NCR, seminars and trainings should also be conducted. Rules, procedures and policies on procurement management should be made simple and systematic to be followed by every personnel involved.

Keywords: procurement, public bidding, small value procurement, direct contracting, effectiveness

Performance of Online Business: Customer Satisfaction, Trust and Loyalty

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Abstract

The main objective of the study is to assess the customers' satisfaction, trust and loyalty to online businesses in order to encourage retailers to improve the services offered to customers online. This study seeks to determine the profile of the respondents; the level of agreement of performance to online business in terms of user-interface, service information quality, perceived security and perceived privacy; and the customers' rate of level of satisfaction, trust and loyalty. Descriptive method of research was employed in this study. Respondents were the customers' online enthusiasts. There were 315 randomly selected respondents. Data gathered through the use of adopted survey questionnaire form. Technical Analysis on the products was conducted by the service providers. Five hundred survey questionnaire forms were produced and 385 answered questionnaire and 315 are valid. Books, journals, articles, and electronic resources were the secondary sources of data. The instrument was presented during the proposal and validated by the experts before it was reproduced and answered by the respondents. Percentage was applied to all indicators of the instrument Based on the gathered data, the following findings were drawn: The findings revealed that the profile of the respondents were female with a percentage of 79.4% and aged 25-30 years old with a percentage of 30.5%. Most of the respondents preferred cash on delivery as their mode of payment. The customers' level of agreement of performance to online business in terms of user-interface, service information quality, perceived security and perceived privacy had grand mean of 4.83, 4.74, 3.0 and 3.72 respectively which were verbally interpreted as "Excellent. The customers' rate of level of satisfaction, trust and loyalty had a grand mean of 4.78, 4.56 and 4.65 respectively which were verbally interpreted as "Extremely Satisfied", "Extremely Trusted" and "Extremely Loyal". Based on the findings of the study, the following conclusions were derived. Most of the customers are female and aged 25-30 years old. Majority of the respondents preferred cash on delivery for online shopping.

Keywords: loyalty, performance, online business, satisfaction, trust

Now Serving the Social Filipino Customer: The Customer Care Management of 7-Eleven Philippines on Facebook and Messenger

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Abstract

Now Serving the Social Filipino Customer: The Customer Care Management of 7-Eleven Philippines on Facebook and Messenger Filipino discusses how 7-Eleven Philippines manages their customers who are rapidly turning to Social Media to vent their frustration on a bad customer service, to ask general questions, and to commend them for their satisfying product or service. Although Telephone and Email are still used by customers, complaints and inquiries made on social media are on the rise. 7-Eleven could have done its part on responding but in the social media realm, the spectators are looking. This research examines the customer care management of 7-Eleven Philippines on Facebook and Messenger. It analyzed responses on every comment, page post and review of customers from April to June 2017 and determined if the quality of their customer care influences customer satisfaction. At the end, the researcher proposed solutions to 7-Eleven. Interviews, focus group discussions and observations were used as research methods. The data gathered reveals that the customer care management of 7-Eleven Philippines was not perfect. Although there were lapses on responding because of the sheer volume, they were continuously improving their customer care strategies given the rise of social media customer service. The activities and concerns of Social Customers were sharing things that provoke their emotions. Their expectations were to get faster response, resolutions and transparency. If they got no response, they would look for ways to be noticed. In fact, they habitually left comments to every post made by 7-Eleven even those are unrelated. Results showed that customer care had a direct influence to customer satisfaction. It was concluded that fixing the structure within the organization could help in delivering exceptional service. Response time is a key driver of customer satisfaction. The researcher recommended the creation of company policies and modules for improvement and build a customer service culture.

Keywords: customer service, social customer, facebook, messenger, customer care

Stakeholder's Assessment Of The Electronic Loans Management System (eLMS) On Housing At Social Security System San Pablo Towards A Responsive Service Delivery

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Abstract

The study focuses on the responsive service delivery that sought solutions to the following: (1) What is the awareness level of the respondents on the Electronic Loans Management System (eLMS) on housing at Social Security System (SSS) San Pablo?; (2) How do the respondents assess delivery of services on housing at SSS San Pablo in terms of Timeliness and Efficiency?; (3) What are the different problems encountered in the delivery of services on housing at SSS San Pablo?; and (4) What suggestions can be made to achieve a more responsive service delivery? The study utilized a descriptive-evaluation type of research and primary data collection was employed through questionnaire-survey method. The five-point Likert Scale and the weighted mean were used to assess the findings. The concern of the study was to determine the awareness and assessment level of the respondents on the delivery of services on housing at SSS San Pablo. Findings indicated that they were aware of the eLMS on housing at SSS San Pablo and they agreed that the delivery of services were timely and efficient. SSS offered services such as member loans, business loans, housing loans, and calamity relief package. The respondent availed of these services and exploited the use of technology for their accessibility, quality interactions and convenience. Therefore, it is recommended that the agency should help the people to become more knowledgeable about the eLMS through giving trainings, seminars and testimonies from people who had already patronized the said system so as to encourage others and be consistent in responding responsively to their clients being on time, effective and efficient.

Keywords: electronic loans management system (eLMS); stakeholder's assessment; level of awareness

Supply Chain Management Practices on Life Cycle Costs of Marine Equipment in Offshore Vessels: A Life Cycle Management Approach

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Abstract

This study aims to assess the level of importance and extent of implementation of downstream Supply Chain Management (SCM) practices on life cycle costs of marine equipment in offshore vessels of Swire Pacific Offshore in a life cycle management approach. The data gathered on this study serve as the basis for the proposed improved downstream SCM practices on life cycle costs of marine equipment. This study is a descriptive-correlational type of research employing a survey questionnaire, validated by a panel of five Subject Matter Experts, which was administered to 63 respondents from three different strata: ship-owner, shipbuilder, and suppliers. The data were collected, tallied, tabulated, ranked and analyzed using the appropriate statistical tools. In the respondents' assessment on the level of importance of downstream SCM practices on life cycle costs of marine equipment of offshore vessels of Swire Pacific Offshore, the computed average weighted means show that all downstream SCM practices were at least recognized by the respondents and interpreted as "important" and "very important". On the extent of implementation, the computed average weighted means show that all downstream SCM practices were at least "implemented" and "somewhat implemented". In the tests of significance, it was observed that the distribution of the respondents' assessment on the extent of implementation of Supplier-Customer Partnership and Leadership, Cost Reduction Mechanisms, and Measurement and Continuous Improvement SCM practices were statistically significantly different when grouped according to Type of Business Entity. On the extent of implementation of Supplier-Customer Partnership and Leadership, Strategic Planning and Design Process, and Measurement and Continuous Improvement SCM practices, it was observed that there were statistically significant differences when grouped according to Group of Marine Equipment Key Players. On the extent of implementation of Strategic Planning and Design Process SCM practices, it was observed that there was statistically significant difference when grouped according to Number of Years of Operation.

Keywords: supply chain management, life cycle costs, marine equipment

Internal Audit Practices in Micro-Financing Companies in Metro Manila

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Abstract

This study's objective was to assess the effectiveness of internal audit practices in micro-financing companies based in Metro Manila. The study enumerated major internal audit practices which were categorized by the following: operations audit; compliance audit; review of financial transaction and information system audit. Quantitative research was adopted. The study's population constituted of internal auditors and accounting and finance employees who were engaged in practicing internal audit. Data were collected through survey questionnaire. In order to save time, energy and cost, the researcher partly utilized the online survey platform known as Google Forms which is now widely used by researchers. Statistical Package for Social Sciences (SPSS) was used to analyze the data gathered. Mean and weighted average were the descriptive statistics used to analyze the profile of the study. Results indicate that the level of effectiveness of Internal Audit Practices used in this study according to aspects such as operations audit, compliance audit, review of financial transactions and information system audit. Moreover, micro-financing companies are recommended to apply the internal audit practices as identified in this study per aspect as these practices are deemed effective and could help the industry achieve its long term goal of sustainability. It is also advisable that micro-financing companies continue to be updated with the standard when it comes to internal audit and should always find time to do their necessary research with their own capabilities.

Keywords: internal, audit, practices, micro, finance, operation, compliance, financial, information, system

Reception Analysis of Selected Photography Students of De La Salle College of Saint Benilde on Camera Advertisements In Social Media Platforms

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Abstract

This study is about the reception of AB-Photography students of De La Salle-College of Saint Benilde with the social media advertisements of different camera brand. The researcher wants to know what makes social media advertisement receptive to millennials and what are they looking for in an advertisement. As companies uses social media nowadays as their channel of promotion, the researcher would like to understand the factors that the receptors, the AB-Photography Students, perceive and what are the factors that they are considering to be able to say that an advertisement effective or not. There are different social media platforms discussed in this research but the top result that the informants use is Facebook, which will be the focus of this study and the questions in the focus group discussion. All the informants are online more than 8 hours a day, and being in the field of photography, their perception on the camera brand advertisement were affected with what advertisements these companies produce. Focus group discussion (FGD) was conducted to help the researcher understand how the informants feel and think about the social media advertisements of the top camera brands that they are aware of. The FGD was conducted face-to-face and it was transcribed. The millennials are after the content and the truthfulness of an advertisement, as well as gamification than having a celebrity endorser. One of the most significant finding in this research is that these informants are aware of the social media advertisement that these camera brands have implemented, but it was not perceived by the subject as good advertisement. Most of it just damaged their perception of the brand nor does these advertisements invoke a purchase decision. The important of cohesive delivery of the advertisement message in different medium is more important as well as the benefit that the informants will get.

Keywords: social media, millennials, photography, camera brand, reception, advertisement, digital marketing

Relationship Between Critical Success Factors Of Total Quality Management And Employee Performance

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Abstract

With the phenomenon of globalization, the use of advanced technology is inevitable for business to adapt changing competitive conditions and to gain competitive advantage through competitors. It drives the companies toward a new view of quality as a necessary tool to compete successfully in worldwide markets. Employee Performance plays an important role in organizational performance. TQM adoption in the Philippines is utilized more as a human resource intervention to motivate employees to work as a team as they identify and solve operations and quality-related problems. Initial implementation of TQM in the country can be seen through the conduct of workplace organization activities and the establishment of empowered work teams like quality circles and productivity improvement programs. The main purpose of this study is aimed to assess the correlation between the Critical Success Factor of Total Quality Management and Employee Performance. A total of 141 respondents are employees of financial business services of Company ABC. The study used the descriptive method to be able to describe the qualitative features of the data gathered in the conducted survey questionnaire. The survey questionnaire consisted of (3) parts with sum of 34 questions, wherein the (1) part basically is the profile of the respondents, (2) part used 4-point Likert scale and (3) part used ranking system where rank (6) as the greatest important. The data were statistically treated through Frequency and Percentage Distribution, Ranking, Mean and Spearman's Rank Correlation. It concluded that in terms of respondents' level on an agreement with regards to TQM programs, the respondents had positive feedback on all enumerate statements. It was drawn that Customer Focus has ranked as the highest among factors while Process Management as the lowest. The respondents ranked the Employee Performance from 1 to 6 and 6 as the highest. The Employee Performance "Job Knowledge and Skill" was rank as "6" and "Interpersonal Relations" was rank as "1". It appears that while the skewness of the Critical Success Factors is zero (meaning the data shows normality), the skewness of the Employee Performance is highly negative. And it concluded that there is a slight correlation (0.20) between Critical Success Factors of Total Quality Management and Employee Performance.

Keywords: critical success factors, total quality management, employee performance

Marketing Strategies of Inoza Feed Milling Corporation in Selected Provinces of Luzon

Lanicar Fama
Inoza Feed Milling Corporation

Abstract

The objective of the study is to assess the perception of the dealers regarding the effectiveness of marketing strategies of Inoza Feed Milling Corporation in selected provinces of Luzon. Descriptive method was used in the study and a researcher-made questionnaire was used as a data-gathering instrument. Frequency and Percentage Distribution, Weighted Mean, and One-way Analysis of Variance were the statistical tools employed in this study. Most of the respondents were in the age group of 31-40, college graduates, 2 were employees, had been in the business for 2-5 years, and had monthly average volume of 300 bags and below. The respondents' assessments on the level of effectiveness of marketing strategies Inoza Feed Milling Corporation in terms of the 4Ps of the Marketing Mix (Product, Place, Promotion, and Price) were all effective. There was no significant difference in the respondents' assessments on the level of effectiveness of marketing strategies of Inoza Feed Milling Corporation when grouped according to age and highest educational attainment. However, there were significant difference in the respondents' assessments on the effectiveness of marketing strategies of Inoza Feed Milling Corporation in terms of product, place, and promotion when grouped according to number of employees, number of years in operation, and average monthly volume in 50kg bag. Their assessments on price were statistically the same.

Keywords: inoza, feeds, feed mill, agriculture, marketing strategies

Inventory Control Practices of Micro Enterprises within the Vicinity of Antipolo Cathedral

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Abstract

The objective of this study is to assess the effectiveness of inventory control practices of micro enterprises within the vicinity of Antipolo Cathedral. This study made use of the descriptive research method with the survey questionnaire as its instrument. The researcher-developed questionnaires were distributed to 150 managerial and rank and file employees of micro enterprises within that area. The method of frequency and percentage distribution, weighted mean, ANOVA and ranking were used to analyze and interpret the data gathered. The study reveals that majority of the respondents were rank and file employees employed in the company for less than 2 years who have 2 years inventory control involvement in the company with 4 or more years inventory control exposure and have not attended any trainings on inventory control practices within the last 3 years. The areas of purchasing from suppliers, receiving inventories from suppliers, warehousing and delivery of inventories were assessed as "Effective". Thus, the most effective inventory control methods may vary from company to company and even for individual item categories but the most common, popular and widely used is the ABC inventory system.

