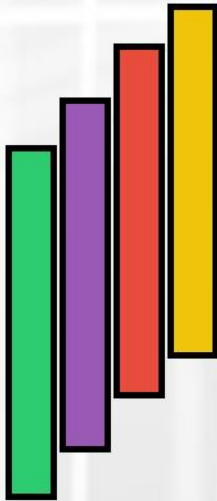


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COMMUNICATION

Campus Radio Version 2.0: The Convergence of Campus Radio with Digital Media

Kim Bernard Fajardo
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Abstract

The media are experiencing a digital revolution. Substantial research has been conducted on digital technologies as they change mainstream media such as television, print, and commercial radio. However, very little is known about the current digital adaptation in campus-based radios. From increased online consumption, to podcasts and social media, campus radio is also embracing digital technologies. The sustainable operations of campus radio station are being challenged by economic, content and technology factors. These factors are critical to the operating system and managing patterns of a campus radio in sustaining their station functions. This study investigates the use of digital technologies in four campus radio station case studies. The Media Convergence Model and the Four Laws of Media are used to analyze the change process. This model is used to analyze the level of convergence of campus radio station with the internet through social media and other digital platforms. Through qualitative in-depth interviews and campus radio station in-person and social media observations, this research seeks to answer the question of how new technology modifies or transform the campus-based radio in the Philippines. This study finds digital platforms can change campus radio organizational structure by enhancing the efforts of the station to remain relevant. Each station used digital as a significant platform to create alternative content via podcasts, social media, and website/mobile technologies. This research also serves as a platform for a current look into how campus radio is changing and can guide future research about station digital use and organizational change.

Keywords: campus radio stations, digital media, media convergence, digitalization

The Formation and Presentation of Critical Opinions among Socio-Political Facebook Pages: A Case Study

Cherry Mae Gonzales
Polytechnic University of the Philippines

Abstract

The study discussed how some of the most-followed socio-political Facebook pages in the Philippines, namely Mocha Uson Blog, Thinking Pinoy, Pinoy Ako Blog, Patolang Pilipina, and Luminous form and present critical opinions on the different socio-political issues under the Duterte administration. The study was guided by the theories on Standpoint, Communicative Action, and Computer-Mediated Communication. A qualitative approach, case study, and descriptive method were used to obtain data, which were generated through in-depth interviews of the five administrators of the pages. Findings revealed that the ascent of the socio-political pages on Facebook reflects an evolving global political landscape. Nowadays, information is democratized, and every opinion can find a platform. The pages possess more power than ever to shape the tone, trajectory, and themes of socio-political discourse online as they have become a significant source of socio-political knowledge among their thousands of followers. Their success has pivoted on the perception that they are an authentic alternative to traditional media. The country's socio-political Facebook pages generally have two faces: "pro-Duterte" and "anti-Duterte." The extreme ends of the two groups cannot stand each other, while those in the middle often choose caution. The pages' critical opinions are biased and partisan in favor of their political leaning. The effectiveness of their communication strategies and methods are directly proportional to booming increases in follower and engagement counts. Furthermore, there are risks in handling socio-political pages, such as threats to the psychological, digital, and physical safety of the administrators. Nevertheless, the pages' public exposure could also open many career opportunities. The sense of fulfillment for contributing to nation-building motivates the administrators to continuously pursue this endeavor. Regardless of political leaning, the socio-political pages are influential tools in the creation and dissemination of critical opinions on Facebook. If abused, the first casualty is the truth, which will directly impact the quality of Philippine democracy. The researcher urges the government, educational institutions, and Facebook to promote news literacy in society. For its part, the media must provide high-quality journalism to build more public trust.

Keywords: Facebook, socio-political Facebook pages, social media, socio-political issues, communication strategies, communication methods, critical opinion, and Duterte administration

In Sickness and In Health: The Relational Dialectics of Couples Dealing with Mental Illness

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Abstract

The presence of mental illness in a marital relationship can significantly impact the everyday life of husband and wife. This study examines, through Baxter and Montgomery's Relational Dialectics Theory, the ongoing tensions between persons with mental illness and their spouses as well as the tensions they experienced against the society as married couples. Qualitative Research method was utilized to describe the communication and negotiation process between five married couples which were identified through purposive sampling. One person with Major Depressive Disorder, three persons with Bipolar Disorder, and one person with Schizophrenia, and their respective spouses underwent in-depth interview separately to avoid respective hesitations and self-censorship possibly brought about by their partner's presence. Then, a joint interview was made for each married couple to verify and/or strengthen the previous responses of informants. The results showed that the tendencies of the persons with mental illness to withdraw themselves from the people around them, the changes in their behavior and personality, and their sensitivity to handle some information increased communication gap and physical distance between them and their spouses. Informants also described how stigma and discrimination against mental illness influenced their action and decision in connecting with and conforming to society. As both the person with mental illness and the spouse experienced psychological and social burdens brought about by their situation, the support of one another is needed as they continuously work on internal and external tensions and maintain the relationship. Likewise, it is integral for the family members, health professionals and institutions, non-government organizations, and government institutions to be knowledgeable and supportive to mental health issues.

