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CULTURAL ANTHROPOLOGY

The Experience of Conversion from Drug Addiction Among Selected Christian Preachers

Marco Paolo P. Digo & Noimie B. Maraan

Abstract

This study examined the experiences of conversion of five (5) selected Christian preachers from drug addiction in the Philippines. It was designed to give an in-depth description of the process they have been through, and the learnings that it can contribute to the community, especially to the field of Religious education. This research employed qualitative rigors in carrying out the study patterned after Moustakas' phenomenological analysis. One-on-one personal interview with the participants was done to get factual data describing the whole phenomenon. It was supported by an audio recording to avoid obscurity during the interview process. The findings revealed that drug addicts are also once victims of adverse circumstances. The pattern of addiction has something to do with the family curse. To help them get rid of the addiction, there is a need to break and cut the pact that binds them. Then, the primordial element in conversion is the openness of oneself to get in touch with the inner child. It is an encounter between them and Christ on the cross, having the same sufferings and pains.

Keywords: addiction, Christian preachers, drugs, conversion

ECONOMICS

Anti-Money Laundering Controls of an International Bank in the Philippines

Michelle N. Mariño

Abstract

The main objective of the study was to identify the extent of effectiveness of anti-money laundering controls in place at an international bank based in the Philippines. It also identified the degree of awareness of local employees of the international bank in terms of their role as one of the main responsible in keeping our banks from doing services to launderers and offenders of different financial crimes. Variables touched on the study were Know Your customer, AML-Anti Money Laundering Process, Reporting, and Selection Management.

Keywords: know your customer, anti-money laundering, MLRO, bank, compliance,

The Relationship Between Health Anxiety and Self-Esteem: A Basis for a Social Skills Development Program

Dan August B. Nanao

Abstract

The researcher used the descriptive method of research. A normative survey technique was used for gathering data. The questionnaire served as the instrument for collecting data using standardized tests, Health Anxiety Inventory (HAI-18), and the Rosenberg Self-Esteem Scale (RSES). The researcher conducted the study from October 1 to 12, 2018. Out of the 132 respondents, 81.8% had low health anxiety level, 18.2% with medium anxiety level, and none of them were suffering from health anxiety. 9.8% of the respondents had low self-esteem, while 59.1% and 31.1% had normal and high self-esteem, respectively. There was an inverse correlation between the level of health anxiety and self-esteem of the respondents. The proposed social skills development program aims to develop social skills like self-confidence and self-regulation; communication skills; active listening; leadership and management skills; competence, autonomy, decision making, and problem-solving skills.

Keywords: health anxiety, self-esteem, hypochondriasis, employees, social skills

The Credit Card Services of Security Bank in the National Capital Region

Jocel Tamano Eguia

Abstract

This study was intended to assess the satisfaction of clients on the credit card services of Security Bank in the National Capital Region. This study also made use of the descriptive research method with the survey questionnaire as its instrument. The researcher distributed 500 questionnaires to the Security Bank clients in the different cities of the National Capital Region but was able to retrieve 394 answered questionnaires in three weeks. This study revealed that the respondents were “satisfied” with the Credit Card Services offered by the bank such as promotion and rewards, payments, SOA distribution, request for cash advances, amendment request, bills payment enrolment, and balance transfer. There were significant differences in the client’s level of satisfaction in Security Bank credit card services when they were grouped according to age, average monthly income, employment status and the number of years as a credit cardholder. However, there was no significant difference when they were grouped according to sex, civil status, highest educational attainment, and most frequently used credit card services since their p-values were less than 0.05. Therefore, hypothesis was rejected. After analyzing the data gathered, the researcher come up with the several recommendations such as, Security Bank Credit Cards to intensify the promotion of the credit card thru offering a more rewarding deals for the credit cardholders and to modify and pattern the rewards and promotion based on their client’s profile to maximize the usage of the credit card. The bank can initiate an easy to redeem promotion such as partnering to a fast-food restaurants; the conversion of the purchase into installment at zero percent interest; to offer a waived annual fee for life; competitive rates and lower charging fees for cash advance in all its form of a payout. An enhancement of the system should be used for the immediate posting of the payment regardless of the nature of the payment and the source of the payment. The bank should launch enhancement of the system used in the distribution of the Statement of Account of the cardholders to prevent the delay. To enhance the credit card system, there should be a facilitation of the Balance Transfer and coordination with other banks for the immediate processing of the balance transfer.

Keywords: health anxiety, self-esteem, hypochondriasis, employees, social skills, Polytechnic University of the Philippines, MBA, credit card services, Security Bank, NCR

The Environmental Financial Management Reporting of the Laguna Lake Development Authority

Edwin Eborda

Abstract

The study aimed to assess the effectiveness of the environmental financial management reporting practice of Laguna Lake Development Authority (LLDA). The descriptive method of research was used in this study. The questionnaire used in this study was adopted from previous related studies; it passed through several revisions to fulfill the specification of this research. The survey questionnaires were personally sent to the intended respondents and were administered and retrieved on different dates from October 8-10, 2018. The results were tallied and tabulated according to the frequency of items checked by the respondent. After the data tabulation, the results were interpreted using various statistical tools. Thus, the results allowed the researcher to arrive at the interpretation of the study. The results of the study showed that majority of the respondents are rank-and-file employees. Most of them have been working with LLDA for ten (10) years or more. However, the majority have less than eight (8) hours of training on environmental financial management reporting. Furthermore, the results of the survey showed that majority of the respondents have less than one (1) year of experience in environmental financial management reporting. The overall assessment of the effectiveness of environmental financial management reporting practice of LLDA was perceived "Effective" in terms of management decision-making, financial performance, and competitive advantage. The study revealed that there was no significant difference in the respondents' assessment of the level of effectiveness of environmental financial management reporting practice of LLDA when they are grouped according to their profile.

