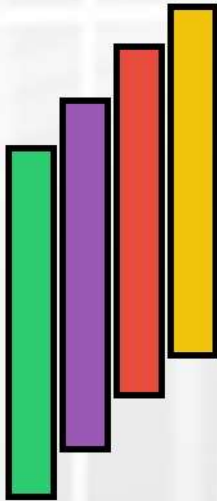


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BUSINESS

Understanding Consumer Perceptions on the Ethical Responsibility of Real Estate Practitioners

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Polytechnic University of the Philippines
College of Business Administration Graduate Studies

Abstract

High value or higher transaction of a real estate consumer need someone who is professional and has an expertise in the field who will give the client the best quality and satisfaction on the real estate transaction. This study would be significant and beneficial to both the buyers and the sellers to better understand the consumer perception of the ethical responsibility of real estate practitioners. A descriptive method of research was used in this study to gather secondary data from various journals and researchers related to the topic or problem which directed the researcher to a more comprehensive discussion on the concept of consumer perception and ethical responsibility of a real estate practitioner as perceived by the consumers. The findings may be used to minimize the unethical transaction or misbehaviour of the real estate practitioners in order to retain the trust and loyalty of their valued customers in their chosen real estate providers.

Keywords: consumers' behavior, consumers' perception, ethical responsibility, real estate practitioners

An Assessment of Board Performance Results: A Basis for an Improved Building Technology Course Content

Baniline Jone V. Abantao, DBA

Abstract

Architecture is the art of architectural architecture: collectively, buildings and the style and method of construction that are characteristic of a person, place or time. The branch of understanding deals with the development and application of techniques and equipment and their connection with lives, communities, and the world. The job of building and forming houses and other habitable surroundings leads to a unifying or consistent framework. In the Philippines, the need for architects started to develop only during the sixties. This need was limited to the élite, the few who had the resources to commission professional designers for their homes and projects (as architects were known at the time). The goal is to make the workplace work correctly within a framework that is secure and useful and to impart to the entire population a suitable beauty and differentiation to our moment. Architectural building techniques mainly cover building oversight, design and detailing, timber, steel, concrete, services, mechanical design and the selection of equipment. It also checks that the design works correctly in a secure and healthy framework. People must now understand that the architect's contributions to the viability and achievement of the venture before, during and after the building phases. At the very least, engineers release the proprietor from issues caused by his project building. The importance of building technology which is an integral part of technical and vocational education cannot be overemphasized; since this field of study represent a core index of national development. A major between an advanced country and a developing between an advanced country and a developing one is to a large measure the difference between their levels of scientific and technological development in various areas of technology education, building technology education is also bedrock upon which advance nations are based. Presently, it has raised its popularity and put the architect on an even greater level as a technical job. People are now familiar with the core of exercise, but it is necessary to increase further government data on the architect's position in national construction. We are responsible for maintaining this wheel spinning to provide the industry and building sector as a whole with a stronger future.

The Financial Management Practices of Telco Stores in Metro Manila

Ruth F. Yap

Abstract

The study aimed to assess the financial management practices of Telco Stores in Metro Manila. The researcher used a descriptive design wherein a modified questionnaire was employed. The questionnaire was divided into 4 categories: Financial Planning, Working Capital Management, Financial Control, and Financial Risk Management. The gathered data were subjected to statistical treatment.

The data revealed that Globe Stores in Metro Manila were effective in the identification and declaration of risks in the preparation of financial and budget plans, maintaining cash balances in its optimal level, reporting of discrepancies in cash collections, and safekeeping of cash in a secure location and surrendering such to banks on a regular fashion. While rated effective though, there are opportunities in terms of accurately predicting delivery and replenishment of supplies (e.g. handsets, SIM cards), as well as the adequacy of supplies (e.g. handsets, SIM cards) to cater the needs of new and re-contracting customers.

The research revealed though that there was no significant difference in the respondent's assessment on the level of effectiveness of financial management practices in terms of Financial Planning, Working Capital Management, Financial Control, and Financial Risk Management when they were grouped into Age, Sex, Highest Educational Attainment, and Tenure.

One of the recommendations of the researcher is to adopt a standard inventory management system such as Economic Order Quantity (EOQ) or Vendor Managed Inventory (VMI) in order to improve on how inventory is forecasted and replenished. This will create better customer experience as customers get the handset they need at the time they need it.

The Financial Management Practices of Condominium Corporation in Selected Areas of Quezon City

Snowie Y. Balansag, RMT, MSLMS

Abstract

Based on the study made by the Colliers International Philippines, residential condominium units hit a record high in 2017, with Philippine property developers selling a total of 52,600 units throughout Metro Manila, up from the 42,000 units sold in the previous year or 24% higher, and the highest historically for the country's capital. The growing need for residential space and the lack of developable land in urban areas in the Philippines have led to condominium developments which are further becoming common in local real estate. Condominium nowadays is the most convenient way of having your own place compared to buying a house and lot. The shift towards smaller living spaces is mediated by the need for an accessible, manageable, and independent lifestyle created by the business industry.

The main objective of this study was to assess the effectiveness of the financial management practices of the condominium corporation in selected areas of Quezon City. Understanding the financial management practices of a condominium corporation is important to unit owners as well as to those who are planning to buy or invest in the same since owning a condominium unit entails a perpetual obligation to pay a monthly association dues, thus, knowing how these funds are being utilized and allocated to its proper usage are an imperative consideration in their decision making. The researcher applied the descriptive method of research and the criteria used includes, financial planning, working capital management, financial reporting, and financial control and monitor. Data were gathered primarily through survey questionnaires and secondarily through an unstructured interview with stakeholders.

The Financial Sustainability Practices of Non-Stock Savings and Loan Associations in Selected Areas in the National Capital Region

Jesusa C. Gumabun

Abstract

Given the problematic scenario on achieving financial sustainability, this study aimed to assess the level of effectiveness of financial sustainability practices of Non-Stock Savings and Loan Associations in the National Capital Region. The problem statement relied on understanding how does this may create financial sustainability among NSSLAs based on profiling and assessing the effectiveness of a firm's financial sustainability practices. In order to achieve these objectives, the researcher gathered relevant data through a survey questionnaire and distributed it to 34 NSSLAs registered in Banko Sentral ng Pilipinas. The results gathered were tabulated and analyzed through SPSS. Findings showed that the majority of NSSLAs was more than 15 years, has more than 120 employees, has more than P1, 500,000 capitalizations, has more than 3,500 members and offers above 12 products and services. It also showed that employees were 1-3 years in the firm, rank, and file, attended not more than five training and with a bachelor's degree. The extent of agreement on the level of effectiveness of the financial sustainability practices in terms of "operational strategies", "financial planning" and "financial controls" were all "agree". Results, when grouped according to "job level" and "highest educational attainment", were "no significant difference" in "operational strategies", "financial planning" and "financial controls". However, when grouped according to "number of years in the firm" and "training attended", there was "no significant difference" in "operational strategies and "financial controls" but there was a "significant difference" in terms of "financial planning". To conclude, the practices mentioned in this study are suggested for the financial sustainability of the NSSLAs.

The Financial Management Practices of Restaurants in Makati City

Naidette L. Lasaleta

Abstract

In today's industry of business, several factors are considered to make or break a certain enterprise. One of these would be effective financial management. Common sense dictates that financial stability plays an important role in putting up and maintaining any kind of business. The purpose of this study was to assess the level of effectiveness of financial management practices of restaurants, specifically the casual dining, in Makati City.

The data of this study were collected through the modified survey questionnaire and unstructured interview from the managers of restaurants functioning in Makati City. This data was gathered and was tabulated, evaluated, analyzed and interpreted on the basis of frequency and average point value.

The financial management practices of restaurants in terms of financial planning, working capital management, financial reporting, and financial controlling and monitoring were overall assessed as "Effective". In terms of respondents' assessment, different perceptions emerged with regard to the level of effectiveness of the financial management practices when grouped according to a number of years in operation. However, there was agreement on perception in the respondents' assessment on the level of effectiveness of the financial management practices when grouped according to the type of ownership, number of branches, sex, and age. Moreover, when grouped according to number of years operating as a manager, the assessment on the effectiveness of financial management practices in terms of Working Capital Management obtained different perceptions, on the other hand, the assessment on the effectiveness of financial management practices in terms of Financial Planning, Financial Reporting, and Financial Controlling and Monitoring did not differ on respondents' perception.

The Effect of Human Capital Investment on the Gross Domestic Product per Capita: A Regional Approach

Jordan A. Agudilla

Abstract

Developing countries typically increase spending on the social sector to promote economic growth; hence, small changes in the efficiency of human capital investment could have a major contribution to aggregate productivity growth and gross domestic product levels. The country's spending on primary and secondary education, tertiary education, and health are expected to improve the well-being of beneficiaries and enhance their capability to earn income in the future.

The basic objective of the study is to examine the impact of public investment on education and health of seventeen (17) regions on gross domestic product per capita in the Philippines. This study had developed a linear econometric model using a panel data of public expenditures on education and health, and its effect on regional gross domestic product per capita. The results revealed that expenditure on education in all levels and health expenditure had a significant positive effect on regional economic growth; therefore, investment in human capital, namely education, and health, will increase regional income per capita in this country.