Keywords: Polytechnic University of the Philippines, Master in Communication, relational dialectics, mental health, mental illness, married couples

Self-Medication Practice of the Residents of Barangay Mojon City of Malolos, Bulacan as Basis for Information Campaign

Maria Theresa Santos
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Abstract

Self-medication was popular practice not just in our country but also around the world De Guzman et.al (2014). In this community-based cross-sectional study that was conducted in Barangay Mojon City of Malolos a local government area in the Province of Bulacan was designed to assess the self-medication practices of the residents as measured in four aspects: demographic characteristics, practice/reason, frequency, attitude and to determine if there is a need for an information campaign. This study was quantitative in nature, using a modified adopted questionnaire from a study conducted by S.A. Alghanin 2009. That has been validated for the purpose of the study. The residents of Barangay Mojon (n=220). The result shows that majority of the respondents practice self-medication (p=97.1) and the common reasons were minor illnesses (m=1.63) and health care cost (m=3.48). On the other hand the use of self-medication before hand to prevent future pain and illnesses was common to the residents (p=71.3). Moreover, the residents also revealed that the use of previously prescribed medicine to treat recurrent attacks of chronic and minor illnesses were acceptable (p=65.8), chronic illness (p=56.7), minor illness (p=66.7). The result of the study would provide insights on the local health unit of Malolos especially Barangay Mojon on how to handle battle of rampant practice of self-medication. The finding of the study strongly suggest for an implications of a well planned information campaign that will target the result of the present study.

Keywords: self-medication, information campaign, practices, residents, attitude, frequency

The Relationship Between the Internal Communication Climate and Employee Engagement of People's Television Network, Inc.

Alfonso Delos Santos
Polytechnic University of the Philippines

Abstract

Employees are known to be the greatest assets in any organization. On their everyday work lives, communication is seen as a factor on how an employee tasks well on their job. While no study is available in the network considering it as part of the communication and broadcasting industry, determining the relationship between the internal communication climate and employee engagement in PTV is essential. Through the factors of internal communication climate such as superior-subordinate communication, quality of information, opportunities for upward communication, and reliability of information, and the dimensions of employee engagement such as vigor, absorption and dedication, the researcher was able to form a framework through the Dennis Communication Climate Survey, and Utrecht Work Engagement Scale (UWES) considering the age, sex, position, employment status, length of stay and location of the respondents. . These were used in the quantitative method through survey as required by the two variables in assessing their relationships. The researcher asked for the demographics, the existence of the current communication climate and the level of employee engagement of the respondents in the network. Through these, the relationship between the two variables were determined through the Spearman Rank Correlation Coefficient. The results have shown that there is a positive relationship between the factors of internal communication climate especially with the quality of information, and level of engagement were employees are seen to be vigorous, absorbed and dedicated to their work. The researcher concluded that with strong agreeableness on the internal communication climate in the network, there would be a high level of engagement among the employees.

Keywords: communication climate, employee engagement, People's Television Network, Inc.

DISASTER RISK REDUCTION MANAGEMENT

Disaster Risk Reduction Management in Bernardo Lirio National High School: Basis for Project AwaRE (Awareness and Readiness Enhancement)

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Abstract

The Philippines is one of the countries that experiences different phenomena that might be harmful to human, material, economic or environmental losses and impacts. In July 1990, a devastating earthquake was recorded in the Philippines had a magnitude 7.7 tremor which resulted to the death of 1,621 people and serious damage in properties in Luzon. The strongest typhoon ever recorded in the Philippines named Typhoon Yolanda in January 2014, killed at least 6,300 in our country. Last November 14, 2019, during the quarterly earthquake drill at the Bernardo Lirio National High School, it took 20 minutes before the entire population reach the safe area. The study focused on the entire population of Bernardo Lirio National High School S.Y. 2019-2020 that was computed using the Slovin's Formula to get the exact number of respondents. According to the result, 332 respondents were needed to participate in the study, but due to unexpected circumstances, only 226 questionnaires were gathered after the distribution. Most of the 226 respondents were 14-16 years old, and majority of them are female. A big number of the population belongs to Grade 8 and 10 and resides at Tanauan City. The level of awareness of the students to earthquake, fire, typhoon, and flood, are all moderately aware. Davis (2010) said that, for the issues and risks which created over the past two centuries, the burden will drop on younger generation and they have to overcome the situation. Perla O. Padernal and Emmylou A. Borja from Surigao State College of Technology (2016), females are more vigilant than males on disaster risk reduction issues because they are more sensitive about the environmental issues which are attributed to the gender role that they play in the society. Since all of the respondents are called "Millennials", which are part of the young generation, this study clearly indicates the significant relationship between Grade Level and DRRM Awareness. The majority of the respondents are from Tanauan City, an urban place. In relation to this, according to the study of Dickson et al. 2012, urbanization will be vulnerable to the natural and human-made disasters that leverage severe effects to large cities and inhabitants.