Keywords: inventory control practices, Antipolo, micro enterprises

Application of Deming Cycle to Engineering Build Process Flow of New Devices In XYZ Company

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Abstract

The study focuses on increasing productivity by implementing engineering methods baseline to Deming cycle (PDCA) techniques. Given the existing backend semiconductor state of affairs in XYZ Company, the researcher intended to assess existing process flow causing the delays of engineering builds from 3rd party subcontractor assembly site and for early detection of forthcoming issues related to processing of the lots. The results of this assessment will be used as basis to formulate new process engineering flow on releasing the consolidated documents for the new devices. Descriptive research design was used in this study. Data sources for analysis of information are used, documentary analysis was done on the records of 3rd party subcontractor assembly site to determine engineering builds process deficiencies and appropriate corrective measures. After the research instrument was found to be valid and reliable through use of engineering tools applications PDCA (PLAN –DO- CHECK-ACT), it's a philosophy for improvements and optimization. PDCA cycle strive to continuously look for better methods of improvement. The study had effectively analyzed the existing engineering build, which is showing that the Cycle time is a process based and reduced only when we improve the process. This is one of the highlights of implementing the existing and new process flow for engineering builds. The delay experienced is just one piece of the big puzzle in the major contributor's of delay in the production assembly line. The traditional manufacturing practices are indicated inadequate representation in lean management. This paper presented an important imminent into the status of lean manufacturing implementation in manufacturing industries. The progress in lean implementation is snail-paced and needs to be augmented. Therefore, it can be concluded that the XYZ company needs to give more attention to implement lean management in engineering builds for new devices. The proposal of the new engineering process flow for new devices is needed to eliminate delay in the process. The researcher has successfully implemented a new set of action plans and the expected results for each set of actions.

Keyword: PDCA

Intervention Strategy for Sustainable Community of Practice in the Department of Education

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Department of Education

Abstract

This study described the identified communities of practice (CoP) in the Department of Education, examined the strengths, weaknesses, opportunities and threats of the identified communities of practice and proposed intervention strategies in building and sustaining the communities of practice in the Department of Education. The following research questions were answered in this study: 1.) what communities of practice are present in the Department of Education-Camarines Sur Division 2.) What are the strengths, weaknesses, opportunities and threats of the identified communities of practice? 3. What intervention strategies could be proposed to ensure sustainability of the community of practice in the Department of Education? This study made use of descriptive-exploratory research design. A total of 121 respondents composed of 4 public elementary school heads, 3 secondary school heads, 40 elementary teachers, 32 high school teachers, 16 elementary pupils and 26 high school students from the CoP pilot implementers in the Division of Camarines Sur, Region V, Department of Education participated in this study. Questionnaires, focus group discussion, semi-structured interview and observation were used to gather data which were analyzed qualitatively using thematic and cross-case analysis to examine themes, similarities, and differences across communities of practice.

Keywords: intervention strategy; sustainable; community of practice (CoP)

Clients' and Frontline Employees' Views of Service Quality in the Civil Registry Department of Quezon City: Towards An Improved Services Delivery

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Local Government Unit

Abstract

Service quality is an assessment of the delivered service and the client's expectations of the service. Government agencies often evaluate the service quality provided to their clients in order to improve their service, to quickly determine the problems, and to better measure client satisfaction. The Service Quality Model or SERVQUAL Model was used to measure the service quality experienced by customers. This study focused on assessing the frontline services of the Civil Registry Department of Quezon City in terms of reliability, responsiveness, empathy, assurance, and tangibles. Also, it sought to identify the service quality gaps in the delivery of frontline services by the Civil Registry Department of Quezon City, as well as, the problems encountered by the respondents in the delivery of frontline services. The study employed a descriptive method of research as well as weighted mean and percentages to treat the data gathered. Also, the researcher used primary and secondary data. The primary data were gathered using the survey questionnaire while the secondary data came from journals, literature, and online sources. Convenience sampling was used to determine the number of clients of the Civil Registry Department of Quezon City while the entire population of the employees was considered in the study. The findings show that frontline employees of the Civil Registry Department of Quezon City have the ability to perform the promised services, are responsive and willing to help the clients, and can deal with customers' requests, questions, complaints and problems. The Civil Registry Department has limited computers and poor quality of materials that are used for the preparation of certified true copies of documents. Limited windows for payments are open that resulted to long queues during peak days—every Monday, Tuesday, and Friday. There is no data base available for old documents and delayed registrations in the Civil Registry Department, that is why employees spent a longer time processing the requests of clients. Recommendations are: acquisition of computers to be installed in the other windows; improvement of the database for the old documents; allowance for late registration to ease the processing of documents; increase in the number of windows for payments during peak days; use of clear and readable materials. upgrade of the equipment for photocopying; removal of the Palakasan system and the Citizen's Charter must be translated in Filipino.

Keywords: service quality, reliability, responsiveness, empathy, assurance, tangibles

Social Media as a Marketing Plan Tool of the Apparel Industry

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Abstract

The purpose of the study is to examine the effectiveness of social media as a marketing plan tool of the apparel industry in the aspects of Identifying business goals, set marketing objectives, identify ideal customers, research your competition, choose channels and tactics, create content strategy, allocate budget and resources, and assign roles. The respondents were individual social media online users. The statistical tools utilized in the study were frequency and percentage, weighted mean, and t-test one way ANOVA. The researcher decided to use the sampling technique by selecting at least 1,000 individual consumers as respondents. The respondents' profile are the following: age, gender, civil status, highest educational attainment, average monthly income, frequency of the use of social media tools in buying the product, and number of years as online users. This is designed to have the general description of the effectiveness of social media as a marketing plan tool of the apparel industry. The researcher used the systematic random sampling to individuals who were social media users and use social media tools in buying the products. In this study, a researcher made questionnaire was used to gather the primary data. The survey questionnaire was formulated based on the related literature gathered. This instrument was divided into three (3) parts. The first part, aims to survey the profile of the respondents. The second part, is knowing the aspects of social media as a marketing plan tools, and the third part, is the significant difference on the respondents' assessment on social media as a marketing plan tool when they group according to profile. After the data gathered, they were compiled, sorted out and tabulated. They were subjected to statistical treatment in order to answer the questions proposed in this study.

Keywords: advertising and social media marketing strategy, brand awareness, consumers behavior, chosen channels and tactics, marketing plan tool, and promotional strategy.

The Level Of Alignment With A Business Code Of A Plastic Printing Company

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Abstract

The study assesses the level of alignment of a plastic printing company in terms of the four elements of business code which will be the basis for an improved alignment of the company. The study sought answers to the following: profile of the respondents; respondents' extent of alignment to Customer, Brand Intention, Culture, and Leadership; and identified barriers and obstacles. Descriptive type of research was used in the study by using a survey questionnaire. An enhanced questionnaire was used in the study. There were 74 employees who participated and served as respondents of the study. Ranking, Frequency and Percentage Distribution, Weighted Mean and Analysis of Variance are the statistical tools. As assessed by the respondents the level of alignment of company to the four elements of business code were all "Somewhat Effective". in terms of Customer, Brand Intention, Culture and Leadership. There were significant differences on the Business Code when respondents are grouped according to age and position level, while there were no significant differences on the Business Code when respondents were grouped according to the rest of the profile variable. As assessed by the respondents the degree of seriousness of the identified barriers and obstacles of the company to the Business Code were all "Somewhat Serious" The level of alignment to the four elements of Business Code as assessed were all somewhat effective. The level of seriousness of the identified barriers and obstacles to the four elements of Business Code were all somewhat serious. It can be said that the identified barriers and obstacles may not hinder improving the alignment of the company. The company should be more focused on its purpose; company's vision should be articulated well and understood by the employees; people should be responsible in aligning their behavior to the company's culture and its shared values and beliefs; and leaders should act well in alignment to company's culture. Further research may be conducted to companies of the same industry.

Keywords: business code, brand intention, culture, leadership

Journey to Service Excellence: An Assessment of Service Quality in the Government Service Insurance System from the People's Perspective

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Government Service Insurance System

Abstract

This study assesses the quality of service of GSIS Laguna Branch from people's perspective focusing on the five (5) dimensions of SERVQUAL Model namely Tangibles, Reliability, Responsiveness, Assurance and Empathy. Specifically, the questions sought to be answered were the profile of the respondents; the way the five dimensions were rated according to importance; the respondents' level of expectations and perceptions of GSIS Laguna service quality; the gaps between expectation and perception; the significant difference in the respondents' assessment when grouped according to profile; and the problems encountered with the solutions offered by the respondents. The research utilized the Descriptive Method and the modified SERVQUAL instrument. Statistical tools were employed for analysis. Findings revealed that majority of the respondents were above 30 years old, female with less than 15 years in service and earning less than P20,000.00 monthly. Responsiveness, Reliability and Assurance were the most important factors for the respondents, ranked in that order. Generally, there is high expectation on Responsiveness, and high perceptions on Assurance and Empathy. Responsiveness, Reliability and Tangibles obtained the most negative SERVQUAL (SQ) scores or service gap; and the most positive in Empathy followed by Assurance. The problems encountered by the respondents reflected the difference in perception and expectation. The solutions offered were recommendations for service improvement. It was also found that mean gaps, whether unweighted or weighted, vary significantly in terms of certain dimensions and groupings according to profile. On the basis of identified service gaps particularly on Responsiveness, Reliability, and Tangibles, proposals were made to enhance the service quality of GSIS Laguna Branch. It is further recommended that the modified SERVQUAL instrument be used for further study or assessment of other GSIS offices to confirm the findings.

Keywords: GSIS laguna service quality, responsiveness, reliability, empathy, assurance, tangibles

Implementation of Quality Management System in Highway Construction of Selected Subcontractors in Nueva Ecija as Perceived by Prime Contractors

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Abstract

This study assesses the implementation of the Quality Management System (QMS) of the subcontractor as perceived by prime contractors in the construction of highways in Nueva Ecija which would improve the process and performance of subcontractor work resulting in a better outcome of finished projects. The profile of the respondents when they are grouped according to form of business organization, number of years of operation, classification of company based on Philippine Contractors Accreditation Board, number of manpower, number of completed/ongoing projects, and number of subcontractors working/worked with were described. The study also assesses the subcontractor performance on the project site concerning QMS such as planning, procurement, execution, professional judgment, and benefit of outsourcing for construction of highways. Descriptive research method was used to evaluate the quality management system that the prime contractors in Nueva Ecija have on their subcontractors.

Keywords: quality management system, assessment, monitoring, controlling

Implementation of Six (6) Basic Lean Manufacturing Tools to Selected Companies In Calamba, Laguna

Irene Batacan
Polytechnic University of the Philippines

Abstract

The study aims to determine the extent of implementing, the extent of benefits achieved, and degree of seriousness on the barriers encountered of implementing the Six (6) Basic Lean Manufacturing Tools commonly used to selected companies in Calamba, Laguna. The implementation of lean principles and tools is crucial in every manufacturing companies. It will not only benefit the owner of the company but also all the people in the organization because it will help improve cost, efficiency, productivity, quality and so on. Lean is simply reducing waste from manufacturing process. There are lots of lean principles and tools that need to be considered to become successful in the implementation, it must be effort from top management down to rank and file or a commitment from everyone. The most basic lean tools will help the lean principles become successful, the 5S, Kaizen, Value Stream Mapping, Takt time, Standardized Work and Poka Yoke are very helpful to help lean implementation gain the benefits. The result of this study will be used as guide for all industries to enjoy significant benefits by investing in lean manufacturing principles. This can create greater customer loyalty to the products and services and can help them to manufacture suitable product that meet the customer's need. Also, this study will be useful for future business owners in determining the importance of lean principles which enables the organization in meeting customer's satisfaction and in achieving quality products and service loyalty globally. Lastly, this will serve as a guide for future studies.

Keywords: lean tools

Engineering and Management Strategies for Customer Retention Implemented by the Suppliers of Micro Contamination Solutions Provider in Calamba City

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Abstract

This study intends to determine the engineering and management strategies for customer retention implemented by the suppliers of Micro Contamination Solutions Provider Company in Calamba City. Specifically, it sought to answer the respondents' profile, their measurement of conformity in terms of identified management and industrial engineering strategies as well as their agreement on the factors presented to successfully retained customers. In addition, it sought to discover the significant difference on the level of respondents' conformity when group according to their profile. Finally, to identify the respondents' rating to the presented benefits of customer retention. It employed a descriptive method to describe the qualitative features of the data acquired in the constructed 4 parts - survey questionnaire utilizing 5-point Likert scale. Then, the gathered data were statistically treated thru frequency and percentage, weighted mean, overall weighted mean and one-way analysis of variance utilizing SPSS version 25 software. It revealed that 57% of the respondents graduated from a 4-year Bachelor's degree, 49% were Sales and Marketing Staff with one year or less (34%) working experiences in their current position. Lastly, 69% were with businesses concentrated on manufacturing products or producing goods. The respondents had positive feedback on all enumerated management strategies: value creation, creation of bonds, switching barriers, establishing of zero deflection culture and effective recovery systems, with highest OWM of 4.62. Furthermore, there was great accordance on Industrial Engineering practices such as implementation of quality, lean practices, continuous improvement and inventory management with highest at OWM of 4.76. Testing of significant difference on strategies and factors of customer retention yielded to the rejection of 3 hypotheses namely: effective recovery system according to the type of industry, lean practices according to position and customer service according to the type of industry. Finally, identified benefits of customer retention were rated significantly by the respondents. These were: revenues grow over time, cost to serve is lower, referrals are generated, higher prices are paid, customer retention is cheaper than acquisition, engaged customers provide more feedback, existing customers will explore the brand other than the current products and services and finally, loyal customers are more forgiving when mistakes or error occurs.