The paper recommends that government agencies, particularly the Department of Education, State Universities and Colleges, and Department of Health to continue their efforts in strengthening programs and activities, as well as allocation policy instruments, that will result in success in smoothing the growth rate of human capital. Also, continue to strengthen programs like Mental Health which is concerned with the welfare of the students.

The Financial Management Practices of Private Educational Institutions in Bacoor, Cavite

Shirly May T. Taguinod

Abstract

The study aimed to assess the effectiveness of financial management practices of private educational institutions in Bacoor, Cavite. The researcher made use of a descriptive method with a self-made survey questionnaire as its instrument distributed to private educational institutions in Bacoor. The questionnaire was divided into five (5) categories; Sourcing of Funds, Budgeting, Allocating Funds, Auditing, and Controlling.

The data revealed that private educational institutions in Bacoor Cavite were effective in the collection of tuition fees and miscellaneous fees, provisioning for unforeseen expenditures in the budget, allocation for personnel services, auditors maintaining independence and are not influenced by external groups, creating an annual financial statement of accounts by the finance department.

There was no significant difference in the respondent's assessment of the financial management practices when they were grouped according to number of years of existence, number of employees, number of enrolled students, school levels offered, years of service; in terms of sourcing of funds, budgeting, allocating of funds, auditing, and controlling. However, significant differences were shown when grouped according to the highest educational attainment in terms of budgeting, auditing, and controlling; as well as when grouped according to a number of training attended in terms of budgeting.

Among the recommendations of the researcher include conducting budgeting workshops and enablement for their employees whose majority are bachelor's degrees only. This is so they can be more apprised with budgeting techniques. Another is investing in human capital in the form of training about financial audit and control to appreciate its importance, and Training around budgeting including techniques, concepts, policies, and processes should become more frequent in private schools.

The Information and Communication Technology Skills of Computer Systems that are Servicing Student of Junior High Schools in Imus City

Rusell Irene L. Lagunsad

Abstract

Information and Communication Technology Skills are requisite in every aspect of our lives today. It is no longer an edge or an advantage but more of a life skill that everyone must-have. Nonetheless, the Department of Education has intentionally incorporated these skills in the Junior High School programs, particularly in the Computer Systems Servicing (CSS) program to ensure that those taking up this coursework will have above-level ICT skills. The study looked into the level of ICT skills of the Junior High School students of Imus City in the school year 2017-2018. It made use of a descriptive research design employing a self-assessment questionnaire. Respondents were grade 10 students from three (3) junior high schools, and they were given self-assessment questionnaires. Part 1 of the questionnaire aims to get the profile of the students and part 2 is lifted from the curriculum guide of the Department of Education and the training regulation of TESDA which seeks to ascertain the level of ICT competencies of the respondents. Statistical tools were applied in measuring and analyzing the data gathered. The core competencies measured are based on the competencies set forth by TESDA and DepEd namely a) installing and configuring computer systems, b) setting-up computer networks c) setting-up computer servers and d) maintaining and repairing computer systems and networks. As a whole, the students have very good ICT skills; however, there are some areas that must be strengthened, particularly those that concern documentation and reporting.

The Perceptions of Medical Technology Students that Shadow Education

Jacille Dane R. Cayabyab, MPA

Abstract

One major function of education is to train the student for them to be qualified to their target profession in the future (Biesta, 2009). High stake testing is one of the ultimate measures of competency in school and measuring academic achievement. Due to the applied standard of education, many students were having a hard time to pass their exams and subjects. Hence, private tutoring was usually applied to the low achiever students to help them cope up with their peers. Private tutoring is one form of shadow education (Mori & Baker, 2010). On a licensure examination preparation, shadow education is also being applied by the use of the in-house review and outside review centers. The PHINMA-SJC institution has its own strategy in preparing students for board exams. It is conducting one form of shadow education where the participants are still in its 4th-year level. Hence, the aim of this research is to analyze the perceptions of Medical Technology students to shadow education applied. It employs qualitative descriptive research design in relating the responses of the students to their experiences, expectations, challenges and coping mechanisms to the shadow education applied. Eleven (11) students agreed to be interviewed via an open-ended survey method enrolled in the 1st semester 2018-2019. The outcomes of this study evidenced that the students had a more negative experience before the shadow education while during and after the shadow education, their experience becomes positive towards the shadow education. Furthermore, the students have a more positive expectation, challenges and coping mechanism outlook to the shadow education. Specifically, the main challenge faced by the students was the assessment exams given. While their expectation becomes their coping mechanism to pass the shadow education. Hence, resiliency from challenging tasks is significant to prepare the students for the licensure exam.

The Science Reflective Journal: A Tool in Assessing the Grade Four Learners' Performance and the Attitude Towards Science

Thea Zonette S. Medrano, PhD

Abstract

This study aims to investigate the effects of science reflective journals on the performance and attitude of grade four learners towards Science. These students were given a reflective journal, which they recorded after they finished their science lessons. They reflected the things they observed in their hands-on activities, dialogues with classmates and teachers, their conclusions, their level of understanding of the scientific concepts presented in the lessons, and their feelings regarding what were taught in the lessons. The students were also given an achievement test to determine the effects of keeping a journal in their performance in Science. The result shows that using a reflective journal develops the critical and reflective thinking of the students that leads to meaningful and permanent learning. It also helps the learners to be responsible for their own learning.

In this research, descriptive qualitative methods, observation, interviews were used to describe the effects of keeping a reflective journal. The students' reflections were studied, analyzed, and interpreted through themes.

The Philippine Cultural Education Program of the National Commission for Culture and the Arts: Retooling the Program towards a Culture-Based Education for Public Governance

Ronald Joseph Avecilla, MBA

Abstract

The Philippine Cultural Education Program of the National Commission for Culture and the Arts: Retooling the Program Towards a Culture-based Education for Public Governance Researcher: Jacille Dane Reyes Cayabyab Degree: Master in Public Administration Institution: Polytechnic University of the Philippines Year: 2019 Adviser: Dr. Floriño A. Ibañez This study aimed to retool the cultural education flagship program of NCCA - the Philippine Cultural Education Program towards a culture-based education for public governance. The concept was to propose a culture-based education program in retooling public administration so that PUP MPA graduate students who are currently in the public service or those who will be in the future will have a deeper understanding and appreciation in the prevailing Filipino culture in public governance, and to realize its advantages in strengthening public administration. The researcher utilized a mixed-methodology design; a sequential exploratory type of research wherein qualitative data collection and analysis is followed by quantitative data collection and analysis. The study involved public administration professors and experts inside and outside the University as interview key informants. It also involved selected past and present MPA students from the Polytechnic University of the Philippines as respondents for the survey conducted. The results from the gathered data revealed that it is necessary to consider and include a cultural aspect of education in the teaching of Public Administration in the graduate program of PUP to fully understand and realize a public administration that could fit Filipinos, distinctively. Also, from the perceptions of the professors and experts interviewed, contextualization of Filipino culture should be studied for better analysis and criticism of the prevailing public administration in the country.

A Quality Assurance Roadmap for Saint Louis College Basic Education Schools

Redemtor V. Cariño

Abstract

At all levels of the education system, quality education is one of the most significant issues confronting the 21st century. An important role in ensuring the quality of education lies in the strategic plan and activities of the school. Hence, a Quality Assurance Roadmap for Saint Louis College Basic Education Schools (SLC BEs) was developed and proposed.

The research questions addressed the profile of the school in terms of faculty along highest educational attainment, area of specialization, subjects taught and trainings and seminars attended for the last 2 years, and performance indicators along promotion rate, dropout rate, completion rate, and NAT rate, the respondents' level of awareness on the vision, mission and objectives of SLC, the school's extent of compliance to DepEd requirements in the operation of Enhanced Basic Education Program and its performance based on the latest PAASCU evaluation. The triangulation convergence model was adopted in this study. The data obtained from the 367 respondents were computed through frequency count, percentage and weighted mean. Document analysis was also utilized on the school's performance in PAASCU evaluation in its latest accreditation visit.

Consequently, it was revealed that 100% of the faculty members possess the required bachelor's degree, teach their area of specialization and have attended training and seminars at the local level. The performance of the school is very high along with the promotion rate and completion rate and is very low in terms of dropout rate. On the other hand, the school got an average mastery of the NAT rate. In like manner, the respondents were found to be very highly aware of the vision, mission, and objectives of SLC. The school is fully compliant with DepEd requirements in the operation of the Enhanced Basic Education Program. The findings further show that only the Administration area was considered the capability of SLC BEs. All the other areas evaluated in the latest PAASCU accreditation were considered constraints. Based on the findings of the study, a Quality Assurance Roadmap for SLC BEs was formulated.