Keywords: education, awareness, readiness, disaster, risk reduction

EDUCATION

Learning Styles, Occupational Interest and Academic Performance of Grade 10 Laboratory High School Students: Basis for Enhanced Career Guidance Program

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Polytechnic University of the Philippines

Abstract

One of the challenges when it comes to learning is the individual taking control of how he/she wanted to learn. Learners have different styles in retaining knowledge that depends on the openness of students to inter/intrapersonal information, environmental factors such as physical area and learning environment, as well as prior learning or experienced by the individual. When these are supported the student will have a bigger chance of understanding and retaining the knowledge transferred to them and be able to help them in attaining academic success. Studies and research relating to learning styles had been explored in pursuit of aiding students to achieve academic success. Learning style studies provided different views on student learning as well as how it could be used inside the classroom and also in their daily lives. This study was undertaken to examine the significance of learning styles, occupational interest and academic performance among 10th grade laboratory high students in response to an enhanced career guidance program. In the course of analyzing the data, auditory learning style was the most common preference of the student when it comes to learning, students prefer to learn and was able to retain learning better with the use of their sense of hearing, followed by Kinesthetic, Visual, Individual, Tactile and the least preferred is learning by or with Group. When it comes to the respondents' occupational interest, highest preference showed was in Natural Science and The Arts, for moderate preference Professional services got the highest result low preference on Personal services and least preferred occupation is under spiritual vocation. Among the three indicators of academic performance mathematical ability of the respondents showed an outstanding result followed by English and last is scientific ability. Perceptual Learning Style Questionnaire were conducted to examine the learners learning style, occupational interest was obtained thru the National Career Assessment Examination (NCAE) and their academic performance were the grades on mathematics, science and English. Key responses gleaned showed that Learning Style and Occupational Interest do not have a significant relationship with one another, however Individual Learning Style is significantly related to academic performance, indicating that solitary learning of respondents help them learn best and remember their knowledge better.

Keywords: learning styles, perceptual learning style, occupational interest, academic performance, High School

Grade V Pupils' Reading Comprehension on Read Aloud at Caloocan North Elementary School

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Abstract

The researcher investigated the Grade V pupils' reading comprehension on Read Aloud at Caloocan North Elementary School. A total of 286 Grade V pupils of the school for the school year 2018-2019 served as respondents of the study, which used quasi-experimental method of research. The instrument was validated and used to test the reading comprehension of the pupils using read aloud strategy. Statistical methods, such as frequency, percentage, weighted mean, and paired t-test, were used in analyzing the gathered data. It was found out that the results of the pretests of Group A and Group B were both in the level of beginning to comprehend except the selection "Birds of Paradise" who happened to be in the level of high comprehension. This proved that respondents were in the same level. The Group A was given Read Aloud strategy in the intervention before the posttest. The posttest results showed that there was an increase in their scores. The Group A had increase in the frequency of scores and the level from beginning to comprehend to the level of low and high comprehension while Group B increased minimally in the frequency of scores but not in the level of comprehension. The findings of the study showed that the pupils who underwent the test were average pupils. Close supervision of the facilitator means a lot for the enhancement of their reading comprehension. It was concluded that intervention using read aloud is an effective strategy in enhancing the reading comprehension. Among the recommendations were the following: in school, administrators and teachers should give an emphasis in implementing serious programs and intervention in reading. Parents at home should also give encouragement and support to their children to make reading as part of their habits.