Keywords: management industrial engineering

Working Capital Management Practices of Selected Merchandising Businesses in the City of Dasmariñas, Province of Cavite

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Abstract

The study aims to determine the respondents' assessment on the working capital management practices of selected merchandising businesses operating in the City of Dasmariñas, Cavite. Descriptive method was used, a researcher-made questionnaire was employed as a gathering instrument, and Frequency and Percentage Distribution, Weighted Mean, and One-way Analysis of Variance were the statistical tools utilized in this study. Most of the respondents' businesses were structured as single proprietorship, in operation for more than 10 years, had 5 or less employees, sold grocery items with a capital not exceeding P100,000. The respondents assessed the working capital management practices in terms of cash, receivables, inventories, and payables as "Effective". When grouped according to profile, only "Years in Operation" found to have no significant difference. As to the "Form of Organization" and the "Nature of Product", only the respondents' assessment on cash management practices have significant differences, while there is none for receivables, inventories and payables. However, significant differences were found in the respondents' assessment of cash and payable management practices when grouped according to "Number of Employees, and "Capitalization", while there was no significant difference for receivable and inventory management.

Keywords: working capital management, merchandising business, Dasmariñas, Cavite

An Empirical Study of the Selected Socio-Demographic Factors of Employees' Performance

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Abstract

The main objective of the study is to provide analyses of the effects of selected socio-demographic factors i.e. age, gender, marital status, tenure of service, and residential location on the employees' performance of selected departments/offices of a government organization. The effect of the explanatory variables was estimated through the use of Panel Regression Analysis. The findings reveal that all of the variables used in the model had passed the unit root test at level, which means that the ratio of the number of panels to time periods tend to zero asymptotically, and therefore the variables were acceptable to use for modeling and regression. The results also show that there is a weak positive correlation between the employees' performance and residential location; whereas, there was very weak and negative correlation between employees' performance and the employees' age, gender, marital status, and tenure of service. Furthermore, age and gender appeared to be statistically significant using the Fixed Effect Model. The gender positively contributed to employees' performance, while age negatively influenced the employees' performance. If taken collectively, the selected socio-demographic variables significantly affect the employees' performance. The variations in employees' performance were significantly explained by the variations in employees' age, gender, marital status, tenure of service, and residential location. There were significant differences in the employees' performance of departments/offices in an organization. The Fixed Effect Model is the appropriate model to use for employees' performance.

Keywords: employees' performance, socio-demographic, work performance

The Effect of Financial Repression on Total Investment: An Instrumental Variable Method

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Abstract

Financial repression was characterized in various government policies to control certain macroeconomic variables like interest rate and reserve ratio requirement. Many studies and literatures mentioned that the repressed financial sectors discourage both savings and investments because of lower rate of return and restricting bank portfolio to productive investments. The Two-Stage Least Square (TSLS) method was used to estimate the effect of the explanatory variables such as interest rate and reserve ratio on investment. Using different statistical tests, the results revealed that all variables employed in the model had passed the unit root test or test for stationarity which signified that the regression of the variables was feasible. Furthermore, the F-test and Hausman test indicated that the instrument is relevant. The OLS and TSLS were significantly different and can be concluded that instrument variable is exogenous. There was a very weak negative correlation between investment and its determinants while savings has a strong positive correlation to investments. Although, interest rate and reserve ratio had no significant effect on investment, it exerted a negative influence in investment which followed the theoretical expectation. The study revealed that there was strong evidence that savings had a major role on investment.

Keywords: financial repression, investment, savings, interest, reserve ratio

The Relationship Between Leadership Style and Performance of the Managers of Land Bank of the Philippines

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Abstract

The main objective of the study is to determine the relationship between leadership style and performance of the managers of Land Bank of the Philippines. The study specifically aims to address the following concerns: (1) identification of Leadership Style of the Managers; (2) assessment of the Performance of the Managers; and (3) determination of relationship between Leadership Style and Performance of the Managers. The study used the descriptive method. It also used the researcher-made survey questionnaire in gathering primary data which was distributed to three hundred one (301) rank and file employees. Frequency and Percentage Distribution, Weighted Mean and Pearson's Coefficient of Correlation were used for statistical treatment of (gathered, collated, tallied and tabulated) primary data. Results revealed that managers of Land Bank of the Philippines were basically employing affiliative style of leadership consciously or unconsciously. The subordinates 'agreed' with the level of the performance of their managers in terms of interpersonal; conceptual; technical; communication; and decision-making skills. In terms of the relationship between leadership style and performance, amongst the six (6) leadership styles used in the research study, the affiliative and pacesetter leadership style showed a positive relationship between leadership style and performance of all the managers. It is suggested that the assessed leadership styles of the managers may be disseminated to the top management and managers of LANDBANK and can be used by the agency to identify the strength and weakness of the managers and help them to improve of themselves in terms of personalities and behaviors which could be helpful in creating an effective working environment.

Keywords: leadership style, leadership performance, relationship between leadership style and performance

Internal Control Practices of Medium-Sized Retailers in Pasay City

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Abstract

The study aims to assess the effectiveness of the internal control practices of medium-sized retailers in Pasay City. The descriptive-survey method of research was used in this study. Respondents were composed of 176 employees of higher management, from grocery stores and supermarkets in Pasay City, which practice and implement an internal control system. Based on the findings, the respondents' assessment on the company's internal control practices in terms of Control Environment, Information and Communication, and Control Activities were deemed effective. The study also notes several significant differences in the respondents' assessment on internal control practices when grouped according to form of business, number of employees and capitalization. Recommendations have been formulated such as, that the management should understand the importance of investigations and evaluations conducted by auditors regarding the internal control system. There should be specific lines of authority, implementation of adequate internal control and segregation of duties. Furthermore, the managers and employees should have better understanding on their responsibilities. A further study on the internal control practices of grocery stores and supermarkets, for an in-depth analysis on the operations of the business, is recommended.

Keywords: retailers, internal control practices, effectiveness

Correlating Instructional Leadership with Results-based Performance Management System in District 2 of San Jose del Monte, Bulacan

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Abstract

The study explores the relationship between instructional leadership and result-based performance management system in District 2 of San Jose del Monte, Bulacan. A descriptive-correlational type of research was used as method of the study. The questionnaire was used as main gathering instrument. The respondents were five school administrators and one hundred eighty teachers in District 2 of San Jose del Monte, Bulacan. Statistical tools were used to measure and to analyze the results of the study. The study revealed that the demographic profile of the school administrator respondents comprise mainly of 46 to 50 years old, female, were married, finished their Master's Degree, and were principal of the schools. On the other hand, the teacher respondents were mostly 31 to 35 years old, females were married, Bachelor's Degree holder, and were mostly Teacher I. Moreover, the respondents give a "Superior" rating on the instructional leadership in the schools. On school administration, it exemplified that the school demonstrates knowledge and ability to implement approved curriculum of program know and applies principles of school finance. In terms of professional growth, it elicited that the school maintain an Appropriate Level of Preparation and Scholarship or Advanced Training and Participates in workshops, seminars, and graduate studies. Along with academic performance, it characterized that the school provides an environment of Trust that is Responsive to the collective needs of the students, Staff and Patrons. And when it comes to school effectiveness, it amplified that the school demonstrates skill in evaluating the Performance of assigned staff members. Along with the innovation, it illustrate that the teacher translate creative thinking into tangible changes and solution that improve the work unit and organization.

Keywords: instructional leadership, RPMS, action plan, evaluation, assessment, instructional supervision

Image Restoration Strategies of LRT-2 Service Performance in Managing Its Crisis

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Abstract

Since the Philippines maintains to be one of the strongest, fastest-growing and a promising economy, road congestion or more known as “traffic jams” pose a challenge, for it is inevitable to all developing and growing urban areas. It is all over the country, though it is not as horrible in the roads of Metro Manila. To decongest Metro Manila, new infrastructure was established and traffic management was improved. New roads, expressways, overlapping flyovers and skyways were built, but did not decrease the road congestion. The establishment of LRT is also an indication that the country is indeed a developing country and therefore, needs to keep pace with its own development—from the increasing population and its demand, to the growing economy. However, problems have risen after many years of service. It encountered crises that discouraged loyal passengers and potential commuters. Crises are threats that can damage an individual or organization’s credibility, relationships, marketability, and economic welfare. When a crisis strikes, it results to the destruction of the organization’s image. Thus, William Benoit’s Image Restoration Theory, as a crisis response, is needed to repair the damage the crisis has inflicted. The purpose of this study is two-fold. First, it identifies the Image Restoration Strategies (IRS) and measures the effectiveness of each tactics employed by LRT-2 during a crisis situation. Second, it determines passenger’s expectations regarding the image restoration strategies LRT-2 should apply in managing its crisis. In order to achieve the purpose of this study, a survey was administered to 400 LRT-2 passengers to know their views on the eight IRS LRT-2 used in managing its crisis. Among the eight strategies, as well as what IRS LRT-2 should employ, LRT-2 passengers (cross tabulated with their profiles) considered Compensation and Minimization to be the best strategy LRT-2 had employed, followed by Corrective Action. Mortification, though it is an admission of guilt, it is still perceived to be effective since it could lead to corrective action.

Keywords: PUP, MC, LRT-2, crisis, image restoration theory, crisis response

Service Quality of CABEIHM Main I

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Abstract

The study was conducted during the 2nd semester of AY 2015-2016 to identify and determine the level of satisfaction of the key stakeholders in the services provided including both tangible and intangible offerings of the College of Accountancy, Business Economics and International Hospitality Management. One hundred (100) set of sample were randomly selected based on the list provided by the Registrar's Office. The study describes the level of satisfaction of the students by using the SERVQUAL framework. To accomplish the purpose and objectives of the study, statistical tools such as mean and ANOVA were properly utilized. The study reveals that the identified sample were all satisfied with the service offerings of the College. Also, it was clearly depicted that there is no significant difference on the assessment on the level of respondent's satisfaction when they are grouped according to age, sex and civil status. However the study found out that there is significant difference on the level of respondent's satisfaction on the tangibility when they are grouped according to year level and daily allowance in terms of empathy. The result of the suggested analysis show that service quality is an on-going framework for differentiation strategy.

Keywords: SERVQUAL, tangible, responsiveness, reliability, empathy, assurance

Level of Effectiveness of Internal Control Systems of Cooperatives in Batangas City

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Abstract

This study aims to assess the level of effectiveness of the internal control system of Cooperatives in Batangas City. The descriptive-survey method was utilized. The researcher employed the use of modified type of survey-questionnaire with 45 items for assessment of the target respondents. The respondents generally assessed their respective control environment as effective while the current control and monitoring activities as well as CDA compliance were all assessed as very effective. For a more effective control environment, cooperative policies and procedures must be clearly and continuously communicated to the members. It is also helpful to establish a documentation process that will clearly define authority and responsibilities both the members and officials. Maintaining the basic segregation of duties in cooperatives must be ensured despite limited personnel. This will also allow an opportunity for better monitoring activities. It is worth to have at least one activity that will keep the employees engaged like team-building, simple dinner or workshop. The researcher strongly recommends that the board of directors should create different committees that will handle each activity of the multipurpose cooperative. To keep the transparency flowing, quarter variance reviews can be implemented to identify if the cooperative is operating in accordance to what has been projected at the start of the year. This will also aide to identify unusual fluctuations and variances that may indicate fraud or other circumstances that need to be resolved immediately. Cooperatives must also take into consideration the ageing of the members and start to attract individuals in their mid-30's to become members. This will ensure not only the continuity of the cooperative as an organization but also allow succession of established policies and accounting practices of the cooperative.

Keywords: control environment, control activities, monitoring, reporting, liquidity

The Relationship Between Job Satisfaction and Organizational Commitment: Basis for Enhanced Recruitment Program

Melanie V. Reotiquio
Samahan ng Sikolohiyang Pilipino

Abstract

The main objective of the study is to assess the relationship between job satisfaction and organization commitment as basis of enhanced recruitment program, as measured by Paul E. Spector's Job Satisfaction Survey (JSS) by and Organizational Commitment Questionnaire by Meyer, Allen, and Smith. The researcher used the descriptive method of research; Sloven's formula to get the sample size; and simple random sampling technique to choose the respondents. Moderate and significant relationships were observed among the variables with affective commitment: Promotion, Contingent Rewards, and Coworkers; while weak associations but significant relationships were seen among job satisfaction variables with affective organizational commitment: Fringe Benefits and Communication. Only two indicators of job satisfaction are significantly associated with continuance organizational commitment but also noted moderate relationships. Job indicators Promotion and Supervision. Respondents' Affective Organizational Commitment is significantly and positively related with job satisfaction indicators: Promotions, Contingent and Coworkers. Continuance Organizational Commitment level of the respondents could be described on the basis on job satisfaction indicators: Promotion and Supervision. As such, it was recommended that providing a fair, clear and attractive guidelines and policies on pay could be really helpful to expect a full blown of job satisfaction in the workplace; the management shall consistently provide a positive and motivating work environment; managers and supervisors should make time for regular feedback sessions; and lastly, future researchers may apply the basic principles of knowing the relationship of job satisfaction and organizational commitment in designing enhanced recruitment program.

Keywords: job satisfaction, organizational commitment, recruitment program, significant relationship

COUNTER-VERSIES: The Response Strategies of Talent Managers on Celebrity Personal Crises

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Abstract

This study probes the different image repair strategies that managers employ during celebrity personal crises and is aimed at the following objectives: (1) to identify the common controversies that celebrities are involved in, (2) to determine the repair strategies in response to particular personal crises, (3) to determine the factors behind specific response strategies, (4) to determine the effects of controversies to Filipino celebrity value. The study is anchored on William Benoit's Image Repair Theory which suggests five different strategies in handling crisis communication namely denial, evasion of responsibility, reducing offensiveness, corrective action, and mortification. A Qualitative Approach was utilized in this study which looks into substantial evidences that showcase varied perspectives on the subject. Furthermore, this study is descriptive in nature and applies Case Study as tradition of inquiry to gather and interpret first hand data of talent managers in handling celebrity controversies. It was found that (1) sex scandals are today's number one controversy among celebrities, mainly because of the quick spread of information in social media, (2) there is no definite image repair strategy to use, although silence is key, (3) the celebrity's feelings is the top consideration for image repair, and (4) controversies are not the pitfall of a celebrity's career. Based on the findings, it was concluded that no controversy is too small and it is evident that celebrities are valuable to the talent agencies as they will do everything to salvage celebrity image and reputation. Also, talent management is not just a profession but more like a role or relationship. Finally, many controversies, its effects, are short-lived.

Keywords: controversies, image repair, crisis management

Teachers' and Principals' Job Satisfaction and Frustration in District II Division of Makati City: Basis for Enhanced Faculty Program

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Abstract

Job Satisfaction measures the feelings of an employee towards their job. In the Philippines it has been an issue especially in the field of education. According to surveys, job satisfaction has been going down since 2017. The objective of this thesis is to investigate the job satisfaction of teachers and principals in District II of Makati City with respect to their demographic profiles to be used as a basis for enhancement programs. Stratified sampling is the method applied for this study. Job satisfaction is tested through the use Psychological Needs Satisfaction and Frustrations Scales which measure the level of autonomy, relatedness and competence of the respondents. There are three types of scales: General Measure, Work Domain and, Diary Version. These scales are survey questionnaires that represent different time perceptions. 46.8% of the total population has taken part of the study. The significance of job satisfaction was not affected by age, sex, civil status, job position but significantly affected by educational qualifications. The end result suggests that Department of Education should also reality check their employees and give the support they needed so that satisfaction will be met.

Keywords: job satisfaction, teachers, principals, PNSF scales, demographic profile, enhancement program

Human Resource Management Practices of a Shipping Company

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The study aims to assess the effectiveness of the human resource management practices of a shipping company. The study used the descriptive method. Survey questionnaires were used to gather necessary data. Most of the respondents were aged 26-30 years old, female, single, college degree holders and stayed in the company for 5 years and below. The Human Resource Department was “Agree/Effective” on recruitment, learning and development, compensation and benefits, talent management and employee safety and security. People’s perception on organization’s performance implies the importance of having appropriate and adequate competencies for Human Resource as to be able to perform its roles and influence organizational performance interrelated with productivity, cash flow and market value of a company.

Keywords: human resource

Satisfaction of Polytechnic University of the Philippines-Open University System Graduates of Academic Year 2016-2017 on the Service Provided by PUP Open University System

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Abstract

This study was made to determine the satisfaction of graduates of the Polytechnic University of the Philippines-Open University System to its services for academic year 2016-2017. Descriptive method was used in the study. The study found out that the PUP Open University graduates A.Y. 2016-2017 are very satisfied on the services offered and provided by PUP Open University System.

Keywords: PUP OUS, exit survey, satisfaction, rating, service

POLITICS

Philippine Army's Strategies on Crisis Communication: Public Affairs Officers' Practices

Jeffrex Molina
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Abstract

This study explores the current strategies of the Philippine Army on crisis communication. The objectives were to determine the profile of the Public Affairs Officers (PAOs) who communicate organization's crisis, how they defined and determine it, the strategies in relation to the content, themes and messages, and tools for collecting, and disseminating information, and, the problems encountered in communicating the crisis. This study used Deming's systems theory in the analysis of the data since the Philippine Army, as an organization, follows a very inclusive systemic approach in the performance of its function. Seven PAOs underwent focused interview to gather their experiences in communicating crisis. The researcher found out that the Philippine Army only take actions when crisis has already occurred and they based their actions on the guidance of the higher headquarters. The current practice of the Philippine Army prevails because of the absence of institutionalized systems and approaches in disseminating crisis. The study recommends that this study become the basis of the Philippine Army in conducting trainings on crisis communication as well as in crafting policies and related documents that may facilitate the institutionalization initiated by the Philippine Army.

Keywords: crisis communication; communication plan; communication pitfalls; crisis communication tips tools

Correlating the Organizational Characteristics of the Pantawid Pamilyang Pilipino Program on the Job Satisfaction and Performance of its Implementers in Quezon Province

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This study correlates the organizational characteristics of the Pantawid Pamilyang Pilipino Program on the Job Satisfaction and Performance of Its Implementers in Quezon Province. It targeted all the 111 Municipal Links and 43 Social Welfare Assistants as its main respondents. It used the Descriptive-Survey and Descriptive Status Methods of Research and the Mean and Pearson r Correlation for the statistical treatment in order to analyze the data. Findings reveal respondent-implementers have a differing perception on the organizational characteristics of the Pantawid Pamilyang Pilipino Program in terms of purpose, leadership, relationships, rewards, and helpful mechanisms. In terms of structure and attitude toward change, respondent-implementers have somehow similar perception. In terms of the level of job satisfaction respondent-implementers present a somehow similar level of job satisfaction. For both of them, they expressed higher satisfaction about their co-workers and the lowest level of satisfaction for job security and compensation. For the job performance of the Municipal Links, preparing Monthly Accomplishment Report and all other reports have the highest mean and interpreted as always. It is followed by following the DSWD's Code of Conduct and other enacted office rules and regulating plan of activities and budgetary requirements at the municipal level; for the SWAs, facilitating and coordinating with school and health centers relative to CVS monitoring and retrieval. It is followed by taking care of the DSWD properties as entrusted to them for the implementation of the program. However, attending seminars, trainings, and workshops related to the performance of their job has the lowest mean. Therefore, the hypothesis that there is a significant relationship between the organizational characteristics and job satisfaction is partially rejected considering the p values of purpose and attitude towards change not significant with probability >0.05 . However, at some extent it is accepted having structure and leadership with p values construed as significant with probability of 0.05. Meanwhile, for the relationship Municipal Links and SWAs have their different valuation wherein for the former, it is accepted, while for the latter, it is rejected. Furthermore, rewards and helpful mechanisms are considered rejected for the SWAs while for the MLs, interpretation could not be done given their responses had no variation.

Keywords: organizational characteristics, job satisfaction, job performance, 4Ps

Capabilities of Mobile Patrollers of the Tactical Motorized Unit of the Quezon City Police District: Basis for Enhanced Police Response

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Abstract

A key aspect of police patrol is the provision of high visibility for the police force in the community which is the key function of the Tactical Motorized Unit (TMU) of the Quezon City Police District (QCPD). The main objective of the study is to assess the capabilities of mobile patrollers of the Tactical Motorized Unit of the QCPD in enhancing police response in terms of: Personnel Management, Operational Strategies, Logistics and Funds and Community Support. It also tackled the problems encountered and appropriate measures to address the identified problems. The study used the descriptive method in its research design. The sample size of respondents was determined using the Slovin's Formula while the sampling technique that was used was Stratified Random Sampling technique. A self-made survey questionnaire was used as the primary tool in gathering data. The Likert 5-Point Scale was particularly used by the researcher to measure the levels of respondent perception. Findings of this study will greatly help to formulate, recommend and implement the possible solutions to address those identified problems. There are still problems that need to be fixed in order to enhance the police response of the Mobile Patrollers of TMU QCPD. There is a need for the Creation of a Technical Working Group for the formulation of Qualification Standards for Mobile Patrollers; this will served as basis for the selection of personnel to be designated as Mobile Patroller of TMU. Conduct of related trainings/seminars on Traffic, Investigation, Patrol, First Responder to include defensive driving, and police community relation is recommended to enhance the capabilities/skill of Mobile Patrollers of TMU. Institutionalize Reward and Punishment System to fast track the issuance of Commendations/Awards to deserving personnel, likewise filing of administrative case to erring personnel. Funds for the maintenance and operational costs of logistical assets must be reviewed, likewise to requests for additional, if necessary. In reality, the police cannot stand alone in the fight against crimes and maintenance of peace and order. They rely on the support of the community especially in gathering crime information and extending the much needed human resources. Police presence in partnership with the community, in a wider scope, is the most effective crime prevention strategy.

Keywords: community,logistics, mobile patrollers, operations, personnel management,tactical motorized unit

Evaluation of the Performance of the Disciplinary Machinery Personnel in Quezon City Police District: A Guide to Competency-Building Program

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Abstract

This study aims to evaluate the performance of the Quezon City Police District's (QCPD) disciplinary machinery personnel in the disposition of administrative cases in terms of pre-charged investigation, summary hearing proceeding, and resolution of cases. It included the problems encountered by the respondents that affect the disposition of administrative cases in QCPD and the measures to address the problems encountered by the respondents that affect the disposition of administrative cases in QCPD. This study made use a total of two hundred five (205) PNP personnel assigned to QCPD. They are composed of two groups of respondents namely: QCPD disciplinary machinery personnel and QCPD personnel charged with less grave administrative offense. Survey results were presented with the use of descriptive statistics such as percentage, ranking, and mean. The 5-point Likert Scale was employed to measure the respondents' assessment with a corresponding verbal interpretation. The findings of the study showed that the members of QCPD Disciplinary Mechanism needs to enhance the way they assist the witnesses in the execution of affidavit in case that there is no private complainant. There is a difficulty in the wise used of discretion during the conduct of clarificatory hearing. The QCPD personnel who were administratively charge are not satisfied with the performance of District Law and Order Section (DLOS) personnel and District Legal Unit (DLU) personnel. There is difference between the assessment of two respondents relative to the performance said personnel in accomplishing their duties and function. Therefore, researcher concluded that the QCPD pre-charge investigator were skilled in the determination of probable cause and nature of offense. They are proficient in evaluating and investigating administrative cases. The SHOs of QCPD were strict in the issuance of summons to the respondent. Thus, the respondents and complainant become aware of administrative procedure and equipped during hearing. There is need to improve their wise use of discretion in conducting one clarificatory hearing. The diverse assessment of the respondents in the Resolution of Case was due to the voluminous backlog of administrative cases that needs to be review and drafted for decision filed in the office of DLOS and DLU.

Keywords: NAPOLCOM memorandum circular 2016-002

Correlating Political Motivation Factors and Job Performance of Barangay Councilors in Lucena City: Basis for an Action Plan

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Abstract

This study explores the political motivating factors and job performance of Barangay Councilors in Lucena City that will become a basis for an action plan. The study also aimed to find if the correlation between the job performance and motivating factors. It utilized the descriptive-survey method using a well-prepared questionnaire with the participation of the 165 barangay councilors from the 33 barangays of Lucena City as the respondents of the study. The study specifically sought to answer the following objectives: (1) the demographic profile of the respondents in terms of age, sex, civil status, highest educational attainment, and number of term in service. (2) To find out the motivating factors in performing duties along with the following dimensions: authority, prestige/status quo, influence, economic benefits, salary and connection (3) To know job performance of the barangay councilors in the committees they are assigned in terms of commitment to people and delivery of services (4) to know the problems encountered in the performance of the duties and function as barangay councilors in terms of local legislation and delivery of services (5) to find out the significant relationship between motivating factors and job performance (6) to propose Percentage was used to analyze the results in the demographic profile of the respondents. The study revealed that Barangay Councilors respondents composed of mainly of 41-50 years old, male, married and college graduates and served for two terms weighted mean was used in assessment of the motivating factors in performing the job of the respondent, level of job performance, and the problems encountered. The motivating factors in performing the jobs of the respondents in terms of authority, prestige/ status quo, influence, economic benefits and salary / compensation and connection are having a voice in the community, the feeling of being respected and loved in the community, barangay captain and fellow barangay councilors recognition to their deep commitment to the task assigned, almost all parents can send their children to school, receiving salary on time and having a good relationship with the entire barangay council and working closely together within the committee they belong to respectively. In the assessment of the respondents on the level of job performance, the mostly performed and agreed by the respondents are arguments and disagreements being rightfully addressed and resolved in terms of commitment to people.

Keywords: barangay councilors, correlation, motivating factors, job performance, Lucena City

Cainta, Municipality or City? Let the People Decide

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Abstract

The study focuses on the assessment of the perception of the residence of the Municipality of Cainta on its conversion into a city. It investigated on the municipality's compliance with the statutory requirements of the law for cityhood conversion. Furthermore, it assesses the perception of the residents of the municipality on the advantages and disadvantages of such conversion and on whether to approve or reject the proposed conversion. The researcher used the sample random sampling technique to determine the sample of 400 respondents whose responses on a self-made questionnaire were gathered, tallied, and subjected to statistical treatment. Frequency and percentage distribution, weighted mean, as well as the Pearson Chi-Square were used to interpret the data gathered. The study revealed that the Municipality of Cainta passed the income and population requirements for cityhood as prescribed by Republic Act No. 9009, notwithstanding the failure to meet the land area requirement. The research showed that the people of Cainta "agreed" on the perceived advantages and disadvantages of the creation of the city of Cainta. From the results of the study, it appeared that the people of Cainta favored the conversion of the municipality into a city. Lastly, the study revealed that there was no significant relationship in the respondents' assessment when they were grouped according to their demographic profile. However, a significant difference in the respondents' evaluation was found when they were grouped according to their respective barangays. A considerable number of respondents from Barangay San Juan were significantly in favor of Cainta's conversion into a city. Respondents of Barangays Sto. Domingo, San Andres, San Isidro and Sto. Nino also expressed their extremely favorable response. On the other hand, Barangays San Roque and Santa Rosa expressed identical responses which were considered to be only average.

Keywords: cityhood, Cainta

PRINCIPLE OF INFORMATICS

Proposed Design for CCTV-Enabled Instructional Development Hub for PUP OUS

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Polytechnic University of the Philippines

Abstract

This study aims to design the facility for Polytechnic University of the Philippines – Open University System devoted for the creation of audio/video content thru recording the conduction of classes of the university's professors to its students, then enhanced/edit to accumulate educational materials for future use. The facility is called "Instructional Development Hub", this is a structure divided into two parts: the studio designed as classroom and the control room where all the captured audio and video materials, thru the capturing devices installed in the studio was recorded and saved. Based from reviewing documents online and manuals the studio designed as classroom was needed to be acoustically treated and soundproofed maintaining 35 dBa, while the luminaries to be used is recommended to be LED with Correlated Color Temperature (CCT) capabilities, to provide lamination with changing colour temperature and at least 150lx for the mean cylindrical luminance for the room. Also, based from the conducted interviews with the different control and command centres managers in Metro Manila such as Valenzuela City, Pasig City and Metropolitan Manila Development Authority, this studio designed as classroom was intended to be installed with microphones to capture audio, and installed with pan/tilt/zoom closed circuit (CCTV) cameras to capture footages since these cameras are versatile and controllable from a remote area (which is the control room).Based from this study conducted this instructional development hub can be built starting from the estimated amount of 900,000.00 pesos and therefore the university should seek for fund sources or collaborations in order to implement the design from this study.

Keywords: instructional, facility, CCTV

Quantity Take Off Software System On Selected Construction Companies

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Abstract

Traditionally, quantity take off was developed manually measuring directly from physical papers, and 2D drawings. Manual estimation is a tedious, time consuming, and error-prone process. However, in the recent years, quantity take off software has gained popularity in the construction industry. This software can support 2D drawing, 3D models or PDF file format and capable of generating quantities automatically. However, despite the reported benefits on adopting quantity take off software within the company, very little has been reported utilizing the software on construction projects in the National Capital Region of the Philippines. This study aimed to determine the assessment of the construction sector in NCR in the utilization of quantity take off software system. Selected construction companies were surveyed using survey questionnaires to determine their assessment on the level of implementation of quantity take off software system, and the action plan may be adopted to utilize the quantity take off software in the construction companies. The results suggested utilization of quantity take off software system in construction projects and recommended the identification of the benefits that it could offer.

Keywords: quantity take off, quantity take off software, automatic estimation

PSYCHOLOGY

The Relationship Between Religiosity and Psychological Well-Being of Millennials: Basis for Spiritual Intervention Program

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Abstract

Inspired by the theories on Religious motivation, Positive, and Transpersonal Psychology, this research aimed to discover the presence, strength, and direction of the relationship between religiosity and the six dimensions of psychological well-being as basis for a proposed spiritual intervention program. The respondents involved were 184 members of Singles for Christ Metro Manila with ages between 21 to 37 years old. Convenience sampling technique was applied. Instruments used were the Psychological Well-Being Scales and Centrality of Religiosity Scale. Results revealed that there is a relationship between religiosity and the six dimensions of psychological well-being. The Catholic millennial respondents showed high levels for both variables. The dimensions personal growth, positive relations with others, purpose in life, and self-acceptance exhibited a moderate positive relationship, while autonomy and environmental mastery indicated a weak positive relationship with religiosity. The recommended spiritual intervention program included modules that targets to strengthen their three weakest areas: having technical knowledge about their faith, expressing personal views and opinions, and assertively managing daily demands and responsibilities. The recommendation is for millennials, regardless of religion, to ask more about their faith, bank more on personal rather than mobile encounters with people, and be active and open to formation programs in their respective denominations and sects.

Keywords: religiosity, psychological well-being, catholic millennials, singles for christ

Demographic Profile and Emotional Competence of College Student Leaders: Basis for Emotional Enrichment Program for the Youth

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Abstract

This study determines the demographic profile of college student leaders and their emotional competence as the basis for creating an emotional enrichment program for the youth. The participants of the study were 120 student leaders from top local universities in Metro Manila. The study utilized a descriptive-correlation study to identify the demographic profile and relationship of intrapersonal and interpersonal emotional competence of the respondents. To gather the data, cluster sampling and convenience sampling were utilized using the demographic form survey and the research tool Profile of Emotional Competence Questionnaire (PECQ). To analyze the data, weighted mean of the intrapersonal and interpersonal scores were computed, compared scores at .05 level of significance, and correlated using Pearson Correlation Coefficient. The study revealed that most of the respondents are 19 – 21 years old, female, with a good grade point average. The result also showed that respondents have an overall average level of intrapersonal and interpersonal emotional competence. However, results also revealed that respondents have a high level of regulating own emotions and identifying others' emotions. Based on the results of the study, the Emotional Enrichment for the Youth was designed to provide a venue and opportunity to develop other skills in developing emotional competence. These activities were summarized into three programs: (1) Personal Development Learning Series for Students, (2) Leadership Training, and (3) Student Leader Executive Coaching.

Keywords: emotional competence, intrapersonal, interpersonal, student leaders

The Relationship between Parent and Peer Attachment and Academic Performance of Grade 5 Pupils in Selected Elementary Public Schools in Division of Bacoor, Cavite

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Abstract

The scope of the study is limited to the Likha Molino IV Elementary School, Gawaran Elementary School and Progressive Elementary School in Bacoor, Cavite. The study used the descriptive correlational method. A total of two hundred eighty nine (289) pupils were the respondents of this study. An Inventory of Peer and Parent Attachment (IPPA), a standardized instrument was used as questionnaire of this research. The statistical treatment of data included were frequency, percentage, mean and Pearson Correlation. Likert scale was also used to determine the relationship between parent and peer attachment and academic performance of Grade 5 pupils in selected elementary public schools in division of Bacoor, Cavite. The pupils' attachment with parents and peer shows "sometimes true", it means that the relationship of the respondents with their peers and parents is not too close nor too loose. The academic performance of the pupils, majority got a grade of 80-84 which is Approaching Proficiency. The relationship between pupils' attachment and academic performance concluded that the pupils' attachments pair wise to their mother and peers are significantly related to their academic performance where the mother has p-value of 0.001 and the peer has a p-value of 0.000, while the father shows no significant relationship with a p-value of 0.961 which are greater than the level of significance which is 0.05. This revealed that there is no significant relationship between the respondents' parent and peer attachment and their academic performance. Based on the conclusions drawn, the following recommendations are formulated: (1) School principal and teachers should work together to prevent health issue on pupils and keep them healthy, and work together for a school "close monitoring" and continuously evaluate the teachers performance. (2) The findings of this study should be presented to the administrators and lead to the principals to conduct a qualitative observation. (3) Parents' involvement is necessary to education. (4) The future researchers should conduct the same study through qualitative research.

Keywords: parent attachment, peer attachment, mother attachment, father attachment, academic performance

Towards Motivated Government Civilian Employees: An Assessment of the Job Satisfaction and Job Performance of the Philippine National Police - Quezon City Police District's Non-Uniformed Personnel

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Abstract

This paper aims to determine the level of job satisfaction of the Philippine National Police (PNP) - Quezon City Police District's (QCPD) Non-Uniformed Personnel (NUP) using the Motivation-Hygiene Factor theory of Herzberg. Also, it seeks to determine if there is significant relationship between each of the motivator and hygiene factors of job satisfaction and job performance of the NUP respondents. A total of one hundred non-uniformed personnel who have been employed for two years and above were selected using convenience sampling to participate in the process. The primary source of data came from the actual responses of the non-uniformed respondents through a self-made questionnaire and an interview. The Likert 4-Point Scale and Pearson r correlation were particularly used by the researcher to measure the level of respondent's job satisfaction and its relationship with job performance. The result revealed that the factor that contributes most to job satisfaction of the non-uniformed personnel (NUP) is the achievement factor. Growth was second, followed by work itself, recognition and advancement respectively. The NUP respondents feel that they have positively delivered and contributed towards the PNP organization. The factor that contributed to job dissatisfaction is salary. Accordingly, the respondents believe that their salary pay is not commensurate to the work they provide for the organization. Moreover, the big salary gap between non-uniformed personnel (NUP) and uniformed personnel (UP) cause dissatisfaction among them. It has been hypothesized in the paper that there is no significant relationship between job performance and each of the motivator and hygiene factors of job satisfaction. Based on the conclusions, it is highly recommended that the PNP organization should continue to motivate the NUP through conferment of appropriate awards for significant achievements and/or outstanding performances. Also, there should be a review of the current pay structure to ensure that the compensation of NUP is competitive with their uniformed counterparts and lobby in the Congress to make the lawmakers be aware of the plight of the NUP. Further, the PNP should create more plantilla positions to provide NUP more opportunities for promotion. Likewise, more trainings, seminars, and continuing education be extended to them for their personal growth and development.

Keywords: Herzberg's motivation-hygiene theory, job satisfaction, job performance, motivation, PNP, NUP

Performance Level of Secondary School Designated Guidance Counselors in the Division of Quezon: Basis for the Development of an Enhancement Program

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Abstract

The study aims to know the performance level of secondary school designated guidance counselors in the Division of Quezon. The study made use of descriptive- quantitative method of research where questionnaire was the primary data gathering instrument. Sixty (60) designated guidance counselors from secondary schools in the Third Congressional District of Quezon contributed in the study. Statistical tools were applied to tally and to tabulate the results. Findings revealed that most of the respondents were female, have one to five years of experience as guidance counselor, married, major in Values Education, and have units in Master's Degree, and with age ranging from 34 to 40 and 41 to 47 years old, have teaching loads and function as coordinator for other services, and participated in division-wide trainings/workshops; very satisfactory in terms of individual inventory, information, counseling, consultation, presentation and wellness, referral, follow up, research and evaluation but excellent in placement. Similarly, the respondents gave a frequently evident rating to the best practices in guidance services. With regard to the problems, there were problems encountered in implementing the guidance function. This is evident on the highest statement indicating that heavy teaching load for the teacher-counselor and no definite time for guidance work is being encountered. The study also found out that there is a significant difference in the level of performance of the designated guidance counselors when they are grouped according to demographic profile. The researcher proposed a development program to improve the level of performance of designated guidance counselors in implementing guidance functions/services.

Keywords: guidance counselor, individual inventory, counseling, referral, placement, enhancement program

Emotions Profile as Correlates to Coping Mechanism of Overseas Filipino Workers' Children: Implications to Children of Migrant Filipino Workers

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Abstract

With the recent numbers of overseas Filipino workers in the Philippines, it seems justifiable to do a survey regarding the children of migrant workers especially within the school setting to give OFWs idea about the characteristics of their children. This urged the researcher to conduct an action research on 2012 regarding the difficulties of the sons and daughters of OFWs in the said institution. The findings of the research reveal that there are three identified difficulties experienced by these children, those are in terms of emotional aspect, problems within the family and school and academics. Upon learning that the difficulties they experienced has to do with emotions, the researcher decided to explore more on this variable. Having the knowledge about the emotions profile of the children of overseas Filipino workers and how they cope when they are faced with challenges is important in the formulation of the appropriate and effective Guidance program for them. The objective of the study is to investigate the (1) emotions profile as well as the (2) five dominant emotions and coping mechanisms employed by left behind children; (3) the relationship between the two variables and its (4) implications to children of Filipino migrant workers. This study collected data from 199 children in a Catholic school aged 15-18 years old. Emotions Profile Index (EPI) was used to measure the respondents' emotions, and Brief COPE version was used in determining their coping mechanism. Results show that the respondents scored high on Depressed ($m=67.04$) and Timid ($m=63.2$) which are also their dominant emotions, while they scored low on Dyscontrolled (35.74) and Gregarious (37.59). The five dominant coping mechanisms include Acceptance ($m=6.53$), Active Coping ($m=6.43$), Positive reframing ($m=6.30$), Planning ($m=6.28$), and Self-distraction ($m=6.20$). Findings also indicated that there is no relationship between the two dominant emotions and the five dominant mechanisms of the respondents. Based on the results, child respondents are prone to have serious psychological problems in the future such as difficulty in interpersonal relationships, fear in taking risks, and risk of having suicidal tendencies if not addressed. Though they show positive coping mechanism, the respondents perhaps were in denial in terms of their coping which may have contributed to the result that the dominant emotions and five dominant coping mechanisms have no significant relationship. Hence, it is important to create a program that promotes the well-being of these left-behind children and to strengthen their coping mechanism.

Keywords: emotions profile, coping mechanism, Filipino migrant children, left behind children

Emotional Intelligence as a Correlate of Adversity Quotient: Basis for Development Training Program among Police Officers

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Abstract

The research seeks answers to the following: What is the level of respondents' emotional intelligence and Adversity Quotient? Is there a relationship between emotional intelligence and Adversity Quotient? And what is the development training program that can be proposed for the respondents? The researcher utilized a descriptive-correlation design and used the Bar-On EQi-S (Short Version) for EQ and the Adversity Quotient Profile for AQ. Pearson correlation coefficient r and weighted arithmetic mean were used in analyzing data. The respondents' rating in Emotional intelligence was in Low level. In Intrapersonal, Stress Management and General Mood, the respondents had a 'Very Low' rating. While, Interpersonal and Adaptability were in Low level. Positive Impression got the highest rating of Average; however, the Total Emotional intelligence fell under the score of Very Low level. The respondents had a Low level of Adversity Quotient, in general. This research reveals that there is no significant relationship between the Intrapersonal, Adaptability, Positive Impression and AQ CORE Dimension. However, it showed that Stress management has a significant relationship with Ownership. Adaptability has a significant relationship to Reach. There is no significant relationship between the Total Emotional Intelligence and Overall AQ. A Development Training Program is highly recommended to improve their capacity in controlling their emotional well-being. It is recommended that the present study may be reviewed, criticized, and even replicated using more varied samples, variables and other surveys and measurement techniques.