An Alumni Tracer System for Saint Louis College

Marie Camille S. Hufana, PhD

Abstract

This study aimed to develop an Alumni Tracer System for Saint Louis College. Software Engineering Process was used to develop the system. This study was a descriptive and developmental research method. It was subjected to the test of WUCET by the IT experts in terms of the level of usability which consists of attractiveness, control, helpfulness, and learnability. WAMMI tool was used by the Alumni Affairs and Job Placement Officer and selected alumni to evaluate its level of usability in terms of users' satisfaction. The findings show that the developed ATS-SLC addressed all the constraints in the existing Alumni Tracer System and found it to have a high level of usability. Based on the findings, the developed Alumni Tracer System is recommended for adaption by Saint Louis College.

The Utilization of Flipped Classroom as an Instructional Strategy in Teaching Filipino Linguistics and Literature to Grade 8 Students of the Florentino Torres Junior High School

Dr. Paterson Lim Encabo

Abstract

Cancellation of classes due to typhoons, holidays and state affairs affected the number of school days rendered by students annually. The latter part of the academic year (3rd and 4th quarter) was indeed affected significantly. The search for solutions for teachers of the 21st century to have the opportunity to maximize the use of technology to enhance the teaching-learning process and achieve desired learning outcomes with flexibility to the precedented and unprecedented cancelation of classes is essential.

The quasi-experimental method was used with two groups of pretest-posttest design. The sampling method used was purposive sampling. Grade 8 students of Florentino Torres High School taking up Filipino 8 were assigned into the Flipped Classroom (FC) group and the non-Flipped Classroom (NFC) group with 44 students for each group. Before the sampling procedure, the previous grade in grading periods 1, 2 and 3 in Filipino 8 was taken into consideration to ensure homogeneity among two groups. The NFC group was taught using the lecture-type instruction while the FC group was taught using the Flipped Classroom. The teacher-researcher designed a 50 items pretest and posttest divided evenly according to Bloom's Taxonomy of Cognitive Skills. The modified learning plan and the test was validated by the esteemed members of the academe.

The study revealed that the non-FCI group has a higher total mean score (20.73) than the FCI group (19.21) in the Pretest but the mean score difference of 5.78 between the FCI group (37.88) and the non-FCI group (32.10) in the Posttest proved the effectiveness of the intervention applied. Although the study revealed that there was a significant difference in the Pretest and Posttest scores of the students in the FCI group and the non-FCI group which proved that students can learn in any given teaching-learning scenario as long as the competencies and objectives was addressed, it won't be denied that there was also a significant difference between the learning gain of the FCI group (59.94%) and the non-FCI group (37.24%).

Both the FCI and non-FCI approach contributed to learning but the FCI strategy clearly delivered a way meaningful learning for students in Filipino 8. This study supported the claim of R. Jalamudin (2014) and Z. Osman that FCI has promising potential. The study was limited to junior high school students so a potential study in other year level or learning areas is encouraged.

A Content Area Reading-Based Strategic Intervention Materials for Grade 7 Mathematics

Alfea D. Ton

Abstract

The integration of reading into the content area like mathematics makes the content area more meaningful because they are connected to one another. Various studies have shown that because of the many similarities, reading skills and mathematics reinforce each other when taught together. Under this framework, this study focused on the development and validation of instructional materials called content area reading-based strategic intervention materials (CARB-SIMs) which utilized the idea of using reading skills as a vehicle for learning mathematical concepts. The contents of the developed materials were based on the least mastered skills of Grade 7 students of Mariano Marcos Memorial High School which include: (1) Operations on Integers, (2) Changing Fractions to Decimals and Vice Versa, (3) Laws of Exponents and, (4) Number Problems Involving Linear Equations in One Variable. Appropriate reading skills such as recognizing cause and effect relationship, sequencing events, comparing and contrasting and, noting significant details were matched to these identified least mastered skills to facilitate the learning of the concepts. All passages included in the developed CARB-SIMs underwent the New Dale-Chall Readability Test to ensure that the overall readability of the texts was suitable for Grade 7 learners. The checklist for evaluation and perception surveys were employed as the main instruments while the weighted mean was used to determine the overall assessment of the materials. Six peer evaluators examined the quality of the CARB-SIMs in accordance with the standard criteria released by DepEd in 2009. On the other hand, twenty-five Grade 7 students enrolled in s.y. 2017-2018 and who were taking remedial classes were subjected to try-out for a period of three weeks. Subsequently, a perception survey was administered to the students to gain insights on the acceptability of the developed materials. Findings revealed that the developed CARB-SIMs obtained an overall evaluation of 4.42 interpreted as highly acceptable. Furthermore, learners believed that (1) the presentation of concepts were appropriate and clear, (2) CARB-SIMs helped them master the identified skills in Math and English, and (3) CARB-SIMs encouraged them to learn more topics in Math. Based on these results, the study concluded that CARB-SIMs are highly approved instructional materials that may be utilized in classroom discussions to aid in remediation and enhancement of student performance in mathematics.

The 5Es Instructional Model and the Academic Performance in Science Learning of Grade 6 Learners

Christopher P. Coma

Abstract

The purpose of this study was to investigate the significant relationship between the 5Es Instructional Model and the Academic Performance of Grade 6 learners in Science in Selected Public Elementary Schools in Caloocan City. A total of 351 Grade 6 learners from three (3) biggest schools in the Caloocan North II District were involved in the study. They were selected through stratified random sampling with the aid of simple random sampling in identifying individual respondents, where the fishbowl method was used. To determine the significant relationship of the 5Es Instructional Model and the Academic Performance, a modified questionnaire was used. It composed of two parts: Part 1, about the general weighted average of the respondents in the 1st grading period in Science and on Part 2, about the usage of 5Es as Teaching Strategy in Science. For the statistical analysis, the One-Way Analysis of Variance (ANOVA) was used.

Based on the findings obtained in the study, there was a need to improve to the skills involves in each phase of 5Es Instructional Model in teaching Science among Grade 6 learners such as upgrading teachers competencies in using the model, focusing on arousing interest, give more opportunities to learner to work together, enhance the art of question for justification and clarification and to check continuously the development of the learners. In order to create an environment of critical thinking and solving problems that are considered to be important in 21st-century learners and to improve learners' academic performance.

The Prevalence of Socialization Skills among Daycare Children: A Baseline

Ding Yi

Abstract

Children's socialization skills are already developed when they start formal schooling. These socialization skills are learned from their immediate system such as the microsystem. Gordon (2011) mentioned Bronfenbrenner's ecological systems theory as part of the child's development, which also includes their socialization, wherein it radiates in a circular manner where the child is at the core. Children's first step of formal education starts in daycare centers. They have their initial learned skills. These skills are their first weapon to be used to cope up with the school's journey which may be affected by his friends, peers, and teachers outside the family circle.

This study reviewed the prevalence of socialization skills among daycare children when they started their formal schooling in the daycare center. The study population included forty - three (43) daycare children, fourteen (14) boys and twenty - nine (29) girls were purposively selected with a checklist answered by their lead teacher. The social skills are designed to reflect both peer-related and adult-related forms of social adjustment. It includes thirty - four (34) items that describe adaptive or positive behaviors that are likely to lead to positive personal and social outcomes. There are three (3) subscales such as Social Cooperation, Social Interaction, and Social Independence. And the results are being analyzed according to functional levels such as High Functioning, Average, Moderate, and Significant Deficit.

The results revealed that Social Cooperation and Social Interaction have very high functioning levels, 76.74%, and 58.14%, respectively, while Social Independence has 48.84% only. Among the three (3) social skills, social cooperation has a 2.33% moderate deficit while social interaction and social independence got 0%. In terms of gender, female children have a very high functioning level (55.17%) while male children have 44.83%. Female also has a 66.67% average while the male has a 33.33% average functional level. In terms of significant difficulty, it's the male who has a very high percentage (75%) compared with a female (25%).

The prevalence rate of Social Cooperation and Social Interaction among daycare children should be nurtured and Social Independence should be enhanced through different socialization strategies by the teacher in the school and their respective families.

The Relationship on the Usage and Effectiveness of the Teaching Strategies of Mathematics Teachers as Perceived by the Grade Six Learners

Joel R. Givero, MSIEM

Abstract

This study aimed to determine the relationship between the Usage and Effectiveness of teaching strategies of mathematics teachers. Data were collected from 251 grade six pupils in selected elementary public schools particularly, Toro Hills Elementary School, San Antonio Elementary School, and Santo Cristo Elementary School during the school year 2018-2019. These students were chosen as respondents using simple random sampling through the fishbowl method. The study employed the descriptive research method using an adopt questionnaire as the main instrument in the data gathering.

The data were analyzed and interpreted using weighted mean and Pearson r. Pearson coefficient of correlation (r) was used to test the hypothesis at .05 level of significance. In the frequency of usage, the results revealed that the “often” used teaching strategy in terms of Active Learning Strategy was the evaluation of students’ own progress (WM=4.2), in terms of Cognitive Activation Strategy it was the provision of written explanations of how students solve problems (WM=4.4) and in terms of Teacher-Directed Instruction, it was the students practice of similar tasks until they have understood the subject matter (WM=4.3).

In the level of effectiveness, the results revealed that the teaching strategy which is effective in terms of Active Learning Strategy was the students’ work in small groups to come up with a joint solution to a problem or task (WM=4.2), in terms of Cognitive Activation Strategy it was the provision of written explanations of how students solve problems (WM=4.38) and in terms of Teacher-Directed Instruction it was the provision of immediate feedback when students are working on particular tasks (WM=4.35).

The data also showed that there is a statistically significant correlation between the frequency of usage of teaching strategies and their level of effectiveness. Since the p-values are less than the assumed level of significance of .05, the null hypotheses were rejected.

Reading Levels and Their Relationship with the Academic Performance of Grade I Pupils of District II, Quezon City

Patrick John S. Espiritu, MPA

Abstract

This study was conducted to determine the relationship of the different reading levels to the academic performance where respondents were from selected five schools in District II of Quezon City namely Melencio M. Castelo Elementary School, San Diego Elementary School, Benigno S. Aquino Sr. Elementary School, Doña Juana Elementary School, and Commonwealth Elementary School. A total of 472 grade I pupils participated as respondents of the study. The descriptive method was used in this study. By using this method, data were gathered using the adapted and validated reading comprehension test of PHIL IRI.

To assess the reading profile, frequency and percentage were utilized. To determine the significant relationship between reading profile and academic performance Pearson-r was used. In the general result of the reading profiles, the Instructional level dominates the most number among the reading levels. In the academic performance, most of the pupils were categorized at a satisfactory level. There was a significant relationship in the reading speed to all reading levels except Independent and Frustration. Teachers should be aware of their student's strengths and weaknesses of each student in order to attain maximum learning in each of them. Since learners have different styles and abilities, teachers should know their students' mental and emotional capabilities to enrich them and strengthen these capabilities to grow. Teachers must create innovative remediation programs. Grade I pupils, must own a booklet containing helpful and interesting reading content to help them grow in reading and to improve their reading skills as well as vocabulary skills.

Gender-based Management Styles in Fast Food Restaurants in Pasig City

Edmond F. Clemente

Abstract

The study seeks to identify the gender-based management styles utilized by managers in fast-food restaurants in Pasig City. The researcher utilized the descriptive method of research to explore the gender-based management styles of different managers in fast-food restaurants in Pasig City. The respondents of this study were 30 individuals coming from fast-food restaurants such as McDonald's, KFC, Jollibee, Mang Inasal and Chowking. These fast-food restaurants were dispersed in the different areas of Pasig City.

Based on the information collected from the respondents, the researcher was able to derive the following results:

- Most of the respondents were male at 53.3%, while only 46.7% were female. The majority of the respondents were aged between 21-30 years old; majority work as managers; most of the respondents were college graduates, and most of them identify with the coaching leadership style when working with their team.
- In addition, it is deduced from the results that there is no significant difference in terms of the different variables in connection with the management styles presented.

It is concluded that most managers have a distinct style in handling their subordinates. It has been known that most male managers are more dominant in handling the workplace and have difficulty in listening to the minute details of problems. Most women managers chose to become democratic leaders because it yields better approval from their subordinates. Furthermore, women managers often yield the strength to encourage their subordinates to be more creative and innovative.

It is recommended that companies create specific programs for the distinct management style of their managers. This can create a better pathway for people management and can yield better results for productivity coming from their employees. Furthermore, encouraging managers to become better products of them can also encourage more employees to work harder and better.

Modeling Contraceptive Use among Married Reproductive Women in the Philippines

Theresa Tan, MPA

Abstract

This research study entitled “Modelling Contraceptive Use among Married Reproductive Women in the Philippines” determined the factors of contraceptive method use among married reproductive women in the Philippines. Specifically, this study seeks to assess the contraceptive use and background characteristics among reproductive women in the Philippines; to determine if there was a significant association between the contraceptive use with respect to their background characteristics, and to determine the predictors of contraceptive among married reproductive women in the Philippines. In order to ensure representativeness across the country and to correct for non-response, statistical data used were weighted and took into consideration the complex survey design in the analyses, using the SVY command in Stata. Rao-Scott F-Test was used to determine if there was a significant association between contraceptive use and background characteristics of the reproductive women and Logistic Regression Analysis of survey data to come up with the determinants of contraceptive use among married reproductive women in the Philippines.

After thorough research and statistical analysis, the researcher hereby concluded that more than half (54.25%) of the married reproductive women were using any contraceptive method. Age, knowledge of any contraceptive method, heard family planning on tv last few months, read information about contraception on the internet, ideal number of children, woman working, woman educational attainment, husband’s educational attainment, number of living children, and wealth index have a significant association with contraceptive usage at 0.05 significant level. The determinants of contraceptive use among married reproductive women in the Philippines are the following variables: age, women educational attainment, number of living children, heard about family planning on tv last few months, respondent’s working and religion. It is recommended that the statistical model be compared to another model as to which is better in terms of identifying reproductive women who are using or not using any contraceptive method. In addition, the researcher suggests determining the predictors of using any particular modern contraceptive use such as condoms, pills, IUD, etc.

Isang Pahambing na Pag-aaral ng Wikang Kankanaey sa Wikang Pambansa

Jeffrey C. Ovilla, MPA

Abstract

Layon ng pag-aaral na ito na paghambing ang wikang Filipino sa isang katutubong wika na sinasalita sa pinakamalaking pangkat-etniko sa bulubundukin ng Hilagang Luzon- ang wikang Kankanaey at ang pokus ng paghahambing ay ang Morpolohiya. Ito ang makaagham na pag-aaral ng mga morpema o makabuluhang yunit ng mga salita. Ito ay itinuturing na pinakamaliit na yunit ng isang salita na may angking kahulugan na maaring panlapi o salitang ugat at ang mga uri ng morpema sa wikang Filipino na binigyang-tuon sa pag-aaral ay ang Morpemang Ponema, Morpemang Salitang-ugat at Morpemang Panlapi.

Gumamit ng magkahalong pamamaraan ang mananaliksik, ito ang isahang panayam at tutok na grupong talakayan upang malaman at matiyak kung ano ang katumbas ng mga salitang Filipino sa wikang Kankanaey. Kinapanayam ang mga taong mula pa sa Benguet at Mountain Province na naninirahan at nagtatrabaho sa Maynila na kinagisanan at tunay na sinasalita ang wikang Kankanaey.

Natuklasan na walang Morpemang Ponema na /a/ at /o/ sa pagtukoy ng kasarian sa wikang Kankanaey. Sa Morpemang Salitang-ugat, may mga salita sa katutubong wika na napapalitan lamang ng tig-isang titik gaya ng L-R, A-E, at I-E ngunit may mga salita na wala talagang naging pagbabago. Magkapareho ng baybay at kahulugan at may mga salita rin na may ganap na pagbabago. Hindi magkapareho sa baybay. Sa Morpemang Panlapi nakita na sa aspekto ng Pandiwa ng mga salita ay magkaibang panlapi ang ginagamit ng dalawang wika.

Sa Kankananey: (Naganap na) nan/um+ salitang-ugat; (Nagaganap) nan/man/um+ unang pantig ng salitang-ugat+ salitang-ugat; (Magaganap pa lamang) man+ salitang-ugat o di kaya'y um+ salitang-ugat na katulad lamang ng salitang naganap na.

Sa wikang Filipino: (Naganap na) na/nag/um+ salitang-ugat; (Nagaganap) na/nag/um+ unang pantig ng salitang-ugat+ salitang-ugat; (Magaganap pa lamang) mag/ma+ unang pantig ng salitang-ugat+ salitang-ugat o 'di kaya'y unang pantig ng salitang-ugat+ salitang-ugat.

Mula sa nakitang paghahambing ay iminumungkahi ng mananaliksik na maari itong maging batayan sa mga pahambing na pag-aaral ng iba pang katutubong wika na mayroon sa Pilipinas. Makatutulong din ito para sa pagkakaroon ng kamalayan nang mas maraming Pilipino sa kultura at wika ng iba pang mga lugar sa bansa bukod sa mga pangunahing wika na mayroon sa Pilipinas. Mula sa mga pahambing na pag-aaral na isasagawa, maaaring makalikha ng mga manwal upang matutuhan pareho ang wikang katutubo at ang wikang pambansa.

An Assessment of Queuing Management System of Frontline Services in the Social Security System of the Diliman Branch

Kelvin G. Lansang

Abstract

One of the most important areas in operations management is understanding waiting lines or queues and learning how to manage them. Queue Management has been a problem for many years in many domains including the financial, health care and public service sectors. Queuing is more of a constant issue in product-based businesses than in the service industry. Hence, frontline services such as in the Social Security System (SSS), where a suitable queuing management system is not established, need to put systems in place to control the flow of their customers, boosts staff productivity, reduces customer complaints, provides valuable data and improves the business image. The main objective of this study was to assess the degree of implementation and benefit of the queuing management system of the SSS Diliman Branch. The study mainly focused on the various methods or frameworks of queuing management to achieve a better quality service to customers and also explores the possibilities of further research in the area of queue management. It is not only important to organize the existing queue but to gather statistics about the queue in order to identify trends that could be anticipated.

Corporate Governance and its Role in Managing Transitions and Change

GM Son A. Abrasaldo, MPA

Abstract

Change is inevitable. Leaders must be knowledgeable. Corporate governance and its role in managing transitions and change have an impact on the success or failure in the corporation's initiative to further enhance, develop the capabilities and potential of its members in adopting and sustaining change from the transition period to the targeted change. This study aims to identify the approaches, and certain guiding theories that may help leaders in the corporate setting governance, and also identify challenges and difficulties in implementing and executing change, manage the transition that will highlight the role of corporate governance. Governance culture helps in the achievement of the company's vision through strategic execution of its policies to "Being in one boat" and "No one is to be left behind" from top to bottom.

Human Factor Management in Commercial Aircraft of a Maintenance, Repair, and Overhaul of Service Provider

Hafzza Nurjehan T. Sariph, MBA

Abstract

One of the factors that caused aircraft accidents were due to human errors. Since technology modification and flights automation system have incorporated in the aircraft, accidents caused the human error is now shifting from aircraft crews to aircraft maintenance personnel. Understanding human factors in aircraft maintenance are very timely to improve the safety and reliability of aircraft, hence preventing unwanted incidents and accidents.

The study assessed the human factor management of an MRO service provider and determined the awareness of areas that required attention and to further improved and managed human factors. Specifically, this sought to ascertain if there is a significant difference among the responses of personnel that were directly involved in aircraft maintenance about their assessment on human factor management and level of awareness on the variables regarding commercial aircraft maintenance.

This research implemented a Descriptive Method. A survey questionnaire was used to gather pertinent data. Data gathered was analyzed and statistically treated and precisely validated the results. Data showed that there was a significant difference in the assessment of human factor management of the respondents based on the SHELL model when group according in terms of position and number of years in the organization. Results showed that the overall assessment of respondents agreed that human factor management was being implemented in an MRO service provider. Data also revealed that respondents were somewhat aware of the effects of human contributed error during aircraft maintenance. Also, there is a significant difference in the level of awareness on the variables regarding commercial aircraft maintenance when grouped according to the position. Hence, the MRO service provider has to continue and enhance its drive on human factor management.

The Differences of Perceptions of Good Governance Between the Personnel of a Government Corporation and a Private Company

Jobennyl T. Sabanal, MBA

Abstract

To implement Good Governance, the UN follows eight principles: (a) Rule of Law, (b) Transparency, (c) Responsiveness, (d) Consensus Oriented, (e) Equity and Inclusiveness, (f) Effectiveness and Efficiency, (g) Accountability, and (h) Participation.

The study aims to compare the perceptions of good governance between the personnel of a government institution and a private corporation. This study is important because it intends to determine if there is a gap between the perceptions of government employees and private company employees. The hypothesis of the study, among others, determined if there is no significant difference between the level of agreement on the eight elements when the respondents are grouped according to their employment. The research used the descriptive form of study.

Findings indicated that among the eight elements, when the participants are grouped according to their profile, Transparency, Equity, and Inclusiveness, Accountability and Participation showed significant differences. On the other hand, when participants are grouped according to their employment only Consensus Oriented as well as Equity and Inclusiveness show significant differences.

It is recommended that companies should encourage Transparency, Equity, and Inclusiveness, Accountability, and Participation, particularly to young employees. On the other hand, government corporations should make a concerted effort to foster (1) Consensus Orientation and (2) Equity and Inclusiveness in their agencies. Since this study involved only one Government Corporation and one private company, further studies involving more agencies should be done. The elements of good governance should form as core values of both the government and private corporations.

Material Resources Management in Tarlac West District: Towards a Plan of Action

Jennifer B. Mejia, PhD

Abstract

The study aimed to look into the material resources management at Tarlac West District schools and to formulate an action plan for improvement during the school year 2015-2016.

The study focused on the material resources management of school heads/principals, custodians, and selected teachers in Tarlac West District which composed of 28 schools. It covered the different materials resources they manage at school, including their practices on material resources management, problems, and issues about material resources management. It also covered their practices and activities that are related to material resources management.

This study used the descriptive research design to look into the material resources management including the management practices of the school administrators in Tarlac West District.

It also revealed in the study that functionality for instructional spaces is fairly functional, for the administrative and service space is functional, for furniture, equipment, and other facilities functionality are also functional.

The grand mean score for management practices is 3.72 and has a verbal description of very satisfactory. The total mean score for problems encountered in materials resources management is 2.12 with a verbal description of not so serious.

Effective Ways and Methods to Improve Corporate Leadership

Rowena S. Cruz, MBA

Abstract

Lack of leadership is a global issue. On a global scale, the need for leadership far exceeds its supply capacity. Since the early 1980s, when it comes to organizational transformation, one related issue that cannot be addressed is leadership. It can be said that the new management style hopes that leaders can cope with complexity and uncertainty and guide change. To gain motivation and fun, leadership is therefore seen as the most important issue in the reform process. Jack Welch of the United States once said: "In this era of a knowledge-based economy, if you want to succeed, you only have to constantly improve your ability, enhance your overall quality, and constantly improve your leadership. One organization especially For a company to achieve lasting success, it must focus on leadership to adapt to change and maintain a competitive advantage."Leadership represents the excellence of the company. Through excellence, the company can show its style and win the competition. Leadership can make the value of outstanding employees fulfilled. Leadership needs to be nurtured and created with perseverance. Small businesses do things, big companies do people; small people do things, big people do people. Being a "person" means that the leader is a self-disciplined, self-disciplined, high-spirited leader and a person who can effectively influence and inspire others; employees who are committed to business and entrepreneurship. In the long run, companies will form leadership for the public's leadership and excellence. Leadership is often seen as one of the most important key factors in organizational growth, change, and regeneration. Regrettably, however, leadership is destined to be a shortage of resources. It is precisely because of this shortage that many companies have difficulty adapting to the era of increasing global competition today. There is no end to leadership development, and there is no fixed format for building leadership. But through the following ways and methods, leadership can be improved to some extent. 1. the decision-making level attaches great importance to the leadership team building. 2. the selection and training of both. 3. quality-oriented, enhance leadership in experiential training. 4. Incorporate the company's plan to enhance leadership into the senior career plan of senior staff.

The Effectiveness, Benefits, and Challenges of Virtual Prototyping in the Product Development of Injected Plastic Components of Lead Acid Battery

Ferdinand M. Mataac

Abstract

The aim of this master's thesis was how Virtual Prototyping could be utilized to enhance the product development in injection process of plastic components of lead-acid battery and to find out whether Virtual Prototyping would have potential to reduce the overall product development time and to develop an implementation method for VP during design phases, which would make the current development process more efficient by reducing the number of resources spent in physical prototyping. Also included to find out whether the co-operation between product development and production department could be made better-off by improving the communication interface by suitable VP implementation method during the early product development phases. It is also focused on improving product quality, especially in their internal requirements, e.g. manufacturability and assembly properties.

Since much of my career has been devoted to researching and designing plastic injection mold, that is why I undertook this research project to assess the feasibility of virtual prototyping or numerical analysis using Virtual Prototyping Injection Molding (VPIM). My goal is to identify the level of effectiveness, describe the current state and assess the future applications of virtual prototyping, also the benefits of VP in the engineering design process, and its relevance in today's business fast pace product development. I am confident that virtual prototyping can significantly influence acquisition in the future. I am about the usefulness of virtual prototyping as an aid in the design, manufacturing, and testing of injected plastic components of a lead-acid battery in the injection process.

An Assessment on the Functionality of the Iskolar ng Laguna Program Committee: Towards an Enhanced Client-Oriented Service Performance Package

Rhea D. Makinano

Abstract

Education is one of the most important instruments that people can use to change the world. However, for most people, attaining education is one of the most challenging that one person can face in his entire life. While attaining education is one of the most challenging aspects of one's personal life due to some socio-economic and political reasons, this could be the most fulfilling one.

In the Philippines, one of the responsibilities of the government is to ensure that all people should have equal access to quality education. As a result, the government organization came up with programs and projects about education. In the Province of Laguna, there is Iskolar ng Laguna Program that provides financial grants to those qualified students. However, despite the efforts of the government, the issue of engaging people to be part of this kind of program is still an issue. For an organization to encourage people to be part of their programs, these organizations must show an excellent client-oriented service package. In this study, the Service Performance Model was adapted to assess the functionality of the Iskolar ng Laguna Program Committee. This is a descriptive type of research and utilized a self-structured questionnaire. Selected scholars in the Province of Laguna were randomly selected as respondents of the study. Through the use of Google forms, the research was able to distribute and collect responses from the respondents all over the province.

The study finds out that the Iskolar ng Laguna Program Committee faces issues and challenges primarily in terms of Tangible Elements or with the visible aspects in service delivery such as physical facilities. On the other hand, the committee received a positive assessment in terms of reliability, responsiveness, and empathy.