Keywords: comprehension, Grade V, Caloocan North Elementary School

Magkakaugnay na Salik sa Pagkatuto ng Pagsulat ng Komposisyon ng mga Mag-Aaral sa Grade 9

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Abstract

This research intends to identify the interrelated factors in learning writing composition of Grade 9 students. This study focused on the interrelated factors in learning writing compositions in Filipino subject of grade 9 students of Lusacan National High School in Tiaong, Quezon, Philippines. This research is conducted to help help students improve their writing in constructing compositions. It used a descriptive method of research to analyze given data. The researcher constructed a questionnaire to gather students' perception on the interrelated factors in writing composition. The rubrics were used to measure students' ability to write compositions. There is a sum of 140 students who underwent this study who were selected through purposive sampling. Data were analyzed using statistical treatment using frequency and percentage for factors that were related to respondents while mean and standard deviation for interrelated factors and pearson r at .5 level of significance for writing composition of students. The following were the results of the study 1) there is no significant relationship between teacher's factor and writing composition, 2) there is a significant relationship between students' factor like motivation, personal interest and attitude and writing composition 3) there is a relevant relationship between social environmental factors and writing composition. Students' perception and social environmental factors are the two significant factors that affect students' ability in writing composition. Based on the findings, the researcher suggests that students should improve their skills in writing through self-motivation and widen their interest to write better.

Keywords: writing, composition, Filipino, factors, strategies

ENGINEERING

Computer Numerical Controller of a Hydroponic Coco Peat Planting System

Karl Angel Gamboa
Geoffrey T. Salvador
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Abstract

Automatic Planting Machine is an essential part of the Electronics industry as it uses a Computer Numerical Control (CNC) machine to make the seeds direct in planting on the net pots, with an equal depth to minimize the declination of the health of plant by transplanting. This project will provide and develop a cost-effective controlling system for CNC machine that is responsible in checking the moisture of the Coco peat in each plant. Hydroponic irrigation technique is implemented in the study, wherein the pechay seeds are embedded on a Nutrient Film Technique (NFT) system composed of 40 holes. The method used to achieve the following goals of the system is Experiment Method and Descriptive Method. First is analyzing the needs in improving the current traditional method of planting seeds. By observing the traditional method, different problems have been encountered such as the method of embedding seeds through the soil, monitoring of the growth of seeds and the soil medium being used. After observing the following problems, an assumption has been made to answer the needs of the problems. The device planted seeds in which out of 24 testing (8 net pots per NFT) the average depth of each seeds implanted using the machine is 3.00 mm which has a speed of 2 seconds in planting each seeds through the net pots. An average speed of 2 seconds out of 20 trials has been made thru testing of the system, thus, allowing the user to plant more seeds time efficiently.

Keywords: computer numerical control, coco peat, embedded, traditional method, transplanting, planting machine

Impact of Sugar Cane Molasses to Concrete Strength and Concrete Retardation

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Abstract

The impacts of sugar cane molasses to the strength and retardation of concrete was investigated in this study. A total of 15 concrete cylinder of size 150mm diameter x 300mm Height with a mix ratio of 1:2:4 were cast with different percentages of sugar cane molasses replacing some proportion of water in the concrete mix. The concrete cylinder was prepared by reducing water by 10-20% with sugar cane molasses in the following percentage, 0.3% by weight of cement of molasses, 0.6% of molasses, 1.2% of molasses and 1.5% of Molasses. The concrete cylinder was cured, tested and the physical properties of concrete were determined. The slump values of the concrete increased by 10mm when the percentage of molasses increases. A decrease in compressive strength was noticed when the percentage of molasses increases. The highest final setting time of 240 minutes occurred at 1.50% of molasses. The increased in retardation of concrete was noticed when the percentages of molasses increases.

Keywords: concrete retardation, percentage of sugar cane molasses, compressive strength, time setting of cement, concrete mix, slump test

Level of Cybersecurity Awareness of Motorcycle Ride-Hailing Service Industry: An Initiative Towards Improved Data Security

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Abstract

As technology is becoming mobile and agile, securing data needs to be prioritized. Understanding the basic concepts of cybersecurity, particularly in the ride-hailing service industry sector, can help mitigate the possible loss of valuable information from its users. The purpose of this study is to assess the cybersecurity awareness of motorcycle ride-hailing service industry in Metro Manila in relation to data protection measures such as familiarization of cybersecurity terms, data privacy rights, issues and concerns associated with cybersecurity, regulations, and security controls. The study also determines the level of willingness of the motorcycle ride-hailing service drivers in providing information such as personal identifiable information, financial/government issued ID, and data and technological information. Descriptive – Quantitative method was used on this study. Online and paper survey questionnaire were utilized to capture the pertinent data. Data gathered was analyzed using Kruskal-Wallis H Test. The results reveal that respondents are willing to provide information for the use of ride-hailing mobile application. The study also reveals that respondents are moderately aware on the data protection measures in using the application and its importance to their day-to-day work. There is a significant difference in the level of willingness to provide socio-demographic information and identification number and cybersecurity awareness of the respondents when grouped according to profile specifically when grouped according to educational attainment. This scenario can however be mitigated through comprehensive awareness and training programs by motor ride-hailing transport network companies to ensure that riders are technology savvy and safe from cybercrimes. Without such training programs and awareness, there will be negative consequences on riders' security and application usage as well as on users' personal security now and in the future. Hence, motorcycle ride-hailing Transport Network Companies as well as government concerned agencies are encouraged to devise guidelines or policies which can ensure safety and security of the riders and passengers.