Keywords: Laguna Lake Development Authority, environmental financial management reporting, reporting practices

The Financial Management System of the Freight Forwarders Industry

Maria Renelyn S. Mendoza

Abstract

The role of a freight forwarder in today's modern society is a simple yet important one as they make the transportation of goods possible all over the world at any time. Given the complexities of global trade, maintaining the best financial management practices can be challenging, but freight forwarders know that including best practices into the operational equation is a cornerstone of success. This study was conducted to assess the level of effectiveness of the financial management of freight forwarders industry. It is founded based on existing theories and principles written by different authors and is framed generally from managerial finance, Philippine Accounting Standards (PAS) and Philippine Financial Reporting Standards (PFRS). The descriptive method was adopted in this study. A total of 568 accredited Freight forwarders in National Capital Region comprised the study population of which 238 was the sample size. A pilot study was conducted to test the reliability of the questionnaire. Subject matter experts were consulted to ensure the content validity of the research instrument. Data were collected using self-administered questionnaires. Descriptive statistical tools included frequencies, percentage, means, and analysis of variance. Based on the findings, the level of effectiveness of financial management practices when grouped according to profile in all aspects were effective while the majority of the respondents' assessment was significant. The study recommends that best practices be implemented by freight forwarders like proper and stronger internal controls and financial handlers should strengthen their awareness towards these practices while guided by existing laws and standards.

Keywords: financial management, financial management practices, freight forwarders

The Financial Management Practices of Micro Enterprises in Maragondon, Cavite

Cielo Amor A. Esteron

Abstract

The study was conducted to assess the level of effectiveness of financial management practices of micro enterprises in Maragondon, Cavite. It used the descriptive method of research and employed a structured questionnaire as a primary tool in gathering data. The total representative of the population of micro enterprises was 225 respondents who are considered valid upon computation of the sample size. Frequency, Percentage, Weighted Mean and One-way Analysis of Variance were employed as statistical tools. Based on the gathered data, the result showed the following: Majority of the respondents were aged 21-30 and 31-40 years old, mostly female, married, college degree holder, owners, employed from 1-5 years and 6-10 years, formed as sole proprietorship, where the nature of business is merchandising and capitalized up to P500, 000, has been operating for more than 2 years to 10 years employing 1 – 5 employees. The respondent's assessments on the level of the effectiveness of their financial management practices in terms of bookkeeping, working capital management, financing and loan management, and financial reporting and compliance were all Somewhat Effective. The respondents' overall perception disagrees on the level of effectiveness of financial management practices on the aspect of Bookkeeping, Working Capital Management, Financing and Loan Management, and Financial Reporting and Compliance when grouped according to form of business, nature of business, business capitalization, number of employees employed, age, civil status, highest educational attainment, job position level, and number of years employed in the business. Additionally, their perception agrees on the level of effectiveness of financial management practices when grouped by number of years in operation and by sex on all aspects as well as when grouped according to nature of business, number of years employed in the business and business capitalization, on the aspects of Financing and Loan Management and Financial Reporting and Compliance, respectively.

Keywords: financial management practices, micro enterprises

The Financial Management Practices of Selected Retail Micro Businesses in Quezon City

Charie Lou Cayanan

Abstract

This study attempted to assess the level of effectiveness of financial management practices of selected retail micro businesses in Quezon City. Specifically, it sought to provide the profile of the respondents in terms of age, sex, highest educational attainment, company's years in business, form of business organization, and number of employees; to know the level of effectiveness of financial management practices of selected retail micro businesses as assessed by the respondents in terms of financial reporting, internal control, budgeting, record keeping, cash management, inventory management, and purchasing; and to determine the significant difference in the respondent's assessment on the level of effectiveness of financial management practices of selected retail micro businesses when grouped according to profile.

Keywords: - PUP, MBA, financial management, retail, micro enterprise

The Internal Financial Control Practices of the ACDI Multipurpose Cooperative

Vince A. Castro

Abstract

The study aimed to assess the level of effectiveness of internal financial control practices of ACDI Multipurpose Cooperative limited to the variables used extracted from the Cooperative Development Authority (CDA) Regulations. Descriptive-survey method of research was adopted and utilized in the study. The study involved 223 respondents from Accounting, Finance, and Internal Audit Department of the Cooperative who participated and answered the survey questionnaire essential to the research being undertaken. Statistical tools employed in the study were Frequency, Percentage Distribution, Weighted Mean, T-test, Ranking, and One-Way Analysis of Variance. Findings revealed that overall respondents' assessment on the level of effectiveness of Internal Financial Control Practