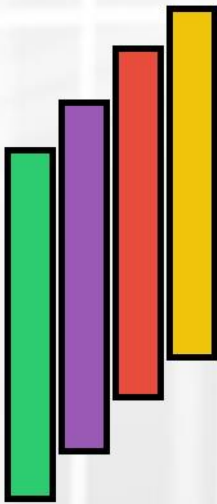


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## EDUCATION

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**The Quality of Visitation Program for the Multigrade Teachers in the Division of Quezon**

Aivy Aljhean C. Paraiso

**Abstract**

This study determined the quality of teachers' visitation program for the multigrade schools in the Division of Quezon. The research design utilized in this study was descriptive method. In this method, the data were gathered through dissemination of survey questionnaire to the 154 multigrade teachers. The following variables were considered in this investigation: demographic profile, quality of visitation program, and the problems encountered in the implementation of the program. Based on the quantitative data gathered in this undertaking the teachers' visitation program was in good quality. It was established that there was a need to enhance the program. Thus, this study recommends that intensifying the multigrade trainings for the school heads to refresh their knowledge on multigrade setting to aid them in providing appropriate evaluation of multigrade teachers. On the other hand, multigrade teachers were always having difficulties in bringing instructional materials from town to their station. In connection to this, providing trainings on improvising and creating localized materials that are easily available in their schools are needed to lessen the burden of the multigrade teachers. To further enhance the program, each school district should adopt the output of this undertaking for better implementation of field technical assistance under teachers' visitation program.

Keyword: visitation program, multigrade, field technical assistance, enhancement program, PUP

**A Tracer Study of Kindergarten Festival of Talents Participants in the Division of Quezon**

Catherine E. Cabildo

**Abstract**

This study was conducted to determine the effectiveness of kindergarten festival of talents in different aspect of life of its pupil-participants as they go along with their journey as elementary pupils. Its application to their life after kindergarten in the past six years in the elementary schools in Fourth Congressional District of Quezon. It utilized a descriptive-analytical type of research with research-made questionnaire as the primary tool in gathering data since the main objective of the study is to trace the effectiveness of the said event wherein the data needed were from previous years. 1112 pupils served as primary respondents of this study out of 2353 identified participants of kindergarten festivals from school year 2012-2013. Their responses were analyzed and interpreted using percentage, weighted mean and general weighted mean. Findings revealed that they were composed primarily of grade 2, male, 6-7 years old and participated in story-telling on district level of kindergarten festival. They also joined different contests and co-curricular activities after kinder. Moreover, the festival had great contribution on their cognitive or mental development and high evident contribution on physical, emotional, social and spiritual. Furthermore, the researcher found out that the primary problem encountered by the pupils in sustaining the talent that they had were budget and financial aspect and time management. And minor problem in terms of pupil's priority, coach and trainer, parent's concern and events and its location/distance. As an output, the researcher came up with a proposed enhancement program based on the results of the study and for the benefits of the teacher as well as the pupils in sustaining of their talents which is intended for the respondents of this study. The proposed enhancement program focus on the least developed traits and problems encountered to sustain their talents.

Keyword: kindergarten festival of talents, contributions of the festival, problems met, Polytechnic University of the Philippines, MEM

## The Habitus and School Experiences of Students from Low-Income Families in Private Tertiary Institutions

Gladys S. Lazo

### Abstract

Social reproduction is a concept introduced by Karl Marx in his work, *Das Kapital*. It explains how social inequality is transmitted from one generation to another through the structures (family, school, etc.) and experiences. This social reproduction manifests through the types of capital introduced by Pierre Bourdieu (1996) such as economic capital, cultural capital, and social capital. This paper presents the habitus of three college students who come from low-income families and studied in two prestigious private institutions. This study employed the narrative approach in describing the background, academic and social experiences of three college students from low-income households who were studying in prestigious private schools in the country. Along the discourse, the terms habitus, economic capital, cultural capital, and social capital were related to the background of the three participants. The researcher employed pseudo names as the participants requested not to be identified. Interview sessions were conducted in separate schedules based on the availability of the participants. This paper affirms Bourdieu's contention that the habitus of an individual is shaped or influenced by different social groups and social structures. Certain habitus of my participants are products of their school experiences and environment or even the peers they grew up with. In the same manner, this study supports the belief that habitus tends to change as the individual grows and experiences and environment or even the peers they grew up with. In the same manner, this study supports the belief that habitus tends to change as the individual grows and experiences novel things that he finds worthy to adapt. The economic reality that besets the lives of the participants prompted them to find their a strategy to fulfill their desire to get into college. Education remains a goal to achieve for the parents and the participants themselves. Studying in prestigious private tertiary institutions is considered a great milestone for the participants. The habitus of the participants in terms of social capital tends to improve as they meet schoolmates and school personnel that help expand their social network.

Keyword: bourdieu, habitus, capital, social class, prestige education

**Results of Early Childhood Care Development (ECCD) Assessment for School Year 2013- 2018  
in the Division of Quezon: Basis for a Proposed Intervention Program**

Alona F. Alano

**Abstract**

This study was conducted to analyse the results of Early Childhood Care Development assessment in the last five years in the fourth congressional district of Quezon. This assessment is intended for kindergarten pupils. There a total of 231 kindergarten teachers who became respondents of this study. They came from different elementary schools; central and non- central were the source of data that were analysed and interpreted with the use of frequency, percentage and weighted mean. It was carried and using descriptive- analytical type of research and utilized researcher- made questionnaire as tools in gathering data. Descriptive method is also known as normative survey in which it is a fact- finding wherein adequate and accurate interpretation is needed descriptive type of research describes what the research is all about including its primary objectives and significance. According to its results, Expressive and Receptive Language Domain had been the most observed among kindergarten pupils in the last five years as compared to socio- emotional, cognitive, self- help, fine and gross motor domain. Gross and fine motor domain is the lowest in terms of level of observation that is why teacher had highly utilize fine and gross motor activities and intervention to help the pupils develop skills on the said domain It includes routine and non- routine exercises that could be done inside or outside the classroom that were suited to kindergarten pupils. While activities for socio- emotional and cognitive domain had been the least on the priorities of the teachers In terms of challenges meet during the implementation the respondents considered as funding and budget allocation as the main source of problem. ECCD Assessment for SY 2013-2018 for both Pre and Post Assessment were only Observed in terms of Gross Motor Domain, Fine Motor Domain, Self- Help Domain, Receptive Language, Expressive Language, Cognitive Domain, and Socio- Emotional. Among the seven domain, kindergarten pupils excel most in expressive and receptive language domain followed by socio- emotional domain. And in terms of school year, pupils had shown great improvement in all seven domains in 2016- 2017. In general, seven domains were observed among the kindergarten pupils in fourth congressional district of Quezon.

Keyword: ECCD, childhood care development

## Grade Six Perceptual Learning Strengths in the Division of Quezon: Basis for A Proposed Classroom Management Plan

Babelyn C. Arellano

### Abstract

This study aimed to identify the perceptual learning strength of the grade six learners using a diagnostic test and to develop a teaching strategy that is appropriate to their modality for an effective classroom management plan in the Division of Quezon. The one hundred ninety-seven grade six teachers from the fourth congressional district of Quezon were the respondents of the study. A research-made questionnaire consisting of three parts with four point-scale was the main instruments in data gathering. There are different teaching strategies and activities that can help in the development of the three domains of learning which are cognitive, affective, and psychomotor. This research study used the descriptive method, since it is a scientific method that involves observing and describing the behavior of the subject without affecting it in any way. Participants answer questions administered through questionnaires in surveys are useful in the description of the characteristics of a large population. The exploratory design calls for small samples that are selected through a deliberative process to represent the desired population. Through the use of Cochran's formula, the researcher came up with a smaller number who will participate in the survey. In terms of visual learner, it has a weighted mean of 3.41, auditory has a weighted mean of 3.22, tactile learner is 3.27, and kinesthetic learner is 3.31. Based on the data gathered from the respondents, the following are the important findings. All of the common characteristics of perceptual strengths were interpreted as agree. 3. The teaching strategies that can be utilized for learners' development are all accepted by the respondents. Teaching strategies for cognitive domain and affective domain has an average mean of 3.44 while psychomotor domain has an average mean of 3.41. 4. The ten indicators in the level of acceptability of the proposed effective classroom management plan are all interpreted as acceptable. 2. The result of consolidated weighted means of perceptual strengths of the learners got a general weighted mean of 3.30 resulted into "agree". That means that the respondents agree that students have different perceptual strengths, teachers should have different teaching strategies that will help develop the skills in each taxonomy for the three domains of learning.

Keyword: perceptual strengths, visual, auditory, tactile, kinesthetic, classroom management

**SWOT Analysis of the Feeding Program of the Department of Education in the Division of Quezon**

Blesilda Alba Inoy

**Abstract**

This study determined the strengths, weaknesses, opportunities, and threats of the SBFP in Bondoc Peninsula to develop an ideal nutrition and health center to improve the health services for the students. This paper employed quantitative design. This paper employed quantitative research design, using fishbowl sampling among the 68 respondents from various districts of Bondoc Peninsula as SBFP implementers using questionnaire as the main tool which were analyzed using weighted average mean. Findings revealed that the respondents were 30 to 40 years old, females, and in the service for 6 to 15 years with 1 to 5 years of SBFP involvement. DepEd SBFP funding drew strength in being legally funded by the government, its weakness includes additional workload to the teachers, opportunities are in the increase in fund allocation while its threat is the delay of funding. Similarly, as to program implementation, SBFP strength is its well identified menus and reporting procedure, its weakness is the insufficiency of 120 days feeding days' allotment, opportunities rise with the increase in number of beneficiaries and student performance with the threats of neglect on monitoring and technical assistance. As to manpower SWOT analysis, SBFP's strength is its obedience to the standard operating procedures, neglect of duties served as the prime weakness with threat on overloading of works and designations. Yet, opportunities rise in reaching more number of beneficiaries. Program features and model for the nutrition and health center were developed based.

Keyword: school-based feeding program, SWOT analysis, nutrition and health center, Polytechnic University of the Philippines, Bondoc Peninsula



**Level of Competency of Grade 5 Pupils in Social Studies in the Division of Quezon: Basis for a Proposed ICT -based Instructional Materials**

Melvin D. Leonardo  
Edna S. Lavadi

**Abstract**

Araling Panlipunan under the social science subjects is the main instrument in helping the world change and in processing cultururation that establish the foundation of development in social aspects in the country. In the Philippine setting, curriculum in Araling Panlipunan was based on the curriculum design to achieve the goals of Education for All 2015 and K-12 Philippine Basic Education Curriculum Framework. One of the objectives of redesigning curriculum Some students seemingly perceive that Araling Panlipunan is an uninteresting subject. This negative notion and adverse reaction have been observed by This chapter presents the different processes that were undertaken in the conduct of the study such as: method of research used, population and sample size, sampling technique used, description of respondents, instrumentation, data-gathering procedur This research undertaking utilized quantitative-descriptive method to gather data and answer the research objectives in the level of competencies of grade 5 pupils in Araling Panlipunan. This technique of descriptive research includes describing. It often includes some kind of contrast or comparison. In other words, descriptive study may be described as a purposeful method of collecting Araling Panlipunan under the social science subjects is the main instrument in helping the world change and in processing cultururation that establish the foundation of development in social aspects in the country. With this, the nation implemented and Further, a large number of schools and learners become technologically advance. Both public and private school teachers therefore need to ensure that there are a greater learning engagement through the use and support of the latest multimedia equip. Some students seemingly perceive that Araling Panlipunan is an uninteresting subject. This negative notion and adverse reaction have been observed by the researcher from classes in Grade 5 of Kinamaligan Elementary School. It is high time for all the Araling Panlipunan educators have experienced that Grade 5 students become extremely motivated and involved when technology is utilized in different i This research proposed an ICT -based instructional material that can be used in facilitating Araling Panlipunan subject though identifying the demographic profile of the respondents, level of competency and academic performance of Grade 5 pupils. This utilized quanlitative-descriptive research method, wherein the data needed were gathered using a validated researcher-made survey questionnaire

Keyword: multimedia instructional material, instructional management, araling panlipunan

**Status of Implementation of the Youth for Environment in Schools Organization (Yes-O)  
Projects in the Division of Quezon: Basis for Program Enhancement**

Edward M. Capistrano

**Abstract**

One of the DepEd's recognized groups is the YES-O or the Youth for Environment in Schools Organization which was formed with the missions of; conserving and preserving the country's natural resources through community knowledge of the environment resulting in their active participation in environmental issues to attain sustainable development and safeguard mother nature; Its vision is to create an efficient school-based environmental organization committed to the natural resource conservation. It aimed to determine the status of the Youth for Environment in Schools Organization Projects as basis for enhancement of the program in Quezon Div. The study made use of correlation designs. A research-made questionnaire consisting of three parts was the main instrument in gathering the data needed. The researcher utilized a descriptive method of research. To determine the result of the study, data were tallied and tabulated. After tabulating the data, the data gathered were treated using a statistical tool. Weighted mean was used to determine the extent of the contribution of the YES-O activities to the knowledge, skills, and attitude of the pupils. One of the challenges of the moderators encountered was about the inadequacy of the equipment which has the highest weighted mean of 3.90 while the lowest weighted mean is the 'teachers involved in YES-O activities are not competent'. Grounded on the results, lack of equipment hinders the implementation of each of the YES-O projects to make it successful thus, most schools in the fourth congressional district are unable to manage the program but, positively, teachers make their preferences and applied schemes to have a successful activity regarding the program.

Keyword: YES-OP-PUPLQ, youth for environment in schools organization projects, YES-O program

**Level of Participation of Kindergarten Pupils on the Daily Routine Activities in the Division of Quezon: Basis for Proposed Sustainability Plan**

Joanna E. Eugenio

**Abstract**

This research study aimed to determine the level of participation of kindergarten pupils on the daily routine activities as a basis for proposed sustainability plan. This utilized descriptive quantitative research survey-design, wherein the data needed were gathered using a survey questionnaire and involved the total population of kindergarten teachers of the Fourth district of Quezon. The findings of this study evidenced that much of the activities in the allotted blocks of time were very much participated by the pupils that graced higher competence outcome and strong effects in the academic, social and emotional domains of pupils as they keep learning in the school. Motivation and engagement of the pupils in the grassroots as facilitated by the teachers were high that do not demand intervention or enhancement. Sustainability plan were deemed the most relevant output of the study since the activities gained high responses and need not to be changed but sustained with minimal improvements necessary. It would be of great help to encourage and animate the classroom with carefully selected means focusing on the highly participated activities .

Keyword: daily routine activities, early childhood education, kindergarten learners, blocks of time, sustainability plan

## Development and Validation of a Proposed DepEd Computerized e-Service Credit System

John Joseph L. Marcellana

### Abstract

The main purpose of this research is to develop and validate the proposed DepEd Computerized e-Service Credit System in the Division of Quezon as stipulated in DepEd Order No. 53 series 2003. This study applied Research and Development (R&D). The instrument prepared is for the teachers of the fourth congressional district determining the level of acceptability of the proposed e-Service Credit System by which the study had a sample size of 348 teachers. The features of the Proposed DepEd Computerized e-Service Credit System acquired an average weighted mean of 4.56 interpreted as "Highly Acceptable". This study used the descriptive method particularly the descriptive survey. Salaria (2012) defined descriptive research as devoted to the gathering of information about prevailing conditions or situations for the purpose of description. Applied research is a methodology used to create and validate the DepEd e-Service Credit System being suggested. The DepEd e-Service Credit System model was technologically advanced from these study results and created for use by Quezon Division educators. On Activities Eligible for Service Credit as specified in the 2003 DepEd Order No.53. " All operations had a weighted 3.22 average inferred as "Sometimes" which means that not all activities are properly understood as stipulated in the memorandum. In the current procedures used in managing a service credit it got an interpretation of "Moderately followed" which means that though teachers submit the required documents the procedure is not strictly followed. The features of the Proposed DepEd Computerized e-Service Credit System got "Highly Acceptable" interpretation in terms of the Content, Technical and Aesthetic and most importantly the Visuals and Interpretations. The level of acceptability of the Proposed System as evaluated by the 348 respondents / teachers got an average weighted mean of 4.56 It is recommended that the administrative and faculty should be aware and well-informed of DepEd Order, so that they will know the services that are eligible in granting credits. The procedures should also be widely disseminated to the teachers. The proposed system will guarantee a more paperless submission and confirmation of service requests.

Keyword: development, validation, electronic service credit

**Status of Implementation of the Contextualized Multimedia Instruction in Mathematics 1 at  
First District of Camarines Norte: Basis for an ICT- Based Learning Material**

Julie Ann H. Mallapre

**Abstract**

This research study aimed to find out the status of implementation of the contextualized instruction in Mathematics 1 at first district of Camarines Norte, the problems met in the implementation of contextualized instruction, and the needs assessment of ICT-based material which became the basis of an ICT- based learning material. This utilized qualitative-descriptive research method, wherein the data needed were gathered using a researcher-made and validated survey questionnaire with five-point Likert-scale and there were 59 teacher-respondents who participated with 38 from the central schools and 21 from the biggest barangay schools in each district. From the result of this study, the researcher found out that the respondents implemented the contextualized instruction in Mathematics 1; with fairly encountered problems in the implementation of contextualized instruction, all the indicators should be considered when the teacher would develop an ICT-based instructional material since it resulted into much needed, and interactive PowerPoint was very much helpful in contextualizing instruction in Mathematics 1. After such, the researcher gave recommendations to teachers and district heads where it included the encouragement of the use of own language in teaching-learning process and development of materials to be used by the teachers since it would take them much time to prepare.

Keyword: contextualized, multimedia instruction, ICT-based material, Mathematics 1

**Academic Performance as Related to Demographic and Social Variables of 12th Grade Students at Marshall Islands High School**

Kathy K. Digno

**Abstract**

This study aimed to determine the effect of demographic and social variables on the academic performance among 12th grade students at MIHS for school year 2018-2019. The study used the descriptive correlational design and simple random sampling technique to select the 135 respondents. A student questionnaire was administered to the respondents to gather data. There were five driving questions for this research study. RQ#1 aimed to identify the demographic profile of the respondents according to sex, location of residence and parents' occupation. RQ#2 examined the students' academic performance based on the ASVAB result in English and Mathematics. RQ#3 examined the relationship between students' academic performance and demographic profile variables. RQ#4 investigated the extent of social factors affecting the students' academic performance. RQ#5 examined the relationship between the two variables. The highlights of the findings revealed that there is no significant relationship between students' academic performance and demographic variables in terms of sex, the location of residence, and father's occupation. However, the mother's occupation shows a significant weak correlation with students' academic performance. While all the social factors variables have the same weighted mean which all equivalent to a descriptive rating of "Sometimes." Furthermore, the social factors variables showed a significantly strong correlation with students' academic performance. The researcher recommended the school to work closely with PSS, teachers, parents, and students to address the factors affecting the students' academic performance.

Keyword: academic performance, student factor, parent factor, teacher factor, Master in Education Management, Polytechnic University of the Philippines Open University System

**Impact of Special Hardship Allowance to Teachers in the Hardship Post Assignment in the Division of Quezon: Basis for an Action Plan**

Kaycee Ann A. Argamosa

**Abstract**

Introduction Teaching itself is not an easy task because teachers need to attend different type of learners with different style of learning, not only that, teachers also suffer from different clerical works or loads that were given by the department. In everyday routine, some teachers are experiencing hardships in going into their assigned areas or school. Some must go to dangerous roads, muddy way, or even walking the entire way to go to their respective station. To compensate the dedication of our teachers, the government had a policy about the Guidelines on the Grant of Special Hardship Allowance. This study used the descriptive-survey research design. The data were gathered from the perceptions of the respondents using the questionnaire. Numbers of respondents from each district were distinguished using the Slovin's Formula. On the impact of special hardship allowance in terms of motivation, teachers in the hardpost schools moderately agree by special hardship allowance. While they moderately agreed that special hardship allowance is the sole reason why they are staying in the hardpost school. On the other hand, respondents were satisfied with the amount they receive from Special Hardship Allowance compare to the hardship they are experiencing going to their station. The problems met by the recipients based on the data gathered in this undertaking were the release of the special hardship allowance for the hardpost. The problems met by the recipients based on the data gathered in this undertaking were the release of the special hardship allowance for the hardpost teachers had no definite schedule and the amount they receive annually was not consistent.