Keywords: cybersecurity, ride-hailing, urban, Manila, Angkas, hacking

Crack Detection Device Using Image Processing Technique

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Abstract

Crack detection and investigation are critical in monitoring and analysis of the integrity of structures. This investigation led to the configuration, creation and initial execution of the Crack Detection Device Using Image Processing Technique. In particular, it recognized the concerns experienced in performing manual crack detection for building structures; the appropriate elements of the device that can be created to address the issues experienced, and the respondents' degree of acknowledgment of the created device in terms of usefulness, dependability and execution. The examination utilized the qualitative-quantitative research strategy that used a researcher made survey and inquiries questions. The respondents of the investigation were: one (1) Civil Engineer, one (1) Building Administrator and fifty (50) building residents. The issues experienced in performing manual crack detection for building structures were inadequate detection of cracks in building structures, and number of collapsing building structures due to inaccurate detection, monitoring and analysis of cracks. The appropriate features of the instrument that can be developed to address the issues experienced were: image processing technique that can make the procedure of detecting the cracks quicker and simpler; and a device in buildings for use of civil engineers and building administrators are far more efficient in detecting, monitoring, and analyzing cracks as opposed to the manual process. The respondents' evaluations for Crack Detection Device using Image Processing Technique were significantly worthy with regards to usefulness, dependability, and execution. Government authorities and professional agencies may suggest the use of the developed device to civil engineers and building administrators for the purposes of crack detection, monitoring, and analysis.

Keywords: crack, crack detection, image processing, structures, device

GENDER STUDIES

Female Frontliners and COVID-19 in the Philippines: Basis for a Gender Effective Response to Pandemics

Arianne Nicole Nachor
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Abstract

While the mortality rates for men are higher, the socioeconomic impact of the COVID19 pandemic hit women differently. This qualitative study examines the experiences of eight (8) Filipina frontliners who continued to work during the General Community Quarantine in Metro Manila. Respondents were selected through purposive sampling. The primary data collection method was in-depth interview. Phenomenological study was utilized for data analysis. The research resulted in three major themes which emerged out of the experiences shared by the female front liners 1) there exists a problem in safety and transportation among female front liners; 2) stress develops from a high-risk work tasks; 3) coping strategies are utilized to manage daily stressors. Paying attention to concerns of female front liners can potentially improve preventive practices and positive behaviors in combating the pandemic. There should be a gender lens on the response to COVID-19, to ensure that the unique needs of women are addressed, not just in the Philippines but in the whole world. Frontline female responders must be guaranteed protection, safe working conditions, support and fair compensation that answers their needs. Also, there is a necessity for sex- and age-disaggregated data to further understand how this crisis is impacting women and men differently and to support the data collected from the respondents in implementing gender sensitive and effective response to pandemics.

Keywords: Female, front liners, gender, pandemic, qualitative, Philippines

**Trade and Gender Inequality: Multivariate Correlation Analysis and Panel Data Regression
Analysis of Five ASEAN Members States**

Johnna Mae Tinio
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Abstract

This study examined the influence of trade liberalization on gender equality of five ASEAN Members states from the period 2010 to 2017. Also, the researcher uses the Gender Gap Index and Gender Inequality Index as measures of gender equality and uses total trade (share of export and imports) as an indicator of trade liberalization. The relationship summarized in a Multivariate Correlation Coefficient Panel Regression Analysis, and Random Effect Model is the most appropriate model among the three models. Total trade was found to have a significant influence on gender inequality and total trade exhibit a strong and negative relationship correlation coefficient, there is a significant relationship between gender gap and total trade, and gender inequality and total trade in Five ASEAN members state, thus, trade liberalization can reduce gender inequality. This paper recommends targeted interventions to address the gender gap and inequality particularly to women's empowerment initiatives across ASEAN and a deeper understanding of how trade liberalization affects gender gap and inequality, or for that matter any changes in economic policy, requires some attention by ASEAN governments.