Keywords: emotional intelligence, adversity quotient, police officers, intervention program, resilience

Parents and Peer Attachment as Correlates to Sexual Attitudes: Basis for Proposed Sexual Education Program

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Abstract

The researcher seeks to investigate the relationship of the nature of attachment of the adolescents to their parents and peers in terms of trust, quality of communication and feelings of anger and alienation and the sexual attitudes. The researcher utilized the descriptive correlational method of research. 236 Grades 11 and 12 students of the Eulogio Amang Rodriguez Vocational High School were selected using Convenience Sampling and were required to answer the Inventor of Parents and Peer Attachment (IPPA) and Sexual Attitudes and Experiences Questionnaire. The results were subjected to statistical treatment and interpretation. Findings showed that majority of the respondents have placed the highest level of trust to their mothers, followed by their peers and fathers. They exhibited the highest quality of communication towards their peers, followed by mothers and their fathers. As to feelings of anger and alienation, they demonstrated the highest feelings of alienation to their peers followed by their mothers, the feeling of alienation is lowest to the fathers. They manage self-control in engaging in sexual acts and seemed to put a great deal on having monogamous relationships. Meanwhile, respondents who are living on their own were more agreeable and knowledgeable in terms of sexual issues while respondents living with their relatives displayed more conservative views about sexual issues. The respondents' views about reproduction or procreation have a positive weak relationship with their fathers. The nature of parents and peer attachments plays a small protective role in adolescent sex behavior and attitudes because it was found out that there is no significant relationship between parents and peer attachment and their sexual attitudes. As a result, a proposed program on Sexual Education was proposed. The module answers the need that will make sure that the adolescents will be properly guided as they undergo the period of sexual exploration. Furthermore, it aims to eliminate or avoid the risky sexual behaviors; strengthen the impact of parental roles to improve the understanding of the adolescents to the different issues on sexuality; create a peer education session that will engage the adolescents to foster a mature relationship with their co-peers underlining life skills in dating; and reinforce the relationship between the parents and the adolescents, to address the gap on the level of trust and quality of communication between parents and adolescents.

Keywords: sexual attitudes, parental attachment

Parenting Styles and Kindergarten Pupil's Behavioral Attribute Skills

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Department of Education

Abstract

This study was conducted to determine the predominant parenting styles of selected Kindergarten parents and their observation on the behavioral attribute skills of their children at Sta. Cristina Elementary School and Piela Elementary School at the City Schools Division of Dasmariñas during School Year 2017-2018. A total 26 teachers and 270 parents participated as respondents to this study. The descriptive method was employed in this study, because this method of research attempts to determine the extent of a relationship between two or more variables using statistical data. The data, relationships, and distributions of variables were studied only such as those parenting styles and behavioral attribute skills of the kindergarten pupils. The following null hypothesis was tested at 0.05 level of significance and it showed that, there is no a significant relationship between the parenting styles and the observable behavioral attribute skills of the kindergarten-respondents. Results revealed that permissive parenting style was Almost Typical among the respondents; the 12 observable behavioral attribute skills assessed by the teachers and the parents were Frequently Observed while non-hyper activity skills (3.22) was just Observable; and only attention skills and non-withdrawal skills showed significant relationship to uninvolved type of parenting.

Keywords: parenting styles, behavioral attribute skills, parenting education, childrearing

Parents' Attitudes Toward Children's Television Viewing and Its Role in Child Development

Dolor A. Sulo
Department of Education

Abstract

The main concern of this study is to determine the parents' attitudes toward television viewing and its role in child development of Grade 2 learners at Sta. Cristina Elementary School and Piela Elementary School at the City Schools Division of Dasmariñas during School Year 2017-2018. A total of 255 parents participated as respondents to this study. It was revealed that most of the respondents are female, age range from 31 to 40 years old, high school graduate and mostly are unemployed. Parent attitudes on television viewing was moderately agree with an average weighted mean of 3.34, while on parents' description toward the role of television in child's development is also moderately agree with an average weighted mean of 3.27 respectively. The data on testing the significant difference on the response of parents on attitudes on television viewing and the perceived role of television viewing on child's development the f-test or the one- way analysis of variance was used. Meanwhile, in terms of the perceived role of television viewing on child's development there is a significant difference in terms of age and highest educational attainment, while, there is no significant difference in the perceived role of television viewing according to sex and occupation. As such, the researcher suggested ways on how parents could mitigate the effects of television viewing to their children and how they could play their important role more effectively.

Keywords: attitudes, role, television viewing, behavior, child's development

**The Relationship of Personality Traits and Psychological Well - being among College Students:
Basis for Wellness Program**

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Abstract

The researcher seeks to investigate the relationship of personality traits and psychological well-being among college students at Rizal Technological University – Pasig Campus. The researcher utilized the descriptive correlational method of research. 90 third year psychology students were selected using convenience sampling and were required to answer the Big Five Personality Traits and Ryff's Psychological Well-being test. The results were subjected to statistical treatment and interpretation. The results show that the respondents have conscientiousness personality traits and personal growth in terms of psychological well-being. Pearson correlation was used to investigate the relationship between personality traits psychological well-being. It has been found that there is a relationship between personality traits and psychological well-being among college students of Rizal Technological University – Pasig Campus. There is a positively weak relationship between personality traits of agreeableness and overall psychological well-being. Furthermore, there is a positively strong relationship between personality traits of Neuroticism, Extraversion, Openness, and Conscientiousness to the overall psychological well-being. Lastly, there is a positively strong relationship between personality traits and the overall psychological well-being. As a result, a wellness enhancement program was proposed. The program is a response to a need that will ascertain each student's benefit from the necessary guidelines in all aspects of wellness.

Keywords: personality traits, psychological well-being, college students, wellness program

Personality Traits as Correlates of Job Performance among Air Traffic Controllers: Basis for Behavioral Human Skills Enhancement

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Abstract

The main objective of this study is to determine the Personality Traits as correlates to Job Performance among Air Traffic Controllers of Civil Aviation Authority of the Philippines and to determine activities on Behavioral Human Skills enhancement among Air Traffic Controllers. The study sought to answer the following problems: (1) What are the five dominant personality traits of the respondents? (2) What is the respondents level of Job Performance in terms of Control Judgement, Methods and Procedures, Equipment, Communication/Coordination and Separation (3) Is there any relationship between Personality Traits and Job Performance of the respondents? (4) Based on the findings what activities can be proposed for Behavioral Human Skills Enhancement? The study reveals that based from the Basic Personality Inventory most of the Air Traffic Controllers got a low level of Anxiety, Impulse Expression, Thinking Disorder and Deviation with a percentile mean score that ranges from 46-49 whilst mild in social introversion with a percentile mean score of 51. In terms of the Job Performance of Air Traffic controllers they got a very satisfactory rating for Control Judgement, Methods and Procedures, Equipment, Communication/Coordination and Separation. In addition, the study shows a positively moderate relationship on Anxiety and Job Performance of Air Traffic Controllers specifically on the use of Equipment and Control Judgement whilst an inverse relationship on Impulse Expression, Thinking Disorder and Job Performance among Air Traffic Controllers specifically on Communication/Coordination. Since there are correlations between Personality Traits and Job Performance among Air Traffic Controllers It is recommended that the institution may assess qualified Air Traffic Controllers focusing also with their personality traits. Furthermore the institution should enhance and develop their competencies through training and psycho-educational program. Behavioral Human Skills enhancement activities have been organized and proposed.

Keywords: personality traits, job performance, air traffic controllers

Motivational Factors of the Philippine Prime Athletes

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Abstract

The purpose of the study is to assess the motivational factors of the prime athletes in the Philippines National Games 2015. Using Jung's psychological type theories as a framework, this research assessed the motivational factors by using descriptive method and survey questionnaire to gather information about the current condition among three hundred (300) Philippine National Game Athletes coming from fifteen (15) regions. The result indicated that the overall motivating factor of the Philippine National Game Athletes was very high. Analyses also concluded that region, financial and mental factors, and motivation were seen to have potential importance in the sports performance of these student's athletes.

Keywords: motivation, prime athletes, psychological, performance, athletic

Bullying Behavior and the Level of Emotional Intelligence of the Perpetrators of Bullying in the Junior High Schools in the Congressional District XYZ: Basis for Prevention Plan

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Abstract

This study described the profile of the respondents; investigated the type bullying that is most prevalent among the bullies; assessed the level of emotional intelligence of the perpetrators; and determined if there is a significant difference between the bullying behaviour and the level of emotional intelligence of the perpetrators. In this study, the researcher used a descriptive research design and employed a survey questionnaire. The first and second parts of the instrument were personally developed by the researcher. However, the third part, on emotional intelligence, was adopted from previous study. The research conducted the study in 20 junior high schools in the District XYZ in the Division of Quezon. There were a total of 371 perpetrators in locale but only 252 participated. The data obtained were analyzed systematically using descriptive statistics and presented with the help of frequency / percentage table, weighted mean and rank. In addition, the researcher sought the assistance of statistician to analyze correlation between bullying behaviour and level of emotional intelligence. Major findings revealed that between the direct bullying and indirect bullying, direct bullying got the highest frequency. Furthermore, the result showed that physical bullying is the most prevalent type of bullying among the bullies. What is interesting to know is that despite the occurrences of bullying in schools, the present study revealed that students have high level of emotional intelligence. More so, in correlation analysis, the study proved that there is a significant difference on bullying behaviour and the level of emotional intelligence of the perpetrators of bullying, thus the null hypothesis is rejected. Other findings, conclusions and recommendations were further discussed the succeeding chapters.

Keywords: bully, bullying, emotional intelligence, Polytechnic University of the Philippines, MEM

Intrinsic and Extrinsic Motivation as Factors of Teacher Retention in Selected Private Schools in San Pablo City, Laguna

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Abstract

This study was conducted to determine the best motivation in effect of retention of teachers in selected private schools in San Pablo City, Laguna and investigate whether a significant difference exists between respondents' extrinsic motivation and intrinsic motivation factors when grouped according to profile. A descriptive study that used an adapted survey questionnaire in gathering the data from respondents. Through the results the specified population were measured on how they will be motivated intrinsically and extrinsically for them to stay in private schools. Most of the respondents are aged 19-25, female, single, employed for one year or less, LET passers, college graduates of Bachelor of Secondary Education mostly from Dalubhasaan ng Lungsod ng San Pablo. Most of the respondents agreed that their courses in college prepared them to teach the curriculum for the courses that they have been assigned; most of the respondents definitely agreed that as part of the professional development plan for new teachers they are given the opportunity to observe and seek advice from more experienced teachers; most of the respondents agreed that the staff works as a team to ensure student achievement; most of the respondents agreed that there is a lot of growth potential in the educational field; most of the respondents definitely agreed that having children learn from them keeps them motivated; most of the respondents agreed that their school matches their employee contribution (within parameters) for a tax shelter annuity; and most of the respondents agreed that when asked for help, their students' parents are very supportive. According to civil status, findings show that there is no significant difference in teacher-respondents' perceptions. When grouped according to length in service, findings show a significant difference in teacher-respondents' perception on the Intrinsic and Extrinsic Motivation Factors. When grouped according to sex, findings show no significant difference. When grouped according to highest educational attainment, findings show there is significant difference in teacher-respondents' perception.

Keywords: intrinsic and extrinsic motivation, factors of teacher retention

Impact of Bullying in Physical Education Classes: Basis for a Proposed Anti-Bullying Intervention Program

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Abstract

This study aims to determine the Impact of Bullying in Physical Education classes as basis for a proposed anti-bullying intervention program. It also aimed to determine the extent of the implementation of the schools' intervention program against bullying. A researcher made survey questionnaire was utilized in data gathering. Descriptive method of research was employed and Slovin's formula was utilized to determine the 213 student-respondents from Tugatog National High School where only 200 respondents were able to complete the given survey. Findings of the study revealed that majority of the students who responded to have experienced being bullied during Physical Education classes were females with ages that range from 13-15 years old. A high number of percentage of respondents have experienced bullying 1-5 times a month where in verbal bullying is the most common type of bullying. Most of the respondents experienced emotional impact to a moderate extent. It was followed by attitude/behavioral, social impact, and academic impact which the respondents experienced to some extent while the physical impact was the least experienced by the student-respondents. Most of the respondents encounter the implementation of the schools' intervention to a moderate extent in addressing bullying experiences of students in Physical Education. A significant difference was obtained on the impact of bullying in terms of physical, attitude/behavioral, social, and emotional aspects when the respondents are grouped according to age. Similarly, there is a significant difference on physical impact of bullying when grouped in terms of the frequency of being bullied.

Keywords: bullying, physical education, impact, anti-bullying, intervention

Job Satisfaction and Job Performance of Public Senior High School Teachers in the Division of Quezon: Basis for Faculty Development Plan

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Abstract

This study measures the relationship between demographic profile and job satisfaction, demographic and job performance and job satisfaction and job performance. More so, it measured the moderating effect of demographic profile which includes age, sex, civil status, educational attainment, teaching experience, status of appointment, and position/designation on the relationship between job satisfaction and job performance. It employed descriptive, correlational, and interactional research designs employing questionnaire checklist. Findings revealed that majority of the respondents belong to young adulthood, females, married, currently pursuing graduate studies and are permanent senior high school teachers. The respondents, in general, also feel satisfied about their job and perform well. However, it is found out that only few pursue other activities like organizing seminar and doing action research. In addition, results showed that teaching experience has positive relationship with remuneration. However, age is negatively correlated with job satisfaction- community linkages. Demographic variables like age, sex, educational attainment, years of teaching experience, status of appointment and position/ designation significantly affects job performance. The results further showed that job satisfaction is significantly related to job performance. Lastly, the demographic variables like age, sex, civil status, years of teaching experience, educational attainment, status of appointment and position/ designation significantly moderates the relationship between job satisfaction and job performance.

