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BUSINESS

The Opportunities and Problems of the Marginalised Entrepreneurs on Micro-financing in Calabarzon, Philippines

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Abstract

The main objective of the study is to assess the opportunities and problems of the marginalised entrepreneur on micro-financing in Calabarzon, Philippines. This study made use of the descriptive method, using the survey questionnaires intended for the respondents. A total of 400 respondents were involved in this study, which were randomly selected from the active members of the selected NGO micro-finance institutions in Region IV-A (Calabarzon). The greater percentage of respondents within the age range of 29-38 did not have very young children, which would constrain them from participating in productive work. Findings have proven that the Philippines has been lauded globally for the significant strides it has made for micro-finance and financial inclusion. Access to micro-finance significantly contributed to the sustainability of micro-enterprises, and also positively affected those marginalised entrepreneurs; the marginalised entrepreneur respondents were engaged in sustainable micro-entrepreneurship; and marginalised entrepreneurs struggled with their roles in the business despite great confidence in their own abilities. They strive to expand into new markets, avoiding pitfalls that can come with growth. Marginalised entrepreneurs are not well informed of the credit provisions of micro-finance, and not even fully aware of the various institutions and services available to support their micro-business.

Keywords: opportunities, problems, marginalised entrepreneurs, micro-financing

Buying Decision Strategies on Residential Condominium in Taguig City

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Abstract

The descriptive survey method was used in this study. The researcher gathered the data using survey questionnaires strategically distributed through the help of respective property management offices of six residential condominiums in Acacia Estates in Taguig City. There were 250 respondents. The gathered data was tested at a 0.05 level of significance. Frequency, percent distribution, weighted mean, one-way analysis of variance, and ranking were used as statistical tools. Results of the study implied that residents of condominium in Taguig City mostly aged 30 – 39 years old, male, married with growing families. A quarter of the residents were single implying they are career-driven individuals or soon-to-be married couples investing on the future. Results showed that males were the ones who decide to buy the residential condominium which is natural because males are often regarded as "providers." Residents were mainly post-graduate degree holders earning 60,000 – 90,000 monthly and belonged to the middle income class. Most of them owned 1 two-bedroom residential condominium unit for 3 to 4 years living with 3 to 4 household members and worked in Taguig City. The study suggested that respondents agreed on the effectiveness of their buying strategy on residential condominium in Taguig City in terms of product, price, place and promotion; consequently, place ranked highest followed by promotion then product while price was regarded as the least. There were significant differences in the respondents' assessment of the effectiveness of their buying decision strategies on residential condominiums, in terms of product, price, place, and promotion, when grouped according to age, workplace location, and location of childrens' schools. The researcher recommends that developers should consider their client's profile to ensure that their client's needs are met. Knowing the profile of the respondents can also help developers to match their product offerings as well as their pricing strategies to fit the market. Developers should consider allowing multiple parking slot purchase given that there is ample inventory of parking slots. They should consider offering discounts, as well as different financing and payment options, in order for residential condominium units to be more affordable. These factors should be properly communicated to the client prior to the purchase of the unit.

All fees that clients pay once they own the unit should also be communicated prior to closing the sale of residential condominium units, in order to manage the expectations of future owners. Developers should provide free shuttle services for residential condominiums not readily accessible by main public transportation means. Developers should build their reputation and their client's trust by providing and maintaining quality and on-time developments. Developers should be properly conveying their market offerings through the use of advertisements such as flyers and billboards. Additional business centres outside Metro Manila should be established to push developments in neighbouring provinces. It is possible that residential condominium developments will be encouraged in areas with employment and educational opportunities. In effect, our country as a whole may benefit from this. Further studies aiming on individuals not only owners or residents of residential condominiums but also potential clients who aim to buy residential condominiums not only in Taguig City but also in other parts of Metro Manila to further determine and compare buying decision strategies should be conducted. In addition, further studies are recommended focusing on the various fees to be paid by residential condominium owners and potential buyers, and on residential condominiums focusing on socialised housing.

Keywords: buying decisions; real estate; strategic management

Entrepreneurial Knowledge, Skills, and Attitudes of Business' Students in Select Institutions of Higher Learnings: Inputs to a Career Venture

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Abstract

The study intended to assess the entrepreneurial knowledge, skills, and attitude among fourth year business students in three higher institutions of learning which offer Business Programs in Metro Manila. The total respondents of the study are 533, comprising of 371 business students, 120 industry partners, and 42 faculty members. The survey questionnaire was developed and used to collect data. Descriptive statistics, like percentages and mean score rates, as well as chi-square and analysis of variance, were computed based on a 5-point Likert-scale. The study shows that Attitude was rated very important and was ranked 1 among entrepreneurial competencies, followed by Skills, and lastly, Knowledge. It was also indicated that the top five problems encountered by the respondents in imparting their entrepreneurial knowledge, skills and attitude are the following: no simulation laboratory provided where students can apply theoretical aspect; no support activities for the students to begin their own business; inadequate seminars about entrepreneurship; provision of resources; and lack of support and linkages from business industries.

Keywords: entrepreneurial knowledge, skills, attitude, career venture

E-Commerce Strategies: A Framework for Micro Enterprises Development

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Abstract

This study sought to provide a representation of micro enterprises and e-commerce from fourteen (14) cities in Region III. It also aimed to describe and to evaluate the application in relation to the development and to find out the depth or extent micro enterprises have applied e-commerce in their day to day business activities. The descriptive survey was conducted to determine the e-commerce strategies and formulate the Framework for Micro Enterprises Development. More than half are manufacturing and a large portion came from corporation. Majority is operating for 6 years to 10 years and their competencies in e-commerce are "Very Good". Almost all have applied the e-commerce models, but none of them applied for more than 16 years. E-commerce is effective in the performance of their business activities and the application has emerged in their businesses for a long period of time. It proved and confirmed that e-commerce is becoming essential part and play significant role in their businesses. The results are comparable and statistically agree the extent of application of e-commerce across the cities in Region III. The study also confirms the effectiveness of the application of e-commerce and proved the importance among the micro enterprises. The results are true and statistically agree that the outcomes of application in different cities are the identical. Issues, concerns and problems that arose in this study can give a positive idea and will serve as working ground on how to improve the performance of the micro enterprises and to enhance their capabilities in applying e-commerce in the performance of their business activities. The e-commerce framework formulated by the Researcher can help the micro enterprise enhance their competitive advantage in the application of e-commerce in the performance of their business activities.

Keywords: e-commerce; micro enterprises; business

EDUCATION

Effect of Interactive Multimedia Courseware (IMC) on the Mathematics Achievement of Grade Eight Students

Ms. Lucilyn F. Luis, MAED
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Abstract

The main purpose of the study was to determine the effect of an interactive multimedia courseware (IMC) such as the Quipper School (QS) on the Mathematics achievement. Specifically, it sought answers if there was a significant difference on the Mathematics achievement of grade eight students before and after giving instruction for students who were taught using IMC and traditional method, and what were the students' experiences and perceptions in using QS. The study utilised a quasi-experimental design specifically Pretest-Posttest Control Group design. The participants of the study were eighty grade eight students in a public junior high school in Makati. Intact groups were used to come up with comparable groups. Fishbowl technique was used as a sampling strategy in selecting the control and experimental groups. The control and experimental groups were given a pre-test, exposed to different treatments and then finally given a post-test. The control group was taught using traditional-lecture method while the experimental group was taught using an IMC such as the QS in Grade 8 Mathematics. Both groups were taught the same topics in geometry. The tools used were the lesson plans using IMC, a semi-structured interview and the achievement tests developed by the researcher. The data collected were evaluated and/or analysed through the t-test of independent means and tested at 0.05 significance level. There was no significant difference in the mathematics achievement between the control and experimental groups before the experiment. Since both groups of students had about the same knowledge level based on their pre-test and mathematical ability, the sample selection has been carefully done to assure attainment of accurate result. There was a significant difference in the mathematics achievement between the control and experimental groups after the experiment. Moreover, the experimental group performed better than the control group. The students in the experimental group who used IMC such as QS had more positive perceptions and experiences of the instruction than students in the control group who did not have access to the IMC. Thus, using an IMC such as QS as shown in this study could significantly help students in improving their achievements in Mathematics. In view of the findings in this study, the researcher recommends the use of IMC as an alternative approach in the teaching and learning of mathematics, and should be further tested to a wider scale to affirm its maximum significance and effectiveness in the educational settings. Professional development and trainings for teachers on the use of IMC should be encouraged, supported and funded.

Keywords: Interactive Multimedia Courseware (IMC); mathematics achievement; Quipper School (QP)

Distributed Leadership and Teachers' Organisational Commitment

Ms. Diana Rose S. Melo, MEM
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Abstract

The purpose of this study was to determine the teachers' perception on the practice of distributed leadership among public elementary schools in the District of Mariveles, Bataan and find its relationship with the teachers' organisational commitment. Descriptive-correlational research design was employed in the study. The Distributed Leadership Questionnaire was adapted and modified to determine the teachers' perception on the practice of distributed leadership in their schools. To describe the teachers' organisational commitment, the questionnaire on organisational commitment was used. The population comprised of 463 teachers from nineteen (19) public elementary schools in the District of Mariveles, Bataan. Proportional Stratified Random Sampling was used to determine the sample size in each school. The 215 teacher-respondents were selected using the simple random sampling. The researcher personally distributed the questionnaires to the teacher-respondents. Data collected were coded and entered into the computer for analysis using the statistical package for social sciences (SPSS). Frequency and percentage distribution were used to determine the profile of the respondents. Weighted mean was used to measure the general response of the respondents. Pearson's Product Moment Coefficient of Correlation (r) was used to determine the degree of relationship between the distributed leadership practices and teachers' organisational commitment. Major findings in this study led to the following conclusions: most of the respondents were from the age brackets of 31-44 and 45-50 years old, females, married, have acquired units in the master's program, and have 6 to 10 years of service as a public school teacher. Teachers perceived that the distributed leadership in the aspects of school structure, vision, values and beliefs, collaboration and cooperation, decision making, responsibility and accountability and initiatives was strongly practiced in their schools. Generally, teachers strongly believe that the school structure provided them opportunities for decision making within predetermined boundaries of responsibility and accountability, they have a shared vision, follow DepEd's standards, and work collaboratively to achieve school goals. Teachers were also given freedom to contribute their ideas to improve their work. Commitment to school, teaching work, teaching profession and work group was strong. Generally, teachers are strongly committed in working hard for the best interests of their schools, in exerting efforts to perform their tasks in the best way possible, in upholding the honour and dignity of the teaching profession and in maintaining a conducive working environment with their fellow teachers in the organisation. The practice of distributed leadership in the aspects of school structure, vision, values and beliefs, collaboration and cooperation, decision making, responsibility and accountability and initiatives had a significant relationship with the teachers' organisational commitment in terms of commitment to school, teaching work, teaching work and work group. There were also moderate to strong positive relationship between the distributed leadership practices by aspects and all indicators of organisational commitment. Thus, as the practice of distributed leadership increases, teachers' organisational commitment also increases.

Keywords: organisational commitment; distributed leadership; teaching

Perceived Relevance of Science and Scientific Literacy among Pre-Service Teachers

Ms. Julie Fe D. Panoy
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Abstract

This descriptive research was conducted to investigate on the degree of association between pre-service teachers' perceived relevance of science and their scientific literacy. It made use of an explanatory-correlational design. Data were gathered and statistically treated using analysis of variance (ANOVA) to find the differences in scientific literacy among the respondents when grouped according to demographic profile and Pearson product-moment correlation coefficient (r) to test whether respondents' demographic profile and their perceived relevance of science significantly relates to their level of scientific literacy. Based from the findings, it was found that scientific literacy among the respondents had a low mean score in the scientific literacy test equivalent to beginning level while scientific literacy does not differ significantly across demographic profile. Likewise, it was found that there existed a significant association between the respondents' scientific literacy and parental education, both mother and father, but not with age. Further, respondents' scientific literacy significantly co-vary with perceived relevance of science. The study concluded that scientific literacy among the respondents were not yet established at higher level, thus further researches may look into the how this can be addressed. Furthermore, predictors of scientific literacy could as well be examined in future researches.

Keywords: perceived relevance of science; scientific literacy; pre-service teachers, demographic profile, science education

Status of Special Education Program (SPED) of Public Schools in Selected Districts in the Division of Laguna

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Abstract

This study aimed to determine the status of special education program of public schools in selected districts in the division of Laguna. The study focused on the teaching procedures, adapted equipment and materials, accessible settings and interventions used in teaching students with special needs. The study utilised Descriptive and Qualitative Research Design because it is the most appropriate method for the conduct of gathering and attaining the facts and figures needed. The study used one questionnaire for the teachers sought to determine for the first part their demographic profile in terms of Age, Gender, Civil Status, Educational Attainment, Training/Seminar Attended and Length of Service. The second part of the survey composed of questionnaires in terms of Teaching procedures, Adapted Equipment and Materials, Accessible Settings and Interventions. Findings revealed that the teacher-respondent' profile in terms of age, gender, civil status, educational attainment, seminar/training attended and length of service has no significant relationship in their self-evaluation in terms of teaching procedures, adapted equipment and materials, accessible settings and interventions. Personal interviews from teacher-respondents were also conducted to know the problem encountered and challenges of teaching special education in the public school setting. Problems met such as a special education teacher's classes may have students with various disabilities. Since each student is a unique case, the teacher must modify their lessons to suit each disabled learner by providing individualised education programs. Some parents of special needs children are disinterested in the welfare of their children and fail to provide them with adequate care. Alternatively, they may be overly protective. Both can be problematic for the child and for their teacher and special education programs are facing increasing enrolment and decreasing budgets. The result is that there are fewer teacher assistants available, which results in a greater workload for special education teachers. They may also face shortages of essential resources and equipment for delivering effective lessons. The researcher recommended the following: The School Authorities should have regular training/seminars intended for the needs of SPED programs. Improvement of SPED facilities such as training and rehabilitation modalities through budget prioritisation is in need.

Keywords: special education, special needs, intervention, accessible, welfare

EDUCATIONAL MANAGEMENT

Teaching Performance, Job Satisfaction and Resiliency Quotient of Faculty Members of the Polytechnic University of the Philippines: A Correlation Study

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Abstract

The main objective of the study is to provide a model that will show the relationship among teaching performance, job satisfaction and resiliency of faculty members. Questions like what factors bring about the resiliency of the faculty, factors that make them satisfied with their work and factors that make them perform well are thoughts that need to be translated into grounded facts. The relationship among these three variables was scrutinised to define if relationship in teacher's performance, resilience quotient, and job satisfaction is significant or not. A descriptive-correlational research approach was employed using purposive sampling technique of 303 faculty members from a state university in the Philippines. The Job Satisfaction Survey Tool (JSS) (Spector, 1994), Resiliency Quotient (RQ) (Russell, 2006), and the Teaching Performance Evaluation tool (NBC 461, 1998) were used as questionnaires for collecting data. Results show (1) "very satisfactory" teaching performance rating; (2) faculty members are satisfied with their job in terms of: nature of work, supervision, co-workers, communication, and pay; (3) faculty members are "highly resilient" ; (4) significant relationships in the teaching performance, job satisfaction and resiliency quotient of faculty members exist from moderate to very high correlation. Conclusion can be drawn that faculty members with higher level of job satisfaction and high teaching performance evaluation would have higher level of resilience.

Keywords: job satisfaction, resiliency quotient, teaching performance

The Relevance and Responsiveness of the Dualised University Education System (DUES) of the University of Makati as Basis for Curriculum Enhancement Development Plan

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University of Makati

Dr. Edita C. Bayona
University of Makati

Abstract

This study was done to identify and assesses the relevance and responsiveness of the Dualised University Education System (DUES) Program of the University of Makati as basis for Curriculum Enhancement during the period covering 2013–15. In this study the respondents perception on the quality of education was assessed in terms of content of instruction; delivery of instruction; facility and equipment; and on-the-job training as well as the relevance and responsiveness of the DUES Programs to the respondents present job as basis on curriculum enhancement. The researcher-made survey questionnaire was administered to one hundred DUES graduates of the University of Makati, Academic Year, 2012–13; 2013–14; and 2014–015. However, only 61 survey questionnaires were returned. Descriptive method of research was used and purpose sampling was observed in the selection of respondents because the researcher believes that they are already familiar and most likely the recipient of the dualised university education system offered by the University of Makati.

In the light of the findings of the study, the following conclusions were formulated: the content of Instruction must be specifically aligned to the needs of the business sector or the labour market. There is still a need to provide adequate facilities and equipment for the hands-on-training of students before they are deployed for their on-the-job training. Delivery of instruction must continue to be engaging and industry-based; the degree finished by the student respondents is relevant to their present job and the requirements and needs of their work. Likewise, their course is responsive to the needs of the industry or labour market. Hence, students can be assured of employment immediately after graduation; and the proposed Curriculum Enhancement for the College of Business Administration can help in the efficient operation and delivery of curriculum attuned to the needs of the students and their potential employers as well.

Based on the findings made and the conclusions drawn, the following recommendations are offered: enhance the content of the existing curriculum to devise a more significant and receptive strategies to respond to the needs and requirements of industry and other business firms through consultation, conference and meetings with industries and companies; grant seminar-workshops/trainings on faculty development inviting industry experts to be the resource speakers to discuss current trends and issues as highly demanded by industry or business sectors; inform students on present job demands and requirements through lecture with industry people or experts on the different fields; career planning and preparation assisted by the guidance counsellors should be given emphasis to students in choosing their field of specialisation to enlighten students on their choice of career/vocation not only based on their skills but also on their interest; to be able to understand the relationship between work and learning; how work relates to the needs and functions of the economy and society; the university should continue to upgrade courses to be offered to cater to the needs and interest of students and the demands of the labour market, local and international and a Curriculum Enhancement of the DUES programs newly formulated by the researcher should be considered to address the evolving job changes in the market and prepare the graduates for entry into the workforce, thereby making them productive individuals.

Keywords: dualised university education system (DUES), curriculum enhancement, instruction

Cultural Diversity and Its Perceived Effects on Academic Performance of Students in a Public School in Makati City: Basis for an Advocacy Program for Multicultural Diversity

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Abstract

This study aimed to determine whether factors of cultural diversity specifically ethnicity, language and religion affects the academic performance of culturally diverse students enrolled in a public school in Makati City during the school year 2015-16 which was the basis for the Advocacy Program for Multicultural Diversity. The research employed descriptive method utilising purposive sampling technique. The respondents of the study were the 150 culturally diverse students from grade 7 to grade 10 levels. The study utilised a researcher made instrument with a five point Likert scale response and were validated by the thesis panel before administering it to the respondents. The research instrument was able to obtain necessary information in determining whether factors of cultural diversity affect academic performance. For the statistical treatment, the researcher had employed a reliable statistician who had helped in data organisation and computation. The data processing was done through the use of SPSS version 20 and was analysed utilising the following techniques in presenting the data for quantitative analyses: frequency and percentage, mean, standard deviation and Pearson r Correlation. The study sought for the answer to the statement of the problem mentioned in the beginning part of the research. Out of the findings and conclusion obtained in this study, an Advocacy Program for Multicultural Diversity was recommended in order to help the present study achieve its ultimate goal of ensuring the delivery of quality education to all students without biases, discrimination and prejudice.