Keywords: five ASEAN members state, gender inequality index, gender gap index, total trade, trade liberalization

HUMAN RESOURCES MANAGEMENT

Employee Engagement at Asian Institute of Management

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Abstract

Employee engagement is a workplace approach resulting in the right conditions for all members of an organization to give of their best each day, committed to their organization's goals and values, motivated to contribute to organizational success, with an enhanced sense of their own well-being. It is about understanding one's role in an organization and being sighted and energized on where it fits in the organization's purpose and objectives. Engagement is both a cause and effect. It involves relationship between the organization and the employee. It builds on several more familiar workplace concepts such as employee commitment, job satisfaction and organizational citizenship; however, engagement goes beyond these since it connects these positives with improving business outcomes and performance. Throughout its history, Asian Institute of Management has sought to empower students to thrive in challenging, rapidly shifting environments. It achieves this by encouraging a more considerate, effective, and sustainable approach to business in society. And to fully support our mission, which is to develops managers, entrepreneurs, and leaders who deliver meaningful and sustainable growth to Asian businesses and societies, the core of this research is centered on measuring employee engagement and look at the areas where management interventions can be implemented to increase the overall level of it. The descriptive survey method was used in this study. The researcher gathered the necessary data using survey questionnaires. The data were tested at .05 level of significance. Frequency, Percent Distribution, Weighted Mean, One-way Analysis of Variance, Two-way Analysis of Variance and Ranking were employed as statistical tools. The respondents are mostly millennials aged 20 to 29 years old, predominantly female and single. Most of them are associates and were connected to the Institute for around 3 to 5 years. They receive an average monthly salary of ₱17,000.00 to ₱ 25,000.00 and attended at least 0-3 trainings annually. Seeing this we can say that the Institute is majority comprised of this kind of demographic. The respondents assessed the level of agreement of employee engagement of Asian Institute of Management in terms of Empowerment, Enablement and Connection was evaluated as "Agree".

Keywords: employee engagement, education, business school, empowerment, enablement, connection

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

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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 also 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 main 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 through the use of 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

INFORMATION TECHNOLOGY

Everbreak: Exercise Application Software for Workstation Related Health Issues

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Abstract

Most of the usual work now includes sitting and facing your workstation. Long period of inactive caused numerous numbers of health problems. A normal 6 hours of sitting already gives you back problems plus some major health complications including heart diseases, diabetes, leg cramps and shoulder misalignment. Most specially today in our current state wherein we are facing global pandemic and most of the company shifted to work from home basis. Ergonomics workstations nowadays are one of the remedies that the companies come up with for the compensation of long period of stagnation in your terminals. The study emphasizes on the usage of your workstation and not on your time spending sitting. This will help you to have a work breaks and perform exercises to prevent the body stagnation and help promote better blood circulation during working hours to prevent some serious illnesses. The significant feature of this research is to be able to monitor the computer keyboard, mouse, and screen to introduce a short exercise to prevent the health-related issues that may occur during sitting for long period of time. This research focuses on the possible hard stop in your work even if the resource needs to render more hours than usual. The research helps the users identify and acknowledge the existing problems in their body and the possible health issues that may occur if the user will be stagnant for a long period of time. By this, the researchers were able to help confine and define break intervals every time the program hits the threshold set in the program. Likewise, researchers where able to introduce exercises suited to help focus on certain body parts of user. Is there a significant effect of the program in preventing some health issues, The program has an evident effect to the users and testers that it allows them to be more mindful and acknowledge their body's stress and strain to prevent health related illnesses while sitting for a long period of time. In the same manner, it helps lessen the existing health issues that the resource is experiencing. By using this program, the users where able to monitor their usage of computer monitor, screen, and keyboard.

Keywords: work break, pandemic, ergonomics

LINGUISTICS

Piman in the Consciousness of Kankanaeys, Bagos, and Ilokanos: A Comparative Analysis

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Abstract

The language of a given group speaks of its identity. As underscored by Lanehart (1996), though language consists of arbitrary signs, symbols, or sounds constructed to make meaning, its purpose is not simply to communicate, nor is communication necessarily its most essential function because language can be a means of solidarity, resistance, and identity within a culture or social group. Language is not only seen as a tool for communication but also an instrument of establishing who and what a given society is. The study explored the concept of "piman," a word closely associated with being pitiful though cannot be totally translated as it is, as used by Kankanaeys, Bagos, and Ilokanos across ages by utilizing polysemy. Polysemy is a topic of relevance to linguistic and philosophical debates regarding lexical meaning representation, compositional semantics, and the semantics-pragmatics divide (Vicente & Falkum, 2017). On the other hand, Delima (2006) pointed out that polysemy derives from various sources such as contextual use, metaphorical use, specialization in a social milieu, reinterpretation resulting from identical forms, and foreign influence. These concepts of polysemy employed by the researcher in exploring the concepts of piman within the consciousness of the Kankanaeys, Bagos, and Ilokanos. The analysis embodies the similarities of the three linguistic groups: Kankanaey, Bago, and Ilokano. Piman is their expression showing the following qualities: sympathetic, limiting, directing, or warning, defending. It is also an expression of sarcasm. Furthermore, the expression is culture-specific and language-specific to these linguistic groups. The study only embarked on how Kankanaeys, Bagos, and Ilokanos use the expression piman. It did not explore the etymology of the word. Hence, it is recommended that a study shall be conducted to explore the etymology of the word and further establish on the common ground earlier established as to the commonality of the three linguistic groups in regard to its usage.