Keywords: job satisfaction, performance, remuneration, teaching- learning process

Emotional Intelligence as Correlates to their Personality Profile of Youth Offenders: Basis for a Community Wellness Program

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Abstract

This study determines the emotional intelligence and personality profile of the respondents. Based on the findings, a proposed community wellness program was conceptualized. It specifically answered the questions that: (1) the emotional intelligence of the youth offenders are low in terms of interpersonal and adaptability skills; (2) majority of the respondents have a mental health maladjustment with comorbid of somatic complaints due to anxiety and high risk rebelliousness. Some of them are still in the defensive denial personality profile type; (3) Emotional intelligence and personality profile of the youth offender is significant; (4) based on findings, proposed community wellness program is provided. It is a descriptive research which used a universal sampling of respondents in the BahayPag-Asa of Valenzuela City. The research instruments used were Bar-On EQ-i:YV of Reuven Bar-ON and Basic Personality Inventory of Dr. Douglas Jackson. The statistical treatment used in the study was a descriptive statistics to measure the relationship of EQ to its personality profile. The total population of this study was 60 males with the age from 12 to 17 years old, all were considered regardless on crimes committed who reside at Bahay Pag-asa Valenzuela City. Correlating their personality profile to their emotional intelligence showed that their emotional intelligence in terms of interpersonal skills have a relationship ($r= 9.917$ with p-value of .045) to their current personality profile. Thus, the researcher proposed a community wellness program that addresses to the points for improvement.

Keywords: youth offenders, personality profile, emotional intelligence, community wellness program

SOCIAL/SAFETY SYSTEM SCIENCE

ALISTO: A Weather Condition Notification System Utilizing Application Program Interface (API) towards Weather Related Disaster Preparedness

Renz Mervin A. Salac
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Abstract

Nasugbu, Batangas is one of the affected areas in the Batangas province when Yolanda landed that time. It was followed by another typhoon named Glenda in July 2014 which caused greater damage. These still happened despite of communication channels – the usual protocols followed by the disaster coordinating council. Along this concern, the researchers were inspired and motivated to develop an information system for MDRRMO Nasugbu so that municipality of Nasugbu and its residents would always be updated to the current weather conditions. Likewise, the system will help them disseminate information to the community about disaster preparedness and awareness during weather-related calamities. The researchers used the descriptive method in this study. It involves the description, recording, analysis, and interpretation of the present nature, composition as these enable statistical analysis to be made. In developing the software, different Application Program Interface was used such, a weather monitoring API and SMS API. The following findings have been established: (1). the level of acceptance of the respondents on the developed system with accordance to its adaptability, compatibility, and functionality is Perfectly Acceptable; (2). the level of satisfaction of the respondents with regards to the information dissemination, weather monitoring, and user interface of the proposed system is Extremely Satisfied; and (3). The level of accuracy of the developed system in terms of weather monitoring, information dissemination, and data accuracy is Very Accurate.

Keywords: MDRRMO, weather monitoring, sms notification, weather condition

A Multivariate Analysis of the Effect of Pantawid Pamilyang Pilipino Program (4Ps) on School Performance of Sampaguita High School in Caloocan City

Mary Ann Paldez
Polytechnic University of the Philippines

Abstract

This research paper empirically validates the effect of Pantawid Pamilyang Pilipino Program on the school performance indicators of Sampaguita High School in terms of enrolment, dropout rate and promotion rate from school year 2011-2012 to 2016-2017. Three (3) approaches were used to determine the effect of the number of 4Ps recipient on enrolment, dropout rate and promotion rate, namely: the computed statistics for Pooled Least Square estimation indicates that number of 4Ps recipient has no significant effect to the explained variables such as enrolment, dropout rate and promotion rate. Moreover, the Fixed Effect Model estimation indicates that number of 4Ps recipient has significant effects to the explained variables such as dropout rate and promotion rate. However, the number of 4Ps recipient has no significant effect on enrolment. Further, the Random Effect estimation explicitly presented that the member of 4Ps recipient has significant effect on dropout rate and promotion rate but has no significant effect on school enrolment. On the basis of Joined Test, Breusch-Pagan Test and Hausman Test, among the three models, the Random Effect Model is suitable to explain the effect of Pantawid Pamilyang Pilipino Program.

Keywords: pantawid pamilyang pilipino recipients, enrollment, dropout rate, and promotion rate

An Assessment of the Philippine National Police's Crime Incident Reporting System: Towards an Improved Program Application

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Abstract

The main purpose of this study is to assess the Philippine National Police's Crime Incident Reporting System and the problems encountered in order to improve its program application in terms of ECONOMY, EFFICIENCY, and EFFECTIVENESS. The researcher utilized the descriptive method using a researcher-made questionnaire. This was distributed to two sets of respondents that included the crime registrars and statisticians who operate the system, and the chiefs-of-police and staff of the Directorate for Investigation and Detection Management (DIDM) who use the information extracted from the system. To determine the profile of the respondents, as well as the analysis of data, the descriptive statistical measures like frequencies, weighted mean, and percentages were used. Based on the results and findings derived from this study, the researcher concludes that in terms of ECONOMY, the annual budget allocation of the PNP for the CIRS is not sufficient. For EFFICIENCY, the biggest challenge is the weak wifi connection, that cannot accommodate the memory capacity usage of the CIRS, that delays the encoding of cases, lengthens report preparation time, and delays the gathering of information; Lastly for EFFECTIVENESS, the researcher concludes that the CIRS helped in increasing the Crime Solution Efficiency and decreasing the crime rate in the country. This means that the goal of CIRS to be an effective tool in helping decision makers and security strategists in enhancing crime solution efficiency and reducing the crime rate in the country is being achieved.

Keywords: CIRS, crime reporting, PNP, DIDM

Risk Assessment of the Selected Agri-Business Firms in CALABARZON and MIMAROPA

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Abstract

The main objective of the study is to assess the impact, probability and the overall magnitude of business risks to the company's operation. The purpose of risk assessment is to evaluate the identified business risks in terms of operation, financial, marketing and sales, technology and compliance and legal aspects to assist the management in making decisions, based on the outcomes of risks analysis, about which risks need treatment and the priority for treatment implementation. The study utilized the descriptive method and used a survey questionnaire to gather the data. The weighted mean and percentage were computed to determine the impact, the probability and the overall magnitude of business risk to the company's operation. Based on the findings it was concluded that the magnitude of operational risk resulted to inventory management, credit risk, buyer power, proprietary product and tax risk having the highest weighted mean. It is therefore recommended for the company to adopt a risk treatment which may involve selecting one or more options for modifying risks, and implementing those options. Risk treatment options includes the avoidance of the risk , reducing the risk, sharing or transferring the risk or the company may decide to retain the risk by informed decision. Selecting the most appropriate risk treatment option involves balancing the costs and efforts of implementation against the benefits derived, with regard to legal, regulatory, and other requirements such as social responsibility and the protection of the natural environment.

Keywords: risk assessment, operational risk, financial risk, marketing and sales risk

Effectiveness of the Comprehensive Juvenile Alternative Programs in Hermosa, Bataan towards a Crime-Free Community

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Local Government Unit

Abstract

This study aims to assess the effectiveness of the implementation of Comprehensive Juvenile Alternative Programs in Hermosa, Bataan to achieve a crime-free community as perceived by the PNP, DSWD, LGU, NGO, secondary school teachers and the parents of CICL. The questionnaires were divided into four (4) parts: demographic profile of the respondents; programs of CJAP in terms of intervention, diversion, rehabilitation and re-integration; problems encountered in implementing the said programs and the last part is the significant difference between the levels of assessment of the respondents on CJAP according to their work affiliation. Based on the results gathered, the following findings are thereby presented: The most effective programs of CJAP are : intervention - Livelihood Services and Ronda Barangay; Diversion – Organize quality recreation and sports activities such as Palarong Bayan and Barangay League; Rehabilitation – Provides scholarship program/free secondary education and Education and Organization of out-of-school youths through Alternative Learning School (ALS); and Re-integration – Involvement in Linggo ng Kabataan. The problem encountered were: Intervention – Lack of cooperation from the parents of CICL and CAR; Diversion – Insufficient funding; Rehabilitation – Lack of qualified personnel and proper facilities; and Re-integration – Social stigma such as shame, dishonor, and disgrace. There is no significant difference on the assessment of the respondents on CJAP when they are grouped according to work affiliation. The government should strictly implement CJAP and provide appropriate funds, proper facilities and professional personnel to rehabilitate and re-integrate the CICL in the society.

Keywords: juvenile delinquent, CICL, intervention, diversion, rehabilitation, re-integration

Capability Assessment of the Quezon City Police District in the Implementation of Disaster – Policing: Basis for the Enhancement of “Implan Saklolo” – A Disaster Risk Reduction and Management Program

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Abstract

The main objective of the study is to assess the capability of the PNP QCPD on disaster - risk reduction and management on the three (3) stages of disasters. The study aims to answer the questions that involve the demographic profile of the respondents; their assessments of PNP QCPD disaster - policing in terms of the three stages of disasters: Pre - Disaster or Before Disaster Incident Stage, During Disaster or Response Stage and lastly After Disaster or Post Disaster Stage, and the suggestion of respondents that were gathered from interviews and surveys. The method of research used was the descriptive method. Non - Probability sampling technique by means of convenience and purposive sampling technique was used in selecting the respondents and the choice of barangays. A questionnaire was constituted based on the PNP manual. These questionnaires were pilot-tested by the researcher to gain the optimum results from the respondents. The finalized drafts were reproduced after the approval of the adviser. The results were tallied, tabulated, and analyzed according to the items checked by the participants. The researcher also used mathematical and statistical tools in order to interpret the data gathered from the survey questionnaire responses. The findings of the study are: the QCPD was generally compliant, and was performing well on all the indicators given on the survey. It is only that they need a lot of improvements and developments needed on some areas like the risk mapping of the areas, allocation of budget, and making transparent the procurement of the latest equipment, technologies, trainings, and acquisition of additional personnel. It was recommended that there should be additional personnel with the proper and correct training in the PNP QCPD. There should be procurement of new equipment, locator machine or gadgets and new vehicles for disaster response in line with proper auditing and transparency in every purchase. Additional funding from a bigger budget allocation should also be requested. Closer coordination and cooperation with other government units should always be developed, continuous recording and analysis of data on disasters that have occurred would always be a big help in reducing possible unfortunate disaster incidents.

Keywords: community support, disaster risk reduction and management program

An Assessment of Case Management of Masambong Quezon City Police Women's Desk in Handling Cases of Violence Against Women: Towards the Enhancement of Police Services

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Abstract

The study seeks to assess the management of cases involving violence against women by the Women's Desk of Masambong Police Station to enhance police service. The researcher gathered information and answers to the research questions about: the socio- demographic profile of the respondents and the assessment of the case management of the Police Women's Desk in terms of: Personnel Management, Mandated Task and Operations, Logistic and Facilities and Community Support. Also included in the study were the encountered problems by the Masambong Women's Desk and the possible solutions to these problems in order to improve the services given to the public, in general and to the victims of violence against women, in particular. The method of research used in this study is the descriptive method. Probability sampling was employed in selecting the respondents by means of simple random sampling and convenience sampling. The study utilized the primary and secondary sources of data. A self-made survey questionnaire was used as the primary tool in gathering data. The results were tallied, tabulated, and analyzed according to the items checked by the participants. Findings of the study showed that there are problems encountered by Masambong Women's Desk in terms of Organizational Management such as: the lack of trainings, courses, and seminars on case management assessment and investigation and improper selection and assignment of personnel detailed in the Women's Desk and problems involving Logistics and Facilities such as: Inadequate transportation vehicles such as mobile patrol cars; inadequate gas for transporting victims to concerned government agencies, and insufficient communication facilities and office supplies were also encountered; the allocation of a new and friendly room for the WCPD; procurement of more logistical office and communication equipment, designation of a mobile car patrol, allocation for gas allowance to WCPD; the observation of the proper use of all logistical resources and lastly the need for closer coordination and cooperation among law enforcement groups ,the government and non-government agencies. Therefore, it is recommended that enhanced training of personnel on the enforcement of special laws, crime investigation, and detection as well as counseling be conducted and to allocate funds for more transportation, logistical and communication equipment. Cooperation of all concerned agencies is needed for providing enhance public service for all.

Keywords: community support, logistic facilities, mandated task operations, personnel management

An Assessment of Barangay Ugnayan as a Tool for Enhancing Police Community Relations of Masambong Police Station, Quezon City

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Abstract

The Philippine National Police (PNP) shall be so organized to guarantee the accountability and morality of the police in the decision-making process as well as to achieve effectiveness and efficiency of its members and units. The organization consistently performs its task to be a community and service-oriented agency responsible for the maintenance of peace and order and public safety. The main objective of the study was to assess Barangay Ugnayan as a tool for enhancing police community relations in the Masambong Police Station. The researcher gathered information and answered the research questions related to the socio- demographic data of the respondents and the assessment of the strategies involved in Barangay Ugnayan in terms of the: Management Aspect, Technical/ Operational Aspect and Physical Aspect. It also gave emphasis on the encountered problems, issues or gaps in enhancing police community relations and the possible solutions for these. The researcher also formulated an action plan based on the findings of the study. The method of research used in this study is the descriptive method and probability sampling was employed in selecting the respondents by means of simple random sampling and convenience sampling. The results were tallied, tabulated, and analyzed according to the items checked by the participants. The researcher also used mathematical and statistical tools in order to interpret the data gathered from the survey questionnaire responses. The findings of the study in terms of the Management Aspect are: insufficient awareness campaign and information dissemination on the Barangay Ugnayan programs of the Masambong Police Station and the inactive police participation in the different community affairs and programs. In terms of the Technical/ Operation Aspects, the problems are: the community shows little concern and the consideration and interest towards the community for achieving community cooperation in resolving crimes; and limited trainings and seminars provided to the personnel in promoting a harmonious relationship with the community. In terms of the Physical aspect, the problem is the insufficiency of office equipment such as computers, type writers, filing cabinets, chairs, tables, markers, pens, and other office supplies. It is recommended that the Masambong Police Station personnel must actively conduct and participate in all programs mandated by the PNP to the community, and coordinates as to the needed, equipment and supplies.

Keywords: barangay ugnayan, community relations, community, management, technical, and physical aspect.

Disaster Risk Reduction and Management Capability of Coordinators in Schools Division Office of San Carlos City, Pangasinan

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Abstract

This descriptive study determines the disaster risk reduction and management capability of coordinators in Schools Division Office of San Carlos City, Pangasinan for the School Year 2017-2018 in an effort to come up with a capability enhancement program. Specifically, this study determined the profile of school disaster risk reduction management coordinators in terms of age, sex, civil status, highest educational attainment, position and number of trainings in Disaster Risk Reduction and Management; the level of disaster risk reduction and management capability of coordinators in Schools Division Office of San Carlos City, Pangasinan in terms of their knowledge and practices as to prevention and mitigation, preparedness, response, and rehabilitation and recovery; and attitudes on disaster risk reduction and management; and the correlation between the profile of school disaster risk reduction and management coordinators and their level of disaster risk reduction and management capability of coordinators in Schools Division Office of San Carlos City, Pangasinan. Findings revealed Majority of the respondents are middle-aged married female who are Master's Degree graduate and are Teacher III. Their trainings included school, district, division, regional, national and international conducted. They are rated as knowledgeable and having a positive attitude on disaster risk reduction management. Further, their disaster risk reduction and management is rated as "practiced". Correlational analysis revealed that knowledge, practices and attitudes of the SDRRM coordinators established a significant correlation with their profile as to age, sex, highest educational attainment and trainings. Based from the conclusions, it is recommended that the School DRRM Coordinator should be encouraged and motivated to pursue higher level of education in order to update and upgrade them.

Keywords: disaster risk reduction and management, mitigation, preparedness, knowledge and practices

Effectiveness of Barangayanihan in Marikina City: Promoting a Safer Environment to Live, Work, and Do Business

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Abstract

Barangayanihan is a portmanteau of two Tagalog words Barangay and Bayanihan or Bayanihan sa Barangay, was conceptualized in order to revitalize the involvement of the community through voluntary cooperation in providing security and public safety services. It is the offshoot of the Bayanihan Program, established in 2009. Bayanihan in Barangay is a well-known Filipino tradition. Through the spirit of voluntarism, the PNP hopes to emulate and adopt such practice in the implementation of home-grown community-oriented policing concept in providing public safety services in the barangay. The study sought to assess the effectiveness of Barangayanihan in terms of community patrol and emergency response in Marikina City. Specifically, it sought to answer the demographic profile of respondents in terms of gender, age and educational attainment. It also sought to assess the problems encountered and the proposed measures. The sources of data were gathered from personnel of Marikina City Police, Barangay Chiefs and Executive Officers and BPAT Leaders, who were chosen using the purposive sampling method. Primary data were gathered through a survey questionnaire and interview. The data obtained were analyzed and evaluated using the following statistical data: percentage technique, weighted mean, ANOVA single variance and the Five Point Likert Scale. The following conclusions were drawn. Barangay Peacekeeping Action Team (BPAT) members lack training and lack of capable police personnel are factors that affect the effectiveness of BPAT. Absence of BPAT Patrol Program; Limited police officers to lead in the joint patrol operation; and Limited funds in medical service are serious problems that need to be given appropriate action. The suggested actions are mere proposals and must be reviewed to come up with the best solution on how to sustain the program. Relevant training in patrol operation, intelligence analysis and detection, crime scene protection, traffic management, event security, first aid and proper rescue technique. Assign capable police personnel and continuous ugnayan. Local Chief Executive must provide funds and equipment. The problems noted must be given priority especially in knowledge enrichment of BPATs members; supervision of police personnel and lack of fund and equipment. Institutionalization of Barangayanihan Program.

Keywords: barangayanihan, barangay peacekeeping program, community patrol, emergency response

Communicating Disaster: An Exploration into the Social Media Information-Sharing Platform of the Philippine Information Agency During a Tropical Cyclone

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Abstract

This study analyzes the role and application of social media in the Philippine Information Agency's strategic communication particularly on how information is cascaded during a tropical cyclone. This study covers the entire country by selecting ten participants from five PIA regional offices: PIA National Capital Region (PIA-NCR), PIA Central Luzon Region, PIA Cagayan (Region 2), PIA Legazpi (Region 5), and PIA Caraga (Region 13). This is a case study of Philippine Information Agency's experiences and practices in communicating information during a weather disturbance, in this case, a typhoon that affected the community. The qualitative research approach was employed in this study to understand PIA's strategic communication formulation process using social media. In summary, the results/findings of the study are as follows: Regional offices of the Philippine Information Agency maintain an official regional Facebook page and an official Twitter account. Information officers are using social media as a platform to disseminate DRR-related information from warning agencies like PAGASA, and to gather information sourced from the public which completes the cycle of information-sharing. PIA has established social media teams in central, regional, and provincial offices and cascaded a Social Media Policy which is being followed by the personnel. The information officers assess people's understanding on DRR thru social media with the significant increase of followers in their social media pages especially during a tropical cyclone. PIA information officers revealed that their office uses several strategies to better its positioning in social media, widen its reach, and capture more followers. Attracting more followers includes knowing the audience and speaking their language, improving the pages' content, as well as investing on page and post boost.

Keywords: disaster, information, social media

Conditions of the Detainees in the Lock-Up Cells of Cabuyao Police Station: Opportunities and Threats for Improvements of Confinement

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Abstract

Conditions of The Detainees In The Lock-Up Cells of Cabuyao Police Station: Opportunities And Threats For Improvements of Confinement. This study aimed to assess the present condition of the detainees in the lock-up cells of Cabuyao City Police Station: opportunities and threats for improvement of confinement. Specifically, the following concerns were looked into: 1) the profile of the respondents in terms of: a. age; b. gender; c. civil status; d. educational attainment; e. type of case (for detainees); f. number of months/years detained (for the detainees); g. rank (For PNP personnel); h. years in Service (For PNP personnel); 2) the respondents assessments on the existing condition of the detainees in the lock-up cell of Cabuyao City Police Station in terms of: a. facilities and accommodation; b. access to medical attention and treatment; c. provision of food; d. rights of detainees; 3) the problems encountered by the respondents in their stay in the lock-up cell of Cabuyao City Police Station in terms of the abovementioned variables; 4) measures that can be proposed to adopt in the formulation of an action plan. The descriptive method of research was used in this study. The respondents were the police officers and detainees of Cabuyao City Police Station. Questionnaires were administered to gather the needed data along with observation, structured interview, document analysis and focus group interview. The results were treated statistically using weighted mean. The conclusions of the study were the following: The personnel of Cabuyao City Police Station were very much organized in terms of profile. The personnel concurred with RA 6975 - The establishment of Philippine National Police. The line and staff had a well-defined and clear definition of job description. Hence, they also implemented what was mandated to them by law and PNP manual in the custody and safekeeping of inmates. The PNP however does not have enough facilities to accommodate the ballooning number of detainees, cannot provide enough medical attention and cannot provide funds for food but always observed the rights of the detainees while under detention.

Keyword: confinement

**Stakeholders' Assessment on the Philippine National Police Recruitment and Selection Process
Anchored on the 5 Es**

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The study aims to assess the effectiveness, efficiency, economically, equitability and ethicality of the Philippine National Police Recruitment and Selection Process (PNP RSP) through a Quantitative Descriptive Research. The researcher surveyed three groups of respondents – policymakers, policy implementers and police recruits – to be able to get a clearer picture of the PNP RSP. The findings of the study indicated that there is a need for PNP to adopt measures to comply with each of the 5 Es. On the aspect of effectiveness, the PNP should create a template for a fixed schedule and guidelines of the PNP RSP so that there will be lesser human intervention and disorderly and chaotic conduct of RSP. On the efficiency aspect, there should be a mandatory compilation of best practices and innovations made on PNP RSP by National Support Units (NSUs) then share to police units for their ready reference and as a tool for more innovation. On the economic aspect, the PNP should impose mandatory posting of a periodic financial report in the conduct of RSP by the NSUs and Police Regional Offices (PROs). On the equitability, there should be a periodic analysis of demographics and deeper background checks on every police applicant. For transparency, there should be posting of the names of police applicants in public places to solicit feedback from the community about the applicant's personality and character. On the ethicality, a regular recital of the police pledge of honor by every police applicant during and after the recruitment process to inculcate good character.

Keywords: effectiveness, efficiency, economically, equitability & ethicality

SUSTAINABLE & ENVIRONMENTAL SYSTEM DEVELOPMENT

The Municipal Solid Waste Management Programs in the Residential Sector of the City of Calamba

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Abstract

In the past seven decades, the Philippine government has enacted several laws and implemented measures that will protect and preserve the environment and safeguard public health from the adverse impact of improper waste disposal methods. In line with the Republic Act 9003, the City Government of Calamba adopted several measures to address these concerns such as the passage of City Ordinance No. 01-273 or the Environment Code of the City of Calamba and City Ordinance No. 10-481 Series of 2010 prohibiting the use of plastic bags on dry goods and Styrofoam as packaging. The focus of this study is to determine the level of awareness of the residents of Calamba on the four subsets of the MSWM Programs of the city government viz a viz, City Ordinances, MSWM Methods, Public Information, Education, and Communication Campaign, and Information Campaign on Mass Media. The disposal behaviour of the residents of their household wastes and the challenges they encountered in the implementation of disposal methods and problems encountered with the MSWM Service of the city government is also taken into consideration. To arrive at the findings, this study used the data obtained from the survey questionnaire consisted of 4 parts with a sum of 60 questions in a 5-point Likert scale distributed to 540 respondents across the 54 barangays of the City of Calamba. The data were statistically treated through frequency distribution, weighted mean, independent sample t-test, and one-way analysis of variance (ANOVA) for analysis and interpretation. In conclusion, the respondents' level of awareness on the four subsets of the MSWM programs was somewhat aware to moderately aware. A significant difference on the level of awareness was evident when the respondents were grouped according to age, educational level and annual household income. Eight out of nine proper disposal methods were moderately practiced while improper disposal methods such as mixing batteries and electronic wastes with general garbage and burning of wastes were somewhat practiced by the respondents. A significant difference on the level of implementation was evident when the respondents were grouped according to age, educational level, size of family, and annual household income. The respondents also perceived that the problems they encountered in the implementation of household wastes disposal methods and with the MSWM service of the City Government of Calamba is on a very serious level.

Keywords: MSWM programs, MWSM service, residential sector, household waste disposal methods

TOURISM STUDIES

The Impact and Difficulties and Challenges of Mountain Climbing: Basis for a Proposed Community-Based Mountain Climbing Tourism Program

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Abstract

This study ascertained the Impact and Challenges of Mountain Climbing, specifically, the difficulties and challenges encountered by the local tour guides in facilitating mountain climbing in their community. Using the descriptive method of research and the researcher-made questionnaire in data gathering, the study involved 170 local tour guides in Brgy. San Rafael, Wawa Dam in Rodriguez, Rizal. Frequency, weighted mean, percentage, t-test, and one-way ANOVA were the statistical tools employed in computing data. Results revealed that the majority of the respondents agree that mountain climbing diversifies the local economy and unites various groups inside the community to work together. Moreover, when it comes to ecological impact of mountain climbing activities, most of the respondents disagreed that mountain climbing may results to soil degradation, can cause natural hazards, causes pollution, and can cause destruction of natural vegetation. The most common difficulties and challenges experienced by the local tour guides were maintaining the cleanliness of the community, and preservation of their own culture and traditions. The test of significant difference in the responses on the impact of mountain climbing activities revealed significant difference in the economic impact when grouped according to sex and years of experience as tour guides. Similarly, there was significant difference on the perceived ecological impact when grouped according to age.

Keywords: mountain climbing, impacts, difficulties and challenges, sports tourism, community-based

The Impact of Tourism on Economic Growth, Employment and Environment: A Multivariate Regression Analysis

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Abstract

Tourism has experienced unprecedented growth over the past decades making it one of the robust sectors in the world. In the Philippines, tourism is recognized as an important contributor to the generation of foreign exchange earnings, investments, revenue, employment and to the growth of the country's output. Using the multivariate regression analysis, the study revealed that domestic tourism and foreign tourism have correlation with gross domestic product and employment. However, foreign tourism has a greater impact on gross domestic product and employment. Furthermore, the study proved that only the domestic tourism has significant relationship with carbon dioxide emissions. With this, it can be deduced that domestic tourism is the primary contributor in the degradation of the environment. The paper recommends for the government agencies and the private sectors to continue its effort in strengthening the tourism industry by pursuing various programs such as transport infrastructure development, travel facilitation, expanded marketing plan, etc. The Department of Environment and Natural Resources (DENR) and the Department of Tourism (DOT) may also look into some environmental policies governing domestic tourism and its stringent implementation. It is further recommended to promote environmental awareness among all tourism sectors, from tourism policy makers down to the grassroots level to ensure that they will have a deeper understanding on the causes and impact of tourism to the environment.

Keywords: tourism, gross domestic product, employment, carbon dioxide emission, multivariate regression

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