Keyword: special hardship allowance (SHA), hardship post, impact, retention, satisfaction, PUP

**Utilization of ICT Equipment under DepEd Computerization Program in the Fourth Congressional District of Quezon**

Ma. Carmela G. Dela Cruz

**Abstract**

This study aimed to determine the level of utilization of equipment under DepEd Computerization Program in the Fourth Congressional District of Quezon. It aimed to determine if the ICT equipment provided by the DepEd Computerization Program in all schools even in the far-flung areas were utilized by teachers and learners in the teaching and learning process. The respondents were all public elementary school teachers serving as ICT coordinator in their respective schools. This study utilized descriptive design of research. This paper used a quantitative research approach. The questionnaire was the primary tool used in this research. It is composed of three parts. The first part is the status of the ICT equipment under DepEd Computerization Program that includes the availability and functionality of the ICT equipment. The second part is the level of utilization of ICT equipment. The third and the last part is the problems encountered on the utilization of ICT equipment. The following inventory of functional ICT equipment includes 104 laptops, 85 host server pc, 606 thin clients, 642 N-Computing, 87 projectors, 115 projector screens, 97 printers with scanner, 636 mouse, 690 keyboard, and 104 speakers. The result of level of utilization of ICT equipment generated the following ratings: lesson preparation (2.44); classroom instruction and materials (2.31); school reports and preparation (2.43); and school activities (2.05). The most common problems encountered were inadequate computers, lack of internet, and lack of trainings in troubleshooting software and hardware. The level of utilization of ICT equipment provided by DepEd Computerization Program were interpreted as rarely utilized except for the school reports preparation. This only indicates that ICT equipment specifically the laptops are commonly utilized. This can be inferred to the problem on how one laptop will be serving all the teachers in school for the preparation of lesson.

Keyword: availability, DepEd computerization program, ICT equipment, inventory, utilization



**Effectiveness of Integrating Digital Stories in Teaching Kindergarten Pupils in the Division of Quezon: Basis for a Proposed Localized Digital Stories**

Mary Rose O. Capistrano

**Abstract**

The Kindergarten Curriculum Framework, which adopts the overall values of the National Early Learning Framework (NELF), is one of the ideals of the K to 12 Philippine Basic Education Curriculum Framework. This undertaking sought the level of effectiveness of integrating digital stories in teaching kindergarten pupils in the Division of Quezon for the School Year 2018-2019. The impact on the seven domains governing the strands of Kindergarten Curriculum to develop a localized digital story for kindergarten. This study utilized a descriptive research design to gather data from the (284) kindergarten teachers in the Division of Quezon. Number of respondents were computed through Slovin's Formula. The instrument used in this investigation was a self-made survey questionnaire based on the legal bases and reviewed literatures. The sole formula applied in this study was the summation of mean. The overall impact of the digital stories to the (7) domains under the Kindergarten Curriculum was 4.47 which was interpreted as effective. It shows the summary of the general weighted means on the impact of digital storytelling to the seven (7) domains of the kindergarten pupils under the K to 12 curriculum. This study recommends that in-depth training on proper utilization of digital stories be conducted from the Division Level down to the school-based.

Keyword: digital stories, 7 domain, localized

**Best Reading Intervention Practices of Elementary Schools in the Fourth Congressional District of Quezon: Basis for a Proposed Comprehensive Core Reading Program**

Rachel Ann D. Silaya

**Abstract**

This study focused on identifying the best reading intervention practices of the elementary schools in the Fourth Congressional District of Quezon as a basis for developing a proposed comprehensive core reading program. An individual learns more things significantly when he started learning how to read. Reading is considered as one of the foundations of all other skills. It enables learners to become competent in all the learning areas. The study employed descriptive method in gathering and collecting data from the respondents. It was used by the researcher as it included input from school leaders and educators about the reading intervention programs. This researcher used scientific sampling method also known as the probability sampling. It aims to consider samples from a population with everyone to have equal chances to be selected (Elfil & Negida, 2017). The primary data gathering tool of this study is a questionnaire. It was written after a thorough and systematic review of relevant literature. Findings revealed that the study's respondents were from small schools with instructional reading level, several reading intervention programs were offered by elementary schools, The reading intervention program employed by most Elementary Schools in the Fourth Congressional District was Project DEAR (Drop Everything And Read). The results showed that the School Heads and Teachers have just agreed in all indicators on the different practices in reading intervention in terms of: Phonemic Awareness, Fluency, Word Recognition, Vocabulary Development and Comprehension. The level of acceptability of the Developed Core Comprehensive Reading Program is Acceptable. The researcher recommends that future studies may include other districts in the Division of Quezon to have a wider locale of the study. The school should provide reading materials that matched the reading skills of struggling readers. Teachers should have individual assessment on monitoring student progress to implement good reading instruction and to develop individual reading level.

Keyword: best reading intervention practices, reading programs, extent of reading intervention practices

**Level of Language Literacy of Grade 2 Pupils in the Division of Quezon: Basis for a Proposed ICT Based Vocabulary Development Material**

Zarah C. Orbe

**Abstract**

This study developed an ICT-Based Vocabulary Development through that will enhance the basic sight words vocabulary skills of the Grade 2 pupils. Utilizing a descriptive method where the researcher conducted a survey to selected central and barrio schools using fishbowl technique The level of language literacy of the respondents was measured through the results of the administered test. The Mean Percentage Score for the overall competence of the Grade 2 pupils based on the administered test was 49.77 with the SD 20.75. A descriptive analytical method are the research methods used in this study. This method was used to gather the respondents ' data, such as their views, perceptions, and concern about a certain phenomenon or problem within their experiences. The researcher conducted a survey first to come up with the list of vocabulary words to be included in the questionnaire and then administered the test to the intended respondents, descriptive research tells the research primary objectives, processes, and significance. This only indicates that more that 50 to 52 items were unfamiliar to the pupils. The results only infer that there is a need for an intervention to improve the reading skills and to provide familiarities on the Dolch Basic Sight Words. The researcher consolidated the top 50 words misread by the pupils who have undergone testing of 100-items Basic Sight Words in the Fourth Congressional District. Table was presented by town. This table implies that the developed ICT-based materials are very much suitable for the Grade 2 pupils because of the content that will help them to comprehend the unfamiliar words. This only implies that the grade 2 pupils can easily operate the system and they will enjoy learning new words with it. This study aimed to develop an ICT-Based Material for Vocabulary Development of the Grade 2 pupils as a tool for the mastery of the unfamiliar words in Dolch Basic Sight Words. The attainment of the objective of the study was made possible through the utilization of the descriptive method of research.

Keyword: language literacy, Grade 2, ICT-Based instructional material, Dolch Basic Sight Words, PUP

# MANAGEMENT

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**Business Management Practices and Performance of Freight Forwarding Business in the National Capital Region**

Rock Bryan B. Matias

**Abstract**

In this era of globalization and trade liberalization, the need for transportation of goods seems to be growing and a vital component of doing business not just in domestic setting but also in international operation. Freight forwarders seem to be a necessity of businesses to make use of this opportunity for globalizing production and market. The objective of this study is to assess the relationship between level of effectiveness of business management practices and the level of performance of the freight forwarding business in the National Capital Region. The researcher made use of descriptive and correlational design of research through the use of survey questionnaire to solicit responses to 268 selected freight forwarding businesses in the region. The used of frequency, percent distribution, weighted mean and Pearson r Correlation were used to statistically determined the degree of association of business management practices and performance of the business. The finding shows that the area of logistics operation and human resources got the highest mean among the practices of the business, while the relationship of these practices gave an impression of significant positive correlation between the practice in terms of finance, marketing, human resource, logistics operation strategies and the level of firm performance in terms of sales revenue and profitability. The researcher suggests that the businesses continue to monitor their practices and strategies in order to sustain its operation.

Keyword: business management practices, strategies, freight forwarders, logistics, Polytechnic University of the Philippines

**Assessing the Functionality of the University Legal Counsel of Pamantasan ng Lungsod ng  
Maynila: Basis for Service Enhancement Measures**

Jerome Christian A. Fajardo

**Abstract**

The Office of the University Legal Counsel of the Pamantasan ng Lungsod ng Maynila (PLM) was established under the PLM University Code of 2005 and has been mandated with legal related functions. However, for the past three years that the researcher had stayed in the said Office, he observed dissatisfaction and adverse comments expressed by the different stakeholders of the University regarding the legal clientele services of OULC. The objective of this study is to come up with service enhancement measures for the legal clientele services provided by the OULC in the PLM. This study utilized the mixed methodology type of research. It likewise used two (2) survey instruments, namely: survey questionnaires and interviews with lawyers and staff under Office of the University Legal Counsel. As widely accepted, the mixed methodology type of research is the combination of quantitative and qualitative type of research. The results of this study revealed the following findings: (1) all stakeholders in the University have received the legal clientele services provided by the Office of the University Legal Counsel,(2) the employees under the Office of the University Legal Counsel have been confronting difficulties in the aspects of human resource, staff development, office supplies/IT equipment, and other external problems,(3) items in the survey received a satisfied and agreed responses from the survey participants, however, there are still legal clientele services that received a dissatisfied and a very dissatisfied responses, and(4) the employees of the Office of the University Legal Counsel have been proposing measures to resolve their difficulties. This study recommended for establishment of culture of professionalism, thorough review of OULC staff's job descriptions, procurement of up-to-date IT equipment and other legal materials, OULC's intervention to the HRDO's recruitment and hiring process of lawyers and legal staff, and institutionalization of performance audit etc.

Keyword: legal clientele services, difficulties, culture of professionalism, well-defined job description, clear organizational structure, performance audit, reengineering

**Assessment on the Contributions of Contract of Service and Job Order Employees in the DOST-Central Office: Towards the Development of a Customized Policy**

Merlina F. Cortez

**Abstract**

The services being rendered by non-permanent employees under contract of service and job order status in the central office of the DOST have been observed and assessed in this study to determine their contributions beneficial to the organization. This study used both qualitative and quantitative approaches. Survey questionnaires were administered to contract of service and job order employees in the DOST central office. ALS Director and supervisors were interviewed in the study. Contractual employees have very high contributions in the organization; thus, customized policy is needed to give them fair treatment and opportunity. This study utilized the mixed methods of research, in which qualitative and quantitative approaches are used. Survey questionnaires were administered to respondents who are currently employed in the DOST central office. 138 respondents were only present during data gathering. It covered all the existing Contract of Service and Job Order workers under different units, sections, divisions, services, and executive offices of the DOST Central Office. The researcher used survey questionnaires in four-point Likert-type scale. Findings were: There is unequal distribution of permanent and non-permanent employees within the office; being renewable, non-permanent employees are worried about future unemployment which somehow affect their performance. Their salary is not sufficient for their daily expenses and no other benefits and privileges given to them unlike their permanent counterparts; contract of service and job order employees are good in handling difficult situations in their work. the management is supportive of adopting a better employment policy for non-permanent employees, since the respondents complied with their contract, even working beyond their official time. Contractual employees offered very satisfying level of quality service being delivered in terms of timeliness and the quantity and quality of output. Respondents are generally receptive, responsive, and effective in the service delivery of the DOST in its clients. They need to be given an opportunity to express their feelings of fulfilment and fairness for all the efforts they have contributed to the Department.

Keyword: non-permanent employees, fair treatment, management support, quality service delivery, employment policy

**An Assessment on the Implementation of Quality Management System of the DFA  
Authentication and Passport Services towards Improving Its Overall Service Performance**

Lovely Marjorie F. Legada

**Abstract**

One of the challenges of the Philippine government is to maintain the trust and confidence of the public. Given this challenge, there is a need for the government to look at the best practices to deliver its services with good quality and to ensure desired levels of quality of both products and services through effective planning and management. Quality management is critical for all government institutions and involves identifying and satisfying the needs of the public who demand good quality services. Quality management system (QMS) provides generic guidance and requirements for establishing an appropriate quality management procedure to promote customer satisfaction. The Department of Foreign Affairs, with its authentication and passport services, dealt with mounting problems in delivering its services in the past years. The DFA exerted efforts to establish an ISO-certifiable QMS started in November 2014. The main objective of this study is to assess the implementation of QMS in the DFA authentication and passport services. This study was conducted an in-depth literature review from different studies to understand profoundly quality management system. The study also utilized the descriptive method research by using a mixed of qualitative and quantitative research. To obtain the data and information needed for this study, the researcher used survey questionnaire, a focus group discussion, and the Client Feedback Report Forms as research tools. Major findings of this research showed that in the assessment on the implementation of authentication and passport services, there is a communication between the top management and the employees. The current QMS includes application of 5S housekeeping, involvement of the core team and enhancement of customer satisfaction. It is found out that the inadequacy of the number of personnel has resulted to dissatisfied clients and that internal and external audits are deemed not useful from the point of view of the respondents. Moreover, documentation is not that heavy in terms of QMS work, and audits does not provide more burden in the provision of services in both divisions. As to the level of customer satisfaction from the secondary data provided in Annex A, it can be analyzed that comments in promptness, turn-around time, queue management and data capturing protocol in its operations have the frequent number of comments received. There is also a higher percentage of positive comments than negative ones. In terms of operations, the Citizen's Charter promotes transparency.

Keyword: quality management system



**Competency-Based Recruitment and Selection Practices and Employees Productivity among POEA-Accredited Agencies in the National Capital Region**

Jayvie O. Guballo

**Abstract**

One of the emerging trends in hiring and selection nowadays is gearing up the recruitment procedures dubbed as competency-based strategy. The importance of it is the following: It creates clarity and removes personal biases in hiring decisions, it ensures the greater and effective objectivity in the recruitment process and helps the firm or organization to choose effective future ready leaders. Aside on this emerging era, productivity is also considered key for the organizations' success. Addressing organizational performance factors to increase employee productivity which is the focus is improving individual tasks. The objective of this research study is to assess the relationship of level of effectiveness on selection policies and the productivity of employees among POEA-accredited agencies in the national capitals region. The researcher made used of descriptive design of research using survey questionnaire to solicit responses to 644 selected recruitment firms in the region. The used of frequency, percent distribution, weighted mean and Pearson r Correlation were used to statistically determined the degree of association of recruitment and selection policies and employee productivity of the firms. There was a significant correlation between the level of effectiveness of recruitment and selection policies in terms of Knowledge, Ability, and Other Competencies and Employee Productivity in terms of Task Performance Based, Work Standard and Evaluation and Feedback. The researcher proposes that the firms to continuously screen their policies in hiring and selection, strategies, and employee productivity in directive to endure its operation.

Keywords: human resources management, competency-based recruitment and selection practices, employee productivity, POEA-accredited agencies

**Consideration for Investment Incentives and of the Environment of Geothermal Power Developers in the Philippines**

Dante L. Castillo

**Abstract**

Renewable energy (RE) is sustainable, non-polluting, addresses climate change and energy security. The study examined the opinion of 17 government staff administering geothermal energy development in the Philippines with regards to the influence on geothermal companies of the concern for the environmental & climate change and influence of fiscal incentives given by the government in developing such power plants. It aims to have an insight on what incentives, according to the views of the said staff, are taken into consideration by these geothermal investors, in putting up such power facilities and if the geothermal energy developers' concern for the environment and climate change mitigation are also motivating factors in pursuing such kind of business. The 17 surveyed staff were asked to rate the fiscal incentives and concern for the environment and climate change a rating from 1 (lowest) to 5 (highest) in terms of what they think as the degree to which these factors are influencing the geothermal companies' decision to venture out into such power facilities. The ratings were averaged and those factors that had an average rating of 4.00 and above were considered as influential. The results showed that not only gains through fiscal incentives are being considered by geothermal energy developers in pursuing such business. Concern for the environment and climate change mitigation were also considerations for such pursuits. On the other hand, according to the opinion of the 17-government staff surveyed, the fiscal incentives offered by the government that were highly considered by geothermal developers to pursue such venture were: 1) Income Tax Holiday; 2) Duty-free Importation of RE Machinery, Equipment and Materials; 3) Corporate Tax Rate; 4) Zero Percent Value-Added Tax Rate; and 5) Special Realty Tax Rates on Equipment and Machinery. Thus, based on the survey, it can be said that the motivating factor of geothermal companies in pursuing the development of such power facilities is a combination of fiscal incentives and concern for the environment and climate change.

Keyword: climate change; renewable energy; fiscal incentives; environment protection

## Shared Services Centers: A New Trend in Global Business Landscape

Jayson V. Malimata

### Abstract

In a competitive setting, companies constantly innovate to present excellent services at lower costs. Shared services were extensively adopted in practice as one means for improving organizational performance. Shared Services Centers (SSCs) seemed to be a spectacle with accelerated development and characterized an evolution of the traditional organizational models, more precisely, in support of service operations, such as Human Resource (HR), Finance & Accounting, Purchasing, and Information Technology (IT), as well as numerous others. Shared services are an increasingly common organizational answer to generating more effective service delivery. Costs can be reduced through the economies of scale from the centralization of services. Improved customer focus can direct to enhanced quality outcomes. The researcher came up with the idea of reviewing literature about the Shared Services Centers (SSCs) Industry since he was working in one of the Global Business Services (GBS) here in the Philippines. Moreover, the Philippines is considered the main hub of SSCs in the Asia Pacific Region, for its skilled workforce that continuously fuels the growth of the outsourcing industry's shared service centers through the population's linguistic skills and readily procured low-cost labor to fill up processing roles in the allotted business scope. The purpose of this study is to present a concise literature review on shared services (SSCs) since this idea is still somewhat a new concept with inadequate academic works and is obtaining research interests from academics. This review is explained from some of the articles authored by experts and a limited number of books on SSCs that has been incited in the thesis and dissertation studies on shared services. This paper will mainly focus on Shared Services Industry (SSCs) as a new trend on a global business landscape. More specifically it will highlight how SSCs develop and grow in the Philippines and what are the key factors considered in selecting the Philippines as the center of shared services in the Asia Pacific Region. The study reveals that for the past twenty years, the Philippines have experienced remarkable development as an outsourcing site that was made sustainable by the workforce and its compelling cultural kinship to the west. This study will contribute and help future researchers interested in shared services study.

Keywords: shared services centers, global business services

# Call for Papers

On behalf of the SIMP-AAG JOINT MULTIDISCIPLINARY RESEARCH CONFERENCES' (JMRCs) organizers - the Singapore Institute of Multidisciplinary Professions and the Ascendens Asia Group, the JMRC Research Review Committee is sponsoring a call for papers across multiple disciplines. JMRCs are open-to-all research conferences to celebrate researchers who continue to strive for excellence in pursuit of knowledge enhancement for the world and human development.

The Research Review Committee welcomes papers from any fields of discipline across various themes that contribute to further learning and continuing professional development.

Authors of accepted papers may be invited to present their work either orally or by the poster. The conference is open to the public and everyone is invited to submit proposals for papers.

## Timetable

Timely submission of the papers is critical to the success of the program. The procedures and timetable enumerated below will apply.

Registration opens

Deadline for abstract submission

Notification of abstract acceptance

Deadline for full paper submission

### Important Dates

*depends on scheduled JMRC*

*depends on scheduled JMRC*

*depends on scheduled JMRC*

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*\*Full paper submissions that are completed after deadline for full paper submission may not be included in the Conference Proceedings.*

## Deadline for Submission of Full Research Paper

The Research Review Committee looks forward to receiving full research papers from interested scholars and researchers in response to the call on or before <depends on scheduled JMRC>. The Conference Secretariat is happy to respond to inquiries from interested parties.

Questions may be addressed to JMRC Research Review Committee at [jmrc.papers@ascendensasia.com](mailto:jmrc.papers@ascendensasia.com) and/or the Secretariat at [JMRC@ascendensasia.com](mailto:JMRC@ascendensasia.com). Your participation in this effort to produce new papers will contribute to the written body of useful knowledge for world and human development!



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