Keywords: polysemy, piman, lexical analysis, Northern Luzon ethnic groups

MANAGEMENT

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

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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 a domestic setting but also in an international operation. Freight forwarders seem to be a necessity of businesses to make use of this opportunity for globalizing production and market. This study aimed to assess the relationship between the level of effectiveness of business management practices and the level of performance of the freight forwarding business in the National Capital Region. The researcher employed the descriptive and correlational design of research through the use of a survey questionnaire to solicit responses to 268 selected freight forwarding businesses in the region. Frequency and Percentage Distributions, Weighted Mean, and Pearson r Correlation were used as statistical treatment to determine 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 a significant positive correlation between the practices 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 businesses continue to monitor their practices and strategies to sustain their operation.

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

PSYCHOLOGY

Job Satisfaction, Organizational Commitment and Turnover Intention among Employees in the Banking Industry: A Basis for a Proposed Retention Program

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Abstract

Turnover of employees has been a significant problem in every organization because of the expenses affiliated, not only with time and money in hiring and training new employees in replacement of separated employees and their accumulated knowledge, but it also disrupts the flow of productivity in the organization and affects the morale of the remaining employees. These problems cause a hurdle in any organization's progress including the banking industry, given that the intense competition and rapid expansion among banking sectors in the Philippines has led to management problems such as retention of skilled employees. The study aimed to address the problem regarding the relationship between employees' job satisfaction and organization commitment on turnover intention among bank employees. The data obtained and the findings served as basis on the proposed retention program. Descriptive- correlational research design method was used to identify the relationship between the said variables. A sample which consisted of 150 bank employees was selected randomly. Employees responded to items on Job Satisfaction Scale (JSS), Three Component Model Employee Commitment Scale and Turnover Intention Scale – 6. While, Pearson 's Product Moment correlation coefficient was used to measure the relationship between the two variables and to validate the relationship of Job Satisfaction and Organizational Commitment on Turnover Intentions. Two hypothesis were rejected wherein results showed that there is a significant negative relationship between job satisfaction and turnover intention among the employees and also that there is a significant negative relationship between organizational commitment on turnover intention among the employees. It was also revealed that among the subscales of Job Satisfaction, bank employees are dissatisfied the most in terms of fringe benefits while they are satisfied the most in terms of working with their co-workers. Whereas, it was also found out that among the dimensions of organizational commitment, affective commitment was the most prominent among bank employees. It was recommended that management should revisit existing benefits and rewards program of the organization and also to foster clearer organizational goals and objectives of the organization among employees to increase employees' job satisfaction and organization commitment to prevent turnover intention among employees.

Keywords: job satisfaction, organizational commitment, turnover intention, bank employees, retention program, banking industry

Perceived Organizational Culture and Employee Engagement: Basis for Enhanced Productive Work Management Program

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Abstract

This study was conducted to determine the perceived organizational culture and employee engagement of the respondents from one of the telecommunication company in the Philippines as basis for its productive work management program. This descriptive correlational study is conducted to a total of 100 respondents from different site locations within the National Capital Region using standardized feedback questionnaires from Decision Wise for employee engagement and from Sheffield for organization culture. Statistical methods were also applied to probe the result of participants' feedbacks such as weighted mean and Pearson- r. Majority of the respondents are male with work tenure ranging from population ranging from 4 to 30 years. Overall, employees have favorable organizational culture based on purpose, structured systems and resource, mindfulness and process and mindset. Employees also has favorable overall employee engagement to their organization based on their job role, teammates, supervisor and organization. However, there is a weak positive correlation between organizational culture and employee engagement on organizational structure (structured systems and resources) at 0.282 and organizational culture and employee engagement on organizational structure (mindfulness) at 0.281 versus 0.3 and above as significant basis for productive work management program of the said company. It is recommended that the organization should ensure and maintain employee's right resources and understanding on their well-defined processes to follow their goal, ensure to have constant Mindset/goalsetting on improvements to products, processes and services over time, with the goal of improving product performance, customer service and workplace productivity, should have a regular check-up on their organizational culture and employee engagement to ensure its effectiveness and lastly management should ensure that employees have good relationship to their manager and vice versa to perform and deliver better their work productivity.