Based on the results, the committee must maintain and still improve in performing its function. Further, the Iskolar ng Laguna Program Committee and the Provincial Government of Laguna is recommended to prioritize the infrastructure projects such as venues and other visible facets in-service performance. The study also shows that for an organization to come up with a client-oriented service performance package, the organization must possess a good reputation in all aspects of service performance delivery.

Workplace Bullying and Work Performance of Teachers in Selected Public Schools in District 6 of Pangasinan

Rosalinda R. Madelo

Abstract

This study aimed to determine the relationship of workplace bullying with the work performance of teachers in selected public schools in District 6 of Pangasinan. The study utilized the descriptive method with the use of a survey. This study included 156 public school teachers as respondents. The driving objectives for this research were: 1. to identify the demographic profile of the respondents, 2. to examine the frequency of occurrence of workplace bullying, 3. to identify the assessment of teachers' work performance, 4. to investigate the relationship of work-related bullying and work performance, 5. to examine the relationship of person-related bullying and work performance.

The highlights of the findings revealed that the demographic profile of the respondents were females, 31-50 years old, married, and with 21 and above teaching experience. There was no workplace bullying in District 6 of Pangasinan. The teachers gave themselves excellent in terms of work performance. There were no significant relationships between work-related bullying and work performance. There were significant relationships between person-related bullying and work performance.

The researcher recommended that the school administrators should be able to maintain the existing policies that they have that are seemingly working for their respective schools.

The Assessment of the Motorcycle Riding-in-Tandem Ordinance in Mandaluyong City: A Basis for an Intensified Information Dissemination and Enforcement

Baby Kharen A. Cristal

Abstract

This study aimed to assess the implementation of the Motorcycle Riding-in Tandem Ordinance in Mandaluyong City as evaluated by two groups of respondents, motor riders and traffic enforcers, barangay officials together with PNP personnel totaling to 100 as the basis for an intensified information and dissemination. Purposive Sampling was utilized in determining the respondents. The researcher conducted the study in five days (Thursday to Monday from March 7-11, 2019). A descriptive method of research was applied in this study using survey questionnaires as a research instrument to gather data. The data collected were analyzed using the main statistical tools like frequency count, percentage and mean computation. The results showed that the respondents are aware of Ordinance 595 implemented in Mandaluyong City. They agreed that they are aware of the implementation because the ordinance was clearly stated, there are authorities prohibiting it and there is a usage of signage. But the findings also presented that they are less aware of the specific boundary and provisions that the ordinance covered because it was not well disseminated, that there is no regular monitoring and there is no enough number of personnel implementing the ordinance. The researcher recommended that the Sangguniang Panglunsod may continue to maintain the strict implementation of the Anti Riding-in-Tandem Ordinance in Mandaluyong; authorities should specify the boundary covered by the Ordinance and should have enough personnel to implement it. They should also continue posting and disseminating information to discuss other provisions mentioned and included in the ordinance for the awareness of the general public to avoid complaints and violations.

The Absorptive Capacity of Court Stenographers with the Reimplemented Continuous Trial System in the City of Makati: A Basis for a More Responsive Support

Ariel A. Acupan. MBA

Abstract

Continuous Trial System's reimplementation in the Judiciary is seen to be the game-changer for our Philippine criminal justice system as part of its reformation. However, the rebirth of the Continuous Trial System also comes with pressing problems and challenges for the employees behind its execution, most especially for the "Human Recorders of the Judiciary", the court stenographers. The identification of the problems brought about by the shift from piecemeal trial to continuous trial in the course of work of the court stenographers will be the basis for assessing the level of absorptive capacity of these employees on how well they cope with their existing situations in their workplace.

This study utilized the descriptive method research. As widely accepted, the descriptive method of research is a fact-finding study that involves adequate and accurate interpretation of findings. Major findings of this research showed that court stenographers in the Makati City trial courts often have work-life balance, health-related work hazards, and adequacy of office supplies. In addition, the working accommodation of the respondents is always in good condition. However, there are only seldom training and development being offered to the court stenographers. Oftentimes, the number of court stenographers is sufficient. The respondents often transcribe their stenographic notes on time. On the other hand, the rewards and recognitions the court stenographers are getting are seldom. As a result, many problems were cited by the respondents in their present situations.

This study also revealed that the Potential Absorptive Capacity of the court stenographers in Makati City trial courts is very high since the knowledge acquisition and assimilation capabilities of the respondents on their existing situations in their workplace are very high. The results also showed that the Realized Absorptive Capacity of the court stenographers is high because the respondents' transformation and exploitation capacities are high. In other words, court stenographers have a very high potential probability to absorb new knowledge, method, or system, but they find these little hard to actually apply.

The development of more responsive personnel support for the court stenographers would help them adapt to the change and lessen the problems they are currently experiencing since the Continuous Trial System was reimplemented.

**An Assessment on the Procurement Process in the Department of Science and Technology
Central Office towards Strategic Procurement Measures**

Leicel J. Gumban, MBA

Abstract

Procurement is the process of selecting services from a supplier who fits best the need. It includes the process of selecting a supplier that will provide the best value for people's money. Given the pressing challenges that hamper the success of procurement undertakings which includes, but not limited to, lack of or insufficient proper market study and cost-benefit analysis and limited training or experience in crafting Terms of Reference and/or Technical Specifications, there is a need to mainstream within the Department the significance and advantages of syncing the public procurement process and budget cycle.

The researcher used the descriptive survey research design to present the assessment of the respondents who are involved in the preparation of the Annual Procurement Plan of the DOST Central Office. Specifically, the convenience sampling technique was employed. The target population of respondents encompassed all permanent and non-permanent employees.

The findings of the study are beneficial to the adoption of strategic procurement measures. The results indicated that the procurement planning in the DOST Central Office is timely with that of the National Government's budget. It bears emphasis, however, that the overarching principle of coordination and appropriate training is lacking, and that there is a weak linkage among the End-Users, Planning Office, and Budget Office.

The researcher thus recommended constituting a team who would undertake the strategic planning of all procurement activities, and to capacitate all employees with effective and efficient management of procurement undertakings by emphasizing the importance of procurement planning, introducing tools on the preparation of technical specifications, and providing an accurate and reliable cost estimate.

The Implementation of Programs, Activities, and Projects (PAPs) of Public Secondary Schools in the Division of La Union: Basis for a Five Years Strategic Plan

Miguel Antonio C. Rodriguez. MBA

Abstract

To help build a progressive nation and eradicate poverty, Education For All (EFA) must be realized. A Five Year Strategic Plan on Programs, Activities, and Projects (PAPs) for public secondary schools in the Division of La Union was the output of the methodical assessment of the different schools' PAPs implementers. The descriptive evaluative method was utilized with the questionnaire checklists as the primary gathering tool. Respondents were the teachers, school head, school coordinator and school nurse of PAPs. The research questions addressed the profile of the respondents in terms of age, gender, highest educational attainment, length of service, training and seminars and related training and seminars to PAPs, the extent of attainment of objectives and extent of implementation of the different programs, activities, and projects. There were identified capabilities and constraints which were the basis in the development of a five-year strategic plan. Frequency counts, percentages and weighted means were utilized for the analysis of data.

The findings of the study showed that the respondents of PAPs implementing schools have a varied profile. The extent of attainment of objectives of the six PAPs ranged from "highly to very highly attained". The extent of implementation of the PAPs is highly implemented. Based on the findings of the study, a Five Year Strategic Plan on Programs, Activities, and Projects was formulated.

The Advertising Strategies of a Universal Bank in the Ortigas Business Center

Maritess P. De Veluz

Abstract

This study aimed to assess the level of effectiveness of the advertising strategies of a universal bank in the Ortigas Business Center. The descriptive research method was used in this study which enabled the researcher to assess and interpret the results of those findings. The researcher prepared a survey questionnaire and interview with the respondents to get the needed data for the research. The statistical tools that were used are frequency, percentage distribution, Likert scale, weighted mean, t-test, one-way analysis of variance and ranking. The respondents were individuals who are clients' of the Universal Bank in the Ortigas Business Center. Due to present laws, the researcher cannot get the definite population of her respondents. Hence, with the approval of her adviser, the researcher used 460 questionnaires in her study. It was stratified in the 23 branches of the Universal Bank in the area. The researcher obtained 430 questionnaires and used 414 for her papers and others deemed invalid due to incomplete answers. The results revealed that most of the respondents were age bracket of 26 to 35 years old, female, single, bachelor's degree holder, employed, earning P10,001 to P20,000 and work experience of 1 year to 5 years. The dominant perceptions of the respondents on the level of effectiveness of the advertising strategies of a universal bank in the aspects of "Prospecting", "Client Retention", "Brand Awareness", and "Brand Image" were all effective. There was a significant difference in the respondents' perceptions on the level of effectiveness of the advertising strategies of a universal bank when group according to Civil Status, Average Monthly Income and Years Banking with the Universal Bank.

Professional Regulation Commission Offsite Service Centers: Its Impact to the Service Delivery Performance on the Filipino Professionals

Amor T. Valenzuela, MBA

Abstract

This research focused on the level of Implementation of PRC Offsite Service Centers based on the McKinsey 7S Framework (Strategy, Structure, Systems, Shared Values, Style, Staff, and Skills), and its relationship to the service delivery performance among the Filipino professionals. Based on the study, the level of implementation on the elements of Strategy, Shared Values, Style and Skills got an "implemented" status while the Structure, Systems, and Staff got a "moderately implemented" status. Also, the assessment on the impact of the level of implementation among the Filipino professionals resulted in a "moderately agree" status in terms of Staff Behavior, Convenient and Efficient Service Rendered, and Office Facilities. Moreover, it was also found out that there is no relationship between the level of implementation of Offsite Service Centers and service delivery performance. Lastly, on the aspect of significant difference in the level of implementation of Offsite Service Centers in Metro Manila and provinces, it was found out that there is a significant difference in the level of implementation in the elements of Strategy, Structure, Systems, Style, and Staff. Empirically, there is a higher level of implementation of Offsite Service Centers in the provinces than in Metro Manila in the elements of Strategy, Structure, Style, and Staff. Given the findings, the researcher recommends the following: management increase its manpower complement, institute regular planning, and monitoring, and conduct human resource skills training and development to strengthen all the elements of the framework.

The Reduction of Production Delay in Vape Manufacturing Through Process Improvement

Felicia A. Malupa, MBA

Abstract

The study aims to help Vape Manufacturing Company minimize the production delay by improving the existing production processes. The General Manager, who is also the company's owner, identified delay as the number one concern. The researcher uses the Process Capability Index (CPI) to statistically measure the process capability to justify the existing problem of the company. Also, to determine and divide into parts the potential causes of the problem, the researcher constructed and conducted a Root-Cause Analysis and survey. The survey results were treated using Weighted Mean and Chi-square Test for Associations and underwent validation by the General Manager.

The following were identified as the significant factors causing delay: (1) No proper training of machine operators, (2) Lack of workforce, (3) Long set-up time of machines, (4) Not finalized product design, (5) Inappropriate production layout, and (6) Excessive motion during process and Interrupted operations because of the "inserted items". Hence, the primary applications utilized in this study to reduce delay were various process methodologies; Time and Motion Study, Process Capability Test, Cause and Effect Analysis, Facilities Planning, and Layout, etc.

The proposed solutions were the following: (1) One-month training program for the newly hired machine operators, (2) Hiring skilled workers, (3) Improved Plan Sheet, (4) Improved Process Flow and (5) Improved production layout. Implementation of these proposed solutions could save 4.54 minutes per product or Php81.72 in terms of the product cost or an increase of 12.40% in their profit per product or more.

The Procurement Policies, Processes, and Practices of a Sampled Public Tertiary Institution

Henrietta P. Narvaez, MPA

Abstract

As stated on the handbook on Philippine Government Procurement, it is the declared policy of the State to promote the ideals of good governance in all its branches, departments, bureaus, offices, and agencies, including state universities and colleges, government-owned and/or controlled corporations, government financial institutions, and local government units shall be governed by principles especially in the procurement process. (GPPB, 2013)

Through Republic Act No. 9184, known as the “Government Procurement Reform Act,” the national government is posited to modernize and standardize their government procurement systems to ensure transparency on various government transactions and enhance efficiency and effectiveness of the procurement of goods, services, and civil works. Institutions responsible for this are the ones who are ‘subjected to public standards of accountability.’

The researcher selected Polytechnic University of the Philippines (PUP) Sta. Mesa in the National Capital Region which is considered as the main campus and its three branches, in Quezon City, San Juan, and Taguig as the locales of the study. As a chartered university, it has sustained education to be accessible to everyone, maintaining 22 campuses around the country, while students only pay the miscellaneous fees because of the mandate of President Rodrigo Duterte, students in every state university are free from tuition fees. P.U.P. Manila is its flagship campus, the seat of administration, and highest among the campuses in all means—academic programs, geographical reach, and student population.

Despite all the efforts put in enhancing the system’s procurement policies, processes, and practices still there were problems such as: Receiving damaged items, some goods delivered not in accordance with the agreed specification, delayed in supplies and services, and the use of rank/position in requesting supplies or services. The researcher wanted to know if the procurement system was properly taking place in the P.U.P branches in the National Capital Region and if the procurement policies, processes, and practices of the P.U.P administration were effective.

This research aimed to know and understand the procurement policies, processes, and practices of P.U.P. Sta. Mesa, Manila and its branches in NCR.

The Internal Control System of Law Firms in Taguig City

Flora O. Ricafort, MPA

Abstract

The main objective of this study is to assess the level of effectiveness of the internal control system of law firms in Taguig City. 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 distribution, percentage distribution, Weighted Mean, Analysis of Variance (ANOVA), t-Test, Ranking, and Likert Scale were employed as statistical tools. The population of the study was the finance employees of law firms in Taguig City.

The study revealed that 38 or 30.6% of them are employed in law firms that are 11 years to 15 years in operation; 84 or 67.7% of respondents are included to firms with 10 to 100 employees while 40 or 32.3% of them belonging to firms with 101 to 200 employees; 78 or 62.9% are part of the rank and file, 22 or 17.7% are associates, 14 or 11.3% are managers/supervisors, and 10 or 8.1% are partners.

The assessment of the respondents on the effectiveness of the internal control system of law firms in Taguig City in the aspects "Control Environment", "Risk Assessment", "Control Activities", "Information and Communication", and "Monitoring Activities" were all "Effective". In terms of risk assessment, information & communication, and monitoring activities, there's a significant difference in the respondents' perceptions when grouped according to the number of years in operations. In terms of monitoring activities, there's a significant difference in the respondents' perceptions when grouped according to the number of employees. In terms of information & communication, there's a significant difference in the respondents' perceptions when grouped according to capitalization. Finally, in terms of risk assessment, information & communication, and monitoring activities there's a significant difference in the respondents' perceptions when grouped according to the number of partners.

The Internal Audit Practices of Selected Thrift Banks in the National Capital Region

Virginia G. Mendoza

Abstract

This study aimed to assess the level of effectiveness of internal audit practices of selected thrift banks in the National Capital Region (NCR). The researcher modified the survey questionnaire from the study of “Internal Audit Practices of Micro-Financing Companies in Metro Manila” and was used to collect the necessary data. Data gathered from the questionnaires were then used to statistical treatment such as weighted mean, t-Test and One – way Analysis of Variance. The respondents were the internal auditors from the top 10 thrift banks as to total assets and existing members of Chamber of Thrift Bank in the Philippines. The researcher obtained a sample size of 186 internal auditors from the selected thrift banks. The results showed that majority of the respondents were aged 25 – 30 years old, male, single, bachelor’s degree holder, with at least 3 years and below in the company and practicing internal audit and with an average of 3 and below training attended but the respondents were rank and file dominantly. The majority of the respondent’s perceptions of the aspects of “Operations Audit”, “Compliance Audit”, “Financial Audit” and “Information Systems Audit” were all “effective.” There were no significant differences in the respondents’ perceptions on the level of effectiveness of internal audit practices of selected thrift banks in the NCR when grouped according to sex, age, civil status, highest educational attainment, job position level, years in the company and practicing internal auditing and average number of training attended related to internal auditing for the last three years.

The Marketing Mix Strategies of Remittance Companies in Makati City

Milmar M. Salvador, MSIEM

Abstract

This study has covered the effectiveness of the Marketing Mix Strategies of Remittance Companies in Makati City as assessed by its clients. The researcher particularly covered the service (product, price, place, and promotion strategy of Remittance Companies. It assessed the effect of different strategies of Remittance companies toward their clients.

The Records Management Practices of the Professional Regulation Commission (PRC): A Basis for a Proposed Establishment of Archives and Records Management Program (ARMP)

Romel B. Ruiz, MPA

Abstract

The integration of archives and records in the workplace is an increasing current trend and the thrust of this study. To achieve this direction, it aimed to assess the present records management practices in the Professional Regulation Commission, its attendant problems and issues, and the measures offered to solve the problems and challenges as basis for the establishment of Archives and Records Management Program (ARMP), as required by law.

A range of evaluation techniques to ensure triangulation of the findings and well-supported conclusions and recommendations were applied like survey questionnaires conducted in the PRC central and regional offices; on-site interviews with authorities on archival and records management; and the qualitative research conducted by closely going over the reports and recommendations of the Internal Audit Division, and the various issuances. The findings of the study led to a clear conclusion that the existing records management practices in PRC are inefficient. For that reason, there is a felt need to improve its present recordkeeping founded on the Records Life Cycle and Continuum Models, the key principles that govern the integration of records and archives. The study affirmed that PRC has no policy framework for archives and current records as its existing documented policy is more attuned to paper-based records in the form of records management manual. This means that there is indeed a felt need to shift from paper-based to both paper-based and electronic recordkeeping leading to the establishment of archives and records management programs.

The Perception of Commission on Audit (COA) Central Office Employees on the Implementation of Performance Management System (SPMS): Inputs to Decision Making

Ma. Jesusa L. Buna

Abstract

The study evaluated the perception of employees of the Commission on Audit (COA) on the implementation of Strategic Performance Management System (SPMS), a performance management tool being implemented in the Commission to measure the integrity and accountability of an individual employee in the performance of his/her duties. The outcome of this research will serve as an input or basis for the management to enhance and simplify the implementation of SPMS and its processes for the realization of its organizational objective.

The theory of Management by Objective was applied for the theoretical framework. Descriptive research was employed to evaluate the perception of employees on the factors and elements of SPMS. Various statistical tools were used to determine the difference in the perceptions of the respondents.

The study found out that regardless of the profile of the respondents, the majority stated that there is a significant difference between their perceptions on the implementation of SPMS policies, procedures, guidelines, compliance and acceptance. Findings also showed that there is a need to enhance and simplify the implementation of SPMS since the majority of the respondents indicated that they encountered problems in connection with the processes involved in its implementation.

The research acknowledges that SPMS can be an indirect source for competitive advantage through its ability to enhance organizational capabilities. Since this study is not all-encompassing and covers only the perception of COA Central Office employees in the implementation of SPMS, it is suggested that modification and in-depth analysis of SPMS policies and procedures be considered for future study.

The Impact of the Educational Attainment of Laborers on Household Income of the Selected ASEAN Countries

Joel Regencia, MBA

Abstract

The main objective of the study is to provide an analysis of the Role of Educational Attainment of Laborers on Household Income of the Selected ASEAN Countries. The effect of the explanatory variables was estimated through the use of Panel Regression Analysis.

The findings revealed that all of the variables used in the model had passed the unit root test at level, which means that all other tests assume asymptotic normality, and therefore the variable was acceptable to use for modeling and regression. The results also found that there was a strong and positive correlation between educational attainments of labor on household income. Furthermore, the fixed-effect model has been used in the study. The Educational Attainment of Laborers positively contributed to Laborers' remarkable household income. Pooled Least Square Regression (PLSR) Model, Household Income (HI), was found to be statistically significant when taken individually and collectively. Moreover, the residuals based on pooled least square model were normally distributed. The educational level and variables significantly affect the income and performance of a laborer. The variations in workers' educational attainment were significantly explained by the variations in workers' household income. There were significant differences in educational attainment in ASEAN countries. The Fixed Effect Model is the appropriate Model to use for laborer's Educational Attainment and performance of household income.

The Implementation of the Quality Circle by Selected Manufacturing Companies

Myla S. Pesito

Abstract

One of the most effective ways of solving problems is through employee participation in searching for the best solution. One organizational mechanism for worker participation in the quality circle. Quality circle is defined as a volunteer group composed of members who meet to discuss workplace and service improvements and make presentations to the management regarding their ideas (Prasanna and Desai, 1998). It encourages the involvement of the grass-root level employees in the analysis of problems, development of strategies, and implementation of solutions. The purpose of this research is to assess and evaluate the implementation and benefits of the quality circle by selected manufacturing companies in Laguna Technopark.

This study used the descriptive method of research. Survey questionnaire was used as a tool for data gathering and has the following parts: profile of the respondents in terms of age, gender, tenure and position level in the company; assessment of respondents on quality circle implementation in terms of 1) Organizational Initiative, 2) Quality Circle Features and 3) Quality Circle Methodology; and the assessment on quality circle benefits in terms of 1) Improvement and Development of Organization, 2) Respect Human Relation and Job Satisfaction and 3) Stretch Human Potential and Capabilities. This study utilized a non-parametric test like the Kruskal Wallis test and Mann Whitney U test.

Based on the gathered data, the majority of the respondents were in the 31-45 years age category, with above 10 years of stay in the company, female and supervisory level. In Organizational Initiative, "Provide Resources Needed for the Quality Circle Project" got the lowest rating at 3.81. In Quality Circle implementation, "Membership is Voluntary" got the lowest rating at 3.35. In Quality Circle Methodology, all indicators are interpreted as very good. Based on tenure, respondents with 10 years and below experience perceived differently compared to respondents with above 10 years of staying in the company. In Improvement and Development of Organization, "Employee Retention" got the lowest rating of 3.67. Generally, the respondents perceived that quality circle benefits are obtained through good practices.

Extensive promotion on the quality circle was highly recommended to further encourage employees to participate in quality circles voluntarily. The management can make the quality circle competition an atmosphere of improvement at a low cost. It is important to motivate all employees for a successful quality circle project by showing strong management support. An increase in motivation also addresses employee retention. The organization should have a further understanding of the concepts and philosophy of quality circles.

The Determinants of the Effectiveness of the Katarungang Pambarangay and How They Affect the Implementation of Katarungang Pambarangay in Barangay Binanuahan, Caramoan, Camarines Sur: A Basis For Appropriation

Marissa E. Borines, MAECE

Abstract

This research focused on the effectiveness of the Katarungang Pambarangay and how they affect the implementation of the same in Binanuahan, Caramoan, Camarines Sur: Basis for Appropriate Best Practice like in facilitating a friendly, inexpensive, speedy delivery of justice, early amicable resolution of disputes in the barangay, and declog cases filed before the court.

Based on the data derived that have been evident with the study, the level of implementation of the Barangay Binanuahan, Caramoan, Camarines Sur of Katarungang Pambarangay in terms of the demographic profile of the clients, funding requirements, training and seminars of the implementer and was assessed as effective.

Furthermore, this research analyzed the implementation of Katarungang Pambarangay Law at the local level. In addition, this was undertaken in order to identify the constraints of the implementation of the Katarungang Pambarangay Law, to determine the best practices that help or strengthen the implementation of the said law and to formulate policy recommendations that will further improve the implementation of the same in Barangay Binanuahan, Municipality of Caramoan, Province of Camarines Sur.

In the light of the findings, the researcher recommends the following: to maintain and continue their best practices in implementation of Katarungang Pambarangay Law and to continue the conduct of orientation-workshops, training programs with proper coordination with the Department of the Interior and Local Government to the new breed of lupon members who are able and qualified.

The Online Food Delivery Practices of Quick Service Restaurants in the National Capital Region

Evelyn L. Bardinas

Abstract

The study was intended to determine the level of consumer satisfaction on the online food delivery practices of quick-service restaurants in the National Capital Region. The researcher gathered the necessary data using survey questionnaires.

The respondents were aged 21 - 25 years old, predominantly female, and single, college degree holders, working at the private sector, with a frequency of purchase through online food delivery of once a month and have been customers for about less than a year, and majority source of the quick-service restaurant is McDonald's. The Respondents' Level of Satisfaction on the Online Food Delivery Practices of Quick Service Restaurants in the NCR in Terms of Tangibles, reliability, responsiveness, assurance, empathy, and convenience were assessed as "Satisfied". There was a significant difference in all aspects of tangibles, reliability, responsiveness, assurance, empathy, and convenience when grouped by age. When grouped according to sex, there was a difference in Reliability, Tangibles, Responsiveness, Assurance, and Convenience. Significant differences were noted in the respondent's when grouped according to Employment in terms of Responsiveness, Empathy, Tangibles, Convenience, and Assurance. When grouped according to the Frequency of Purchase through Online Food Delivery, there was a significant difference in terms of Reliability, Tangibles, and Responsiveness. When grouped according to Number of Years as Customer of Online Food Delivery, there was a significant difference in terms of Empathy and Assurance.

As such, recommendations were made by the researcher to improve the Online Food Delivery Practices of Quick Service Restaurants in the National Capital Region.

Government Support to Filipino Farmers on Domestic Rice Production in the Philippines from 1996 to 2015

Olive D. Orilla

Abstract

Rice is considered a socially and politically sensitive commodity and securing supply at whatever cost is paramount. However, food security is uncertain since the growth rate for annual rice consumption has exceeded annual rice production. Filipino farmers face a lot of challenges every day like expensive farm supplies, a new breed of pests, very small to no return of investment, climate change, other relevant sectors, inefficient and a little support from the government. Sustainability is a powerful one as it has the potentiality to alter all the ways of productions. It captures the idea that people must work toward satisfying the needs of the current generation without endangering the lives of the future generation.

This study aimed to reveal the agricultural issues regarding inefficient government support on providing policies and the needs of Filipino farmers. In general, the intention of the government to give away subsidies and credit for farmers, this is to support and pursue sustainable ways in agriculture system, to increase the Volume of Domestic Rice Production and help farmers cultivate in an efficient way. However, with those policies, there is no positive result for the farmers' living condition and lack of domestic rice production becomes a national issue and is challenging the country's agriculture sector.

This research paper used a quantitative research design employing inferential and descriptive statistics. Multiple Regression tests were utilized to analyze the relationship and effect of Subsidies and Credit for Rice Production to the Volume of Domestic Rice Production in the Philippines.

The regression result of the study showed that there was a linear relationship and significant effect between the dependent variable (Volume of Domestic Rice Production) to the independent variables (Subsidies and Credit for Rice Production in the Philippines) when taken collectively and based on the overall significance of the model. The findings showed that the behavior of the variables was volatile and fluctuating in motion over the years.

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