Keywords: culture, diversity, academic, performance, advocacy, program

Pagsusurisa Paggamit ng Learning Management System (LMS) ng mga Mag-aaral sa Ikawalong Baitang sa Asignaturang Filipino

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Abstract

Sa mabilis na pagbabago ng panahon sa larangan ng teknolohiya, mabilis din na binago nito ang pamumuhay ng sangkatauhan. Pinadali nito ang palitan ng impormasyon na napakahalaga sa pangangalap at pagbabahagi nito. Sa larangan ng edukasyon, mainit na usapin ang 21st century learning. Upang maisulong ang teknolohiyang pang-edukasyon, ipinakilala ang Learning Management System o LMS. Hangad nitong makasabay ang mga mag-aaral na Pilipino sa larangan ng information technology. Ang Elizabeth Seton School ay tumutugon sa hamon ng paggamit ng teknolohiya sa edukasyon gamit ang Learning Management System sa loob na ng tatlong taon. Sa pagpapakilala ng LMS sa mga mag-aaral sari-saring suliranin ang lumutang. Ang pananaliksik na ito ay isinagawa upang matukoy ang karaniwang suliranin ng mga mag-aaral sa paggamit ng LMS. Makatutulong ito upang mabigyang tugon ang mga suliraning umiiral. Sa ganitong paraan ay masisiyasat kung saang bahagi ng pag-aaral umusbong ang suliranin at mabigyan ng posibleng solusyon upang maging epektibo ang paggamit ng LMS. Ginamit ang case study na pamamaraan, batay sa palarawang resulta ng mga katanungan mula sa sarbey at datos ng paggamit ng mga mag-aaral sa LMS sa asignaturang Filipino. Nahahati sa tatlong bahagi ang sarbey: Paggamit, Programa, at Facilitator. Binigyang suri ang mga ito upang mabatid ang persepsyon ng mga mag-aaral sa mga bahaging ito. Lumabas sa kabuoang sarbey na 63.38% ang persepsyon nila sa paggamit ng LMS, 56.34% sa programa, at 54.03% sa facilitator. Sa resulta, masasabi na mababa ang persepsyon ng mga mag-aaral sa LMS. Isang pang ginamit na batayang datos ay ang logs sa LMS ng mga mag-aaral sa asignaturang Filipino. Natuklasang 43.69% lamang ang naitalang logs sa unang termino, 28.11% sa ikalawang termino, at 37.35% sa ikatlong termino. Mapapansing hindi pa nangalahati ang bahagdan ng bilang ng mga mag-aaral na gumagamit ng LMS. Maaaring isiping may direktang koneksyon ang mababang persepsyon ng mga mag-aaral sa LMS sa di-kaigaigayang bahagdan ng mga mag-aaral na gumagamit nito. May mga salik na nakaaapekto sa paggamit nito gaya na lamang ng sabay-sabay na paggamit ng mga asignatura ng LMS, mahinang wifi connection, hindi malinaw na alituntunin sa paggamit at marami pang iba. Iminumungkahi ng mananaliksik sa mga guro ang mga sumusunod: (1) ang istriktong paggamit ng LMS bilang komunikasyon ng mga mag-aaral at guro upang mapanatili ang kultura sa paaralan; (2) huwag hayaan gamitin ng mga mag-aaral ang ibang platforms, gaya ng social networking sites, bilang komunikasyon sa kanilang mga guro, upang makasanayan ng mga mag-aaral ang paggamit ng LMS; (3) Ibahagi ng mga guro ang mga features ng LMS upang maunawaan ng mga estudyante ang wastong paggamit nito; (4) Siguruhing matatandaan ng bawat mag-aaral ang kailang kanya-kanyang username at password; (5) gamitin ang LMS para sa komunikasyon sa kapwa kamag-aaral at guro kaugnay sa mga gawain sa asignatura at mga paksang tinatalakay; (6) pabilisin ang internet at palawakin ang wifi connection sa loob ng paaralan; (7) Ipinapanukalang higit na mainam kung notebook o laptop ang gamitin sa halip na tablet, upang maging dalubhasa ang mga mag-aaral sa paggamit ng keyboard; (8) sa pagkakataong hindi maiiwasan ang paggamit ng tablet, hinihikayat naman ang mag-aaral na gumamit ng wireless keyboard at mouse.

Keywords: Learning Management System, WiFi connection, internet

English Translation:

Progress in the field of technology has been running at blistering speed and has completely altered the landscape of the modern world. News and all sorts of information has never been so easily accessible. These changes are acknowledged in the field of education through innovative teaching methods. Elizabeth Seton School has been actively involved in adapting its curriculum to 21st century learning strategies. Thus, the Learning Management System, or LMS, was launched. For three years now, this program has equipped the

students in adjusting to the advancements in information technology. Through the course of its run, different challenges emerged. This research was conducted so that issues may be specifically identified and given corresponding solutions. Case Study Method was employed through distribution of questionnaires answered by LMS students in the subject Filipino. Results were gathered from the accumulated data from the survey and student logs. The survey aims to review the students' perception of LMS in three areas: Usage, Program, and Facilitator. Results show that only 63.38% of the population surveyed use the program, while 56.34% shows familiarity to LMS, and 54.03% can be accredited to facilitation. The numbers attest to the poor perception of LMS by students. The outcome from the logs of students employing LMS in the subject Filipino are as follows: 43.69% on the first term, 28.11% on the second term, and 37.35% on the last term. Evidently, the percentages show that fewer than half of the population of Grade 8 students used LMS. Some reasons attributed to the low numbers are: the simultaneous use of LMS in several subjects, poor Wi-Fi signal resulting to slow internet connection, unavailability of clear guidelines concerning its use, and many more. Enumerated below are recommendations to alleviate the previously mentioned concerns: (1) Strict use of LMS must be implemented in teacher-student communication so that a strong culture within the school may be imposed regarding its use; (2) In regard to the first, it is highly suggested that the use of social media networking sites for teacher-student correspondence be prohibited; (3) Acquaint and familiarise the students with the features and advantages of using LMS; (4) Advise students to consciously memorise their usernames and password; (5) Encourage the use of LMS for student to student communication, as well as for teachers to passing along notifications and subject topics to students; (6) Strengthen Wi-Fi connectivity within school premises; (7) Advocate use of laptop computers rather than tablets to make students more adept in using actual keyboards for typing; (8) If a laptop cannot be provided, suggest use of wireless keyboard and mouse.

Keywords: Learning Management System, WiFi connection, internet

An Assessment of Cultural Diversity Awareness of Elementary Teachers: Implication to Teacher to Teacher

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Abstract

This study aimed to describe the cultural diversity awareness of elementary teachers whose profile was presented as to language; sex; educational background; teaching experience; multicultural educational training; religion; socio-economic status; and occupation of family members. The description of the level of awareness was characterised as to: general cultural awareness; culturally diverse teachers; cross-cultural communication; assessment; and creating a cultural environment. This research employed the descriptive method of study. One hundred twenty seven (127) were taken as sample respondents from the sixteen (16) public elementary schools of the Concepcion West District. The respondents were found to be only satisfactorily aware on general cultural awareness, culturally diverse teachers, cross-cultural communication, assessment, and creating multicultural environment which could be attributed to lack of knowledge about multicultural diversity. Generally, the elementary teachers are only aware satisfactorily on cultural diversity as indicated by the Grand Mean of 2.29. It implies that the teachers do understand the meaning of cultural diversity but not considering as significant in the education of the learners.

Keywords: cultural awareness, multicultural environment, cross-cultural communication, cultural diversity, multicultural education

Analysis of Students' Attitudes on Performance-Based Assessment: Basis for Developing Instructional Material

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Abstract

Performance-based assessment is the thrust of Higher Education Institutions in the Philippines. Rural schools are faced with variety of pressures that are competing for attention within the community. This research assessed students' attitudes towards performance-based assessment. It also aimed that instructional material will be developed. It utilised descriptive-quantitative research design and used weighted mean, t-test for two independent groups and Pearson r. Respondents of the study were 29 teachers and 238 students. The assessment ratings of students towards their attitude on the four types of assessment is significantly different from the assessment ratings of the teachers. The assessment ratings of students towards their attitude on performance-based assessment is not significantly different from the assessment ratings of the teachers. The students' attitude on the four types of assessment as assessed by the students have significant relationship with the students' attitude on performance-based assessment. The students' attitude on the four types of assessment as assessed by the teachers have no significant relationship with the students' attitude on performance-based assessment. The school officials should encourage teachers to always exhibit positive teaching behaviours in order to further learning of students. An instructional material can be developed emphasising the usage of performance-based assessment tools

Keywords: Higher Education Institution, Assessment, Performance-Based Assessment, Students' Attitude and Instructional Material

ENVIRONMENTAL SCIENCE

Project UCG (Urban Container Gardening): Enhance Agricultural Skills and Performance in EPP of Grade Four Section II Pupils of Itaas Elementary School

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Abstract

The study was conducted to investigate the effectiveness of urban container gardening project to students. Specifically, it sought to determine if the use of urban container gardening project will enhance the agricultural skills and performance of the learners. It examines the use of Urban Gardening Project by looking at the stances and opinions of 40 pupils of Grade Four section II in Itaas Elementary School and the barriers that may occur in the learning process. Using descriptive statistical analysis to compare the two groups of pupils, twenty (20) pupils were randomly assigned to the experimental group and the remaining twenty (20) to the controlled group. The experimental group used hands-on gardening while the control group was given traditional method through lectures. The data were collected using semi-structured interviews. T-test for independent variables was used to determine the significant difference between the mean scores of the experimental and control groups in the activities given. The experimental group which was given hands-on gardening performed better than the control group, which had lessons through lectures. These findings indicate that students who participated in hands-on gardening activities had a higher achievement scores than those students who were not involved in the school garden. The research showed that there is a significant difference between the mean scores of the two groups. This is an accord with research indicating that student's knowledge levels are increased using hands-on/experiential activities. The study concludes that the Urban Gardening Project is effective in enhancing pupils' agricultural skills and performance in elementary education. Hence, it is recommended that the use of urban gardening project in elementary schools be strengthened.

Keywords: urban container gardening (UCG), agricultural skills, academic performance

An Assessment on Sustainability of the Green Management Strategies of El Nido Resorts: Basis for Proposed Ecological Environmental Program

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Dr. Edita C. Bayona
University of Makati

Abstract

This study was conducted to assess the sustainability of the green management strategies of El Nido Resorts in Palawan, Philippines in terms of Water Conservation, Energy Conservation, Solid Waste Management, Minimising Carbon Footprints, Hotel Tree-Planting Activities, Use of Green Products and Waste Recycling. The study used the descriptive method of research. This method described the nature of a situation, as it exists at the time of the study, ascertaining what caused them, and what their significance are (Polit and Hungler, 2004). For the purpose of gathering data, the researcher used survey questionnaire in assessing the sustainability of the green management strategies of El Nido Resorts in Palawan, Philippines in order to enhance their competitive advantage. Said survey questionnaires were distributed to the 35 hotel guest-respondents of the study. The corporate image and strategic tools to enhance competitive edge were gathered from the focused group discussion with the different managers of the hotel under study. In the analysis and interpretation of the data gathered, the following statistical tools were used: percentage, ranking, frequency, mean and five (5) point Likert scale. Findings of the study on the sustainability of the green management strategies of El Nido Resorts shows that respondents considered the water conservation practices of the resort-hotel as highly sustainable with 5.00 weighted mean and ranked first among the different green management practices of the El Nido Resorts, while the use of green products by the hotel ranked last and which respondents rating was sustainable with 3.80 weighted mean. The result of the focused group interview on the Hotel Managers shows that the most significant factor that influenced the implementation of environmental initiatives of the hotel was the costs savings implemented by the hotel. The savings derived from implementing water and energy conservation and recycling of wastes were partly used to assist the communities in their livelihood programs, pay locals who participate to protect and conserve the Protected Areas of the Resorts, and to meet other expenses to sustain the green initiatives of the Resorts. Based on the foregoing findings and conclusions, it is recommended in this study that El Nido Hotels should develop long-term strategies to sustain its green management initiatives to not only benefit its corporate position but also its communities; the Resort, should, likewise, strengthen and expand its educational campaign for nature conservation and protection to other regions through consultation, meetings, and publications of materials that could be of help to other provinces; the management should share its strategies, technology and innovation to other regions through mutual agreement in order to expand nation-wide the concepts of sustainability and green management practices; other hotels should develop an environmentally responsible brand and embed a 360-degree view of sustainability within the business model. Price, quality, brand and convenience will continue to drive consumers' spending, but sustainability will increasingly be part of the decision-making process. (Deloitte 2010) and lastly, the Resort should develop more sustainable environmental practices and policies in order to continuously improve and sustain its green management program

Keywords: sustainability, ecotourism, solid waste management, hotel management

EVENTS MANAGEMENT

**Customer Information Safety: The Protocols of Cyber Security Practices
used by Event Organisers in the Philippines**

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Abstract

As technology advancement flourishes, more people become vulnerable to bigger risks such as hacking, identity theft, breaches of confidentiality, and other cyber security threats. With these aforementioned methods, it is needed that event organisers formulate ways to protect customer information at all costs. This study involves customer information safety and the cyber security practices used by event organisers in the Philippines to protect the confidentiality of their client's personal information. The data used by the researchers consists of interviews and questionnaires answered by major event organisers in the Philippines. Based on the data gathered, the researchers concluded that most of the event organisers value the importance of customer information safety and use cyber security practices to provide protection for their customer's personal information but these practices are still not enough to completely ensure the full protection of their information. Therefore, it is recommended that event organisers continue to regularly update and improve their cyber security software in order to keep up with the fast-growing and inevitable technological advancement in modern society.

Keywords: cybersecurity, cybersecurity threats, cybersecurity plans, Philippines

Cybersecurity in the Philippines: Are Our Events Safe?

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Abstract

The purpose of this research is to define the meaning of cybersecurity and to determine the extent of its risks in the Philippines, more specifically in the industry of Events Management. With cybersecurity, significant tribulations such as event security, safety, and disorganisation may arise. In some cases, identity theft, data leakage, and life-threatening circumstances may occur at any given point. The study involves analysing cybersecurity risks in the Philippines through real-life scenarios, gaining insights through interviews with industry professionals, and determining whether events in the Philippines are safe from such undertakings. In addition, the research will include in-depth discussions on how hackers can take advantage of their abilities in order to gain access to private events, attendees' personal information, insider knowledge, as well as confidential files. From technologies such as RFID readers to airwave scanning, the research aims to shed light on the current conditions of Philippine events. What is the gravity of the situation in terms of cybersecurity in Philippine events? Are people at risk or have they already fallen prey to the hackers in the industry? What preventive measures can event organisers take in order to protect themselves and their guests? Through the findings of this research, valuable recommendations can be drawn to prevent further threats that could jeopardise future events.

Keyword: events management, cybersecurity, risk management

HOSPITALITY MANAGEMENT

Level of Awareness of Non-Muslim Hospitality Management Students on Halal Foods

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Abstract

This study determined the level of awareness of non-Muslim 4th year Hospitality management students on Halal foods. Descriptive type of research was used in order to acquire the data on how well non-Muslim 4th year Hospitality management students know Halal food. There were two hundred students from selected universities in Metro Manila who participated in the study. The study revealed that the students are aware but do not know much in the seven standards of Halal food in terms of sources: slaughtering, product processing, product storage, hygiene, sanitation and food safety, packing and labelling, and legal requirements. This study can serve as an instrument to enhance the hospitality management curriculum to increase the level of awareness of the students on halal foods as well as knowing its importance to the Philippine tourism industry.

Keywords: awareness on Halal foods, Halal food standards, hospitality management students

HUMAN RESOURCE MANAGEMENT

Enhancement of Instrument Appraisal for Evaluating Internship of BSHRM Students of Olivarez College of Parañaque from the Perspective of the Employers

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Abstract

The study aimed to evaluate the relationship between the students' internship work performance and work values of hotel and restaurant management students as a result of evaluation of managers and supervisors from different hotels in Metro Manila. The students are from different higher education institutions undergoing internship practice. The paper utilised a descriptive research design. Participants of the study were composed of hotel managers and supervisors from Metro Manila, classified as three (3) stars to five (5) star hotels. The study reveals that work performance was rated with unanimity in the perception of respondents, and the majority of work values show that there is homogeneity of responses regarding the need to deepen these dimensions in the internship training program. Findings of the study are the basis for the development of an appraisal instrument in evaluating hotel and restaurant management students from the perspective of hotel employers.

Keywords: assessment tool, internship, hotel, higher education institution, competency, work performance, work values.

OPERATIONS MANAGEMENT

The Status of the Operation of the University of Makati Employees Multi-Purpose Cooperative as Basis for Five Year Strategic Development Plan

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Abstract

This study focuses on the Status of the Operation of University of Makati Employees Multi-Purpose Cooperative in terms of its objectives, organisational structure, membership, financial performance and management policies covering the period of five years (2012–16) as basis for Five-Year Strategic Development Plan. In this research work, primary and secondary data were utilised, the descriptive research method was employed using a survey questionnaire distributed to UMEMPC members, structured interview was conducted to the Managers and Chairmen of selected cooperatives, wherein data gathered were used in the formulation of UMEMPC Strategic Plan. In the analysis and interpretation of the data gathered, the researcher utilised the frequency, percentage, weighted mean, ranking and five point Likert scale. It has been noted in the results that respondents agree that the achievement of the goals and objectives of the cooperative lies on the commitment and participation of members. On organisation structure, both academic and administrative respondents agree that it is the responsibility of the coop officers to take care of the members and community needs and that the current organisation structure is in accordance with the by-laws and RA 9520 and continues education and trainings of members, management staff and officials are necessary for the success of the cooperative. In terms of membership, members agree that pre-membership education training program is a requirement for membership that they should be aware of their role, duties, responsibilities and accountabilities. On financial performance, both respondents agree that capital build-up is evident in the Cooperative; that they need to patronise cooperative business and pay their obligations on time to increase the net surplus. On management policies, both respondents agree that policies are well disseminated, there is involvement by members in the crafting and formulation of policies, policies are in accordance with the bylaws and RA 9520, there are Board resolutions and/or General Assembly resolutions on all policies adopted, members support Cooperative policies and programs, policies are fully and strictly implemented, policies are responsive to the members' needs of members and policies are evaluated annually by the Board of Directors and other committees and revision on policies is implemented as the need arises. Based on the findings of the study, the following are the recommendation of the researcher: customised loan packages to members, such as livelihood, real estate, and calamity loans; continued member education and training, to get members commitment to the goals of the cooperative, enabling them to understand the real essence of cooperative organisation; continued offering of merchandise at affordable prices to the university community; encouraged partnership with other cooperatives and companies; assignation of staff to monitor the canteen operation; strictly implemented policies on capital build; and the adoption of the proposed strategic plan for implementation in the UMEMPC.

Keywords: operations management, strategic development plan, multi-purpose cooperative

Operational Challenges of a 3PL

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Abstract

Business world is very challenging and competitive. Determination the current operational challenges of 3PL organisation is vital for organise and functional processes in 3PL activities, thus serve a company's asset or weapon towards its success. The study determined the operational challenges of Freight Options Incorporated as a 3PL in terms of manpower, methods and machines. A total of 23 respondents consist of 5 managers, 3 supervisors, and 15 drivers including helpers. Study showed that in terms of manpower, methods and machines, the frequency of the occurrence of the operational challenges were often. It also revealed that there is no significant difference between the responses of the two groups of respondents. Absenteeism and tardiness pegged as the highest while employees show poor job performance was the lowest. In terms of methods, inefficient cargo stacking techniques was the highest, while delivery delays due to driver fault ranked the lowest. In terms of machines, under- or over- evaluation of goods load was the highest ranked, and high maintenance cost was the lowest. Recommendations for manpower, to solve the operational challenges of absenteeism and tardiness, are that managers should have a written warning stating that absenteeism and tardiness are not tolerated in the organisation. A meeting should be scheduled to discuss the new policy on absenteeism and answer any questions raised by the employees in terms of attendance records. For the method, the recommendation is to solve the operational challenges of inefficient cargo stacking techniques by having a training and development of stacking techniques for drivers and helpers, thus giving them the knowledge to arrange the shipments inside the warehouse and trucks. Drivers and helpers should have an orientation on the shipments they are delivering. For the machine, under or over evaluation of goods load and low truck volume capacity can be solved by having the right information about the shipments, as well as having a security in the docks.

Keywords: operational challenges, 3PL, manpower, method, machine

Compliance of University Canteen with International Standards

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Abstract

Safe food is a fundamental human right, even with many foods often being contaminated with naturally occurring pathogenic microorganisms. This is especially so if the way they are stored and displayed for sale provides conditions for those organisms to grow and reach significant levels of contamination. The application of a systematic approach, such as the hazard analysis critical control point (HACCP) system, to the identification, evaluation, and control of food safety hazards must be carried out to achieve food safety. Managers of selected university canteens in Cavite mostly have a college degree with the various length of service as manager while Food handlers had high school education and employed in the restaurant for only two years or less and significant number of food handlers never participated in any food safety training. Test statistics showed that no significant difference exists in the level of compliance with HACCP standards between and among food safety knowledge, attitudes, and practices of university canteen managers. However, a highly significant difference exists in the level of compliance with HACCP standards between and among food safety knowledge, attitudes, and Practices of food handlers.

Keywords: hazard analysis critical control points (HACCP); compliance; international standards

PSYCHOLOGY

School-Based Intervention's for Pupils' with Behavioral Problems of Apolinario Mabini Elementary School

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Abstract

This is a quasi-experimental study involving 72 students with behavioural problems in Apolinario Mabini Elementary School, Division of Manila during the school year 2016–17. The study attempted to compare the Peer Mediation Method and Traditional Method in resolving misbehaviour of pupils. The Peer Mediation and Traditional Method are both effective in resolving pupil's behavioural problem. Peer Mediators deal with active participation to problem solving tasks which results to a more responsible pupil. Peer Mediators develop better communication and leadership skills and improve academic performance. Parents of peer mediators can also expect a more loving and respectful child. As for the teachers, peer mediators can help them in resolving classroom disputes and tension between them and such pupils and can result in a better teacher pupil relationship. It can be implicit that the outcome of peer mediation method and traditional method will reduce pupils' with behavioural problems.

Keywords: behavior, conflict, conflict resolution skills, mediators, peer mediation

Pakamatay: Understanding and Awareness on Suicide and Suicidal Ideation among ASU-CIT Students

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Aklan State University

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Abstract

Studies on suicide revealed that suicide can be prevented if appropriate help is available. Early discovery is an important way of hindering any suicide attempts and school administrators and professionals play a vital role in providing appropriate education about suicide. The purpose of this descriptive survey was to know the understanding and awareness on suicide and suicide ideation among the students of Aklan State University – College of Industrial Technology (ASU-CIT), Kalibo, Aklan. Data was collected through a survey distributed to the 96 randomly selected students from all year levels across different disciplines, which were officially enrolled during the second semester of Academic Year 2015–16 in the degree and non-degree curricula in hotel and restaurant management, industrial technology, engineering, architecture, information technology, and education. This study attempted to answer the following research questions: are the students aware of the risk factors that may lead to suicidal behaviour; are the students aware of the protective factors of suicide; and what are the cause/reason of youth suicide? The findings of this study seem to suggest that the students of ASU-CIT are aware of the risk factors that may lead to suicidal behaviour, they are also aware of protective factors of suicide and family problem is the main cause/reason of suicide among teenagers. But most of the student respondents did not received any education on how to prevent suicide. However, the majority of them believe that suicide can be prevented.

Keywords: suicide, suicide ideation, risk factor, awareness, prevention

PUBLIC ADMINISTRATION

**Personal Hygiene and Sanitary Measures among Badjaos in Labason, Zamboanga del Norte:
Basis for Health Awareness and Services Program**

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Abstract

Article XII, section 5 in the present Philippine Constitution stipulates the role of the State to protect the indigenous cultural communities and to ensure their economic, social, and cultural well-being. However, this mandate has almost never been materialised for the indigenous Badjao tribe (sea Gypsies). In the province of Zamboanga del Norte itself, they are generally regarded as "beggars", "illiterate", "thieves", and "grimy". This study then determined the Badjaos practices for personal hygiene and sanitary measures in Labason, Zamboanga del Norte as Basis for health awareness and services program. The questionnaire-checklist was used in the gathering of data. Findings disclosed that majority of the respondents have done the practices for personal hygiene and sanitary measures rarely, though female Badjaos are more frequently doing the identified practices for personal hygiene than the males. Both male and female Badjaos are generally equal in frequency in doing those identified practice for sanitary measures. Out of the findings of the study, the following is recommended. The Badjaos in the area are in urgent need of instructions of the importance of personal hygiene practices and sanitary measures. Comfort rooms and garbage facilities must be constructed for them, so that their waste will no longer be disposed of inappropriately.

Keywords: hygiene and sanitation, Badjao, health awareness, health services program

Service Delivery through City Websites in CAMANAVA: An Assessment as Basis for Enhanced Local Government Transactions

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Bulacan State University

Abstract

The main objective of the study was to describe and assess the level of e-governance initiatives in Caloocan, Malabon, Navotas, and Valenzuela (CAMANAVA) towards enhanced local government transactions. Specifically, it attempted to determine the following: (1) respondents' observation on the availability of delivery of business, education, health and social services through the city websites in CAMANAVA; (2) respondent's description of local government's existing e-governance initiatives, in terms of: (a) ease of access; (b) credibility of sources; and (c) responsiveness; (3) actions and initiatives that are taken by the local government to encourage increased citizen use of the internet for accessing local government services in the areas of business, education, health, and social services; (4) difficulties that were encountered by the respondents in the use and access of city government website in the areas of business, education, health, and social services; and (5) strategic plan that can be proposed by the researcher to improve the access to city government website in terms of promoting good governance in the areas of business, education, health, and social services. The researcher utilised the descriptive method of research to gather substantial data. Descriptive method was employed because of its suitability to the problem. In selecting the number of respondents, the quota-sampling method was applied. Since the methodology employed was quota-sampling approach, this study had targeted a total of 1000 respondents. A total of 400 respondents participated in Caloocan, 200 were selected in Malabon, 200 were included in Navotas, and 200 participated from Valenzuela.

Keywords: e-governance initiatives; CAMANAVA; strategic action plan; service delivery

Outcomes of Environmental Policies in CAMANAVA Leading to an Integrated Approach in Waste Management

Dr. Josephine Diana Santos-Campos
Bulacan State University

Abstract

The main objective of the study was to determine the outcomes of environmental policies implemented in Caloocan, Malabon, Navotas and Valenzuela (CAMANAVA) leading to an integrated approach in waste management. Specifically, it attempted to determine the following: (1) policies implemented by the local government units of CAMANAVA related to ecological concerns; (2) effectiveness of policies based on the assessments of the respondents; (3) outcomes of policies as perceived by the respondents; (4) problems encountered on the implementation of environmental policies in CAMANAVA; (5) respondents' assessment of the proposed measures to integrate approaches in waste management; and (6) the proposed environmental measures proposed by the researcher to fully implement the integrated approach to waste management. The researcher utilised the descriptive method of research. In selecting the barangay-representative respondents, the Slovin's formula was applied. Using the Slovin's formula, 399.971 was calculated, thus 400 respondents were selected by the researcher. Systematic random sampling technique was employed to include respondents who were involved in the implementation of policies. In selecting the barangay-officials, fifty percent of the barangay chairpersons were selected as respondents. Weighted mean was computed to determine the extent of policy implementation, effectiveness, and observed policy outcomes.

Keywords: solid waste management; CAMANAVA; environmental policies

RESEARCH

Challenges in Doing Research and Its Effects to the Research Output

Ms. Jane V. Fuentes
Aklan State University

Abstract

This research study was conducted to determine the challenges encountered by the ASU-CIT faculty in doing research and its effects to the research output. 52 of 72 faculty members participated in this study. Findings revealed that the majority of the faculty conducted only 12 research works, and a few of them have more than 5 research output. In terms of research planning and designing, data shows that thirty (30) respondents or 58% considered the construction of a good research title as one of the challenges they experienced in doing research. Thirty five (35) or 67% of them revealed that conflicting interpretations between the researcher and the research panel was challenging in terms of work-relationship. Financial assistance/support from the funding agency was considered as very challenging in doing research by twenty-four (24) or 46% of the respondents. However, in terms of personal factors, data also revealed that time and stress management were regarded as challenging by most of the faculty which discouraged them in doing research. Based on the interview conducted, most of the participants believed that challenges in doing research may be confronted by availing the assistance of research experts and having the determination to finished the research work at all cost. Being focused, motivated, and setting a time table with promptness is necessary in doing the research study. They further revealed that confronting the challenges they experienced made the research output more ideal, realistic, and refined, and enabled them to discover new ideas and more insight in order to produce a quality research output.

Keywords: faculty, challenges, research, work-relationship, financial-assistance, research output

IJIMRC PAPER

(Abstract/s of paper/s presented during the 1st Joint International Multidisciplinary Research Conference held last 01 July 2017 at Hotel Jen Manila, Philippines)

Financial Management Practices of Young Professionals in the National Home Mortgage Finance Corporation

Efraim C. Osingat
National Home Mortgage Finance Corporation

Abstract

The main objective of the study was to determine the effectiveness of financial management practices of young professionals in the corporation. The determination of the financial management practices of the young professionals will help management to prevent the occurrence of public distrust/disdain due to erring employees' mishandled financial management practices. The study specifically aimed to assess the levels of effectiveness of the young professionals' financial management practices in the following aspects: (1) personal financial planning; (2) risk management; (3) educational planning; and (4) retirement planning. A descriptive approach was the methodology employed and the data from respondents were subject to Analysis of Variance (ANOVA) and Independent Samples T-Tests. A total of 118 young professionals which were randomly selected were the samples of the study. Results showed that there is a significant difference in young professionals' financial management practices when they are grouped according to their civil status, highest educational attainment, average net income and employment status. The following were recommended: (1) conduct of financial literacy seminars, trainings, capacity building or workshops in a continuing or cyclical basis; (2) consider absorbing/promoting as organic employees/existing employees who are handling intricate data and processes to empower and motivate the employees; and (3) conduct research in another type of businesses, age bracket and industry.

Keywords: personal financial planning, risk management, educational planning, retirement planning

**This paper was presented during the 1st SIMP-AAG-RI Joint International Multidisciplinary Research Conference held on 01 July 2017 at Hotel Jen Manila, Pasay City, NCR, Philippines.*

Call for Papers

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

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

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

Timetable

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

Registration opens

Deadline for abstract submission

Notification of abstract acceptance

Deadline for full paper submission

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

Important Dates

depends on scheduled JMRC

depends on scheduled JMRC

depends on scheduled JMRC

depends on scheduled JMRC

Deadline for Submission of Full Research Paper

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

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

FULL PAPER GUIDELINES

While Ascendens Asia Singapore and its research conferences' collaborating partners do not strictly enforce specific full paper contents requirements, authors are advised to be guided by the IMRaD (Introduction, Methods, Results, and Discussion) scientific writing structure/format. Full papers must be in English and should be typed in Microsoft Word.doc format, using 11 size Times New Roman fonts, single-spaced on quarto or A4- size paper, 3,500-6,500 words in length. Margin: top: 4 cm; left: 4 cm; bottom: 3 cm; right: 3 cm. Paragraph alignment: justified.

Following is based on the IMRAD Cheat Sheet shared by Carnegie Mellon University's Global Communication Centre (Source: <https://www.cmu.edu/gcc/handouts/IMRD%20with%20Examples.pdf>):

Abstract

Abstracts can vary in length from one paragraph to several pages (acceptable for AAMJR and AAMJRA up to a maximum of one page including spaces for Title, Author's name, Affiliation, Contact details, Abstract, Keywords), but they follow the IMRaD format and typically spend:

- 25% of their space on importance of research (Introduction)
- 25% of their space on what you did (Methods)
- 35% of their space on what you found: this is the most important part of the abstract (Results)
- 15% of their space on the implications of the research (Discussion)

Introduction & Importance (Make a case for your new research)

Begin by explaining to your readers what problem you researched and why the research is necessary. Convince readers that it is important that they continue to read.

Discuss the current state of research in your field, expose a “gap” or problem in the field, and then explain why your present research is a timely and necessary solution to that gap. See Novelty Handout.

Methods (What did you do?)

Methods are usually written in past tense and passive voice with lots of headings and subheadings. This is the least-read section of an IMRaD report.

Results (What did you find?)

Results are where the findings and outcomes of the research go. When talking about this data, we can think of the results as having two parts: report and comment. The reporting function always appears in the results section while the comment function can go in the discussion section. Make sure all tables and figures are labelled and numbered separately. Captions go above tables and beneath figures.

Discussion (What does it mean?)

Discussion sections contain the following moves:

1. They summarise the main findings of the study. This allows readers to skip to the beginning of the discussion section and understand the main “news” in the report.
2. They connect these findings to other research
3. They discuss flaws in the current study.
4. They use these flaws as reasons to suggest additional, future research.
5. (If needed) They state the implications of their findings for future policy or practice.

References

Note:

Full paper shall be in APA Style. You may refer to Purdue Online Writing Lab (<https://owl.english.purdue.edu>) for more guidance and information about this format.



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