Keywords: organizational culture, employee engagement, productive work management program

Minimithing Kapayapaan: An Interpretative Phenomenological Analysis of Posttraumatic Growth among Military Personnel Who Fought in Marawi Siege

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Abstract

This paper aimed to focus on the posttraumatic growth of those soldiers who were deployed to Marawi Siege in 2017. The war happened because of the failed operations in capturing one of the leaders of a terrorist group. This research focused on the First Scout Ranger Regiment (FSSR) unit which is considered the elite unit of the military. The phenomenon of posttraumatic growth was developed by psychologists Tedeschi and Calhoun and it refers to positive personality change following traumatic life events. They have argued that experiencing a traumatic event can have a transformational role in personality among certain individuals and facilitate growth. The study intended to explore how their involvement in the war shaped their experience of posttraumatic growth. The method that was used in this research is an interpretative phenomenological analysis that paved the way for double hermeneutics of interpreting the themes. The military personnel who returned from Marawi Siege experienced growth in certain areas of their lives such as: having a deeper faith in God by practicing their beliefs through deeds and prayers, securing a purposeful relationship with their families by spending quality time with them, acknowledging the second chance they have got in life by being grateful and by not enfeebling the bonds they have created, accepting their weaknesses and limitations then using it to open more opportunities and possibilities in their lives. The discovery of the said phenomenon being studied was evident in how the respondents provide meaning into their own struggles during and after the war thereby helped in shaping their experience of posttraumatic growth.

Keywords: posttraumatic growth, military personnel, Marawi, positive personality, siege

An Exploratory Study on the Issues and Silence-Motives of the Non-Teaching Personnel of Bulacan State University Main Campus

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Abstract

The exploratory study on the work issues and silence-motives of the non-teaching personnel of Bulacan State University Main Campus aimed to determine whether silence exists among the non-teaching personnel of the university, and if so, what is the issue which employees find difficult to communicate upwards and why. It utilized two standardized instruments: the quantitative approach modified and used Brinsfield's (2009) instrument for silence-motive exemplars with a Cronbach's alpha of .919 for the 19 item-questionnaire, 18 of which are silence-motive exemplars and a separate item as a control variable for the extent of silence manifested; the second instrument on issues and silence motives was the adapted and modified version of Milliken, Morrison & Hewlin's (2003) interview guide. The outcomes showed that the non-teaching employees find it difficult to speak up often, especially on certain issues such as the unfair or unethical treatment by direct superiors. Employees mostly find it harder to communicate the said issues to the upper management. Relational silence, with a mean of 4.83, is the most manifested dimension of silence where relationship with the members and the organization is given importance. In particular, the silence-motive to avoid hurting someone's feelings resulted to a mean of 5.02 as the most manifested silence-motive. Aside from the relational silence, acquiescent silence was also manifested as a result of the qualitative study conducted. Employees found difficulty to raise work issues to their direct superiors because they do not think it will not do any good to speak up. In effect, resignation, demotivation and stress were experienced by employees when issues are not communicated upwards. But when the strong need to communicate these issues are felt, the desire to raise these concerns are high. As the Implicit Voice Theory and Elaboration Likelihood Model insinuate, there are beliefs and motives which individuals form as they build experience at work. The decision to speak up or remain silent lies in the perceived weight of these issues and silence-motives.

Keywords: employee silence, issues, silence-motives, relational silence, organization

SOCIAL SCIENCE

Chronicling Women Human Trafficking Stories: A Case Study on the Recruitment and Exit Stories of Human Trafficking Survivors in the Philippines

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Abstract

Human trafficking is described as the modern-day form of slavery. It is a global phenomenon that many countries, including the Philippines, have been fighting for centuries. The 2019 Trafficking in Persons Report stated that traffickers typically, but not exclusively, target women as potential victims, often from impoverished backgrounds, with minimal education, or originating from vulnerable populations or destitute communities. Women are typically trafficked into the commercial sex industry which includes prostitution and other forms of sexual exploitation. There have been many research conducted regarding the existence and the continuous prevalence of human trafficking. On the other hand, this study focused on the documentation of how human trafficking survivors escaped from their traffickers and their unfortunate situation. In this qualitative research, five Filipino female survivors of human trafficking were interviewed to chronicle their stories on how they were recruited and how they were able to exit their human traffickers. The findings of the study revealed that young women, who are ignorant and have the desire to help their poor families were the major victims of human trafficking in the Philippines. Also, the intervention of law enforcement authorities became the means of escape of all survivors. All stories revealed that the intervention of the authorities and rescue operations brought the survivors into a better situation. Each story is an indication that the government's intervention and partnership with the non-government organizations (NGOs), if continued, is a successful way of combating one of the problems of our country – human trafficking. These findings can be potential tools not only in reducing human trafficking cases as well as chances of revictimization.

Keywords: human trafficking, Philippines, communication, narrative paradigm theory, protection motivation theory

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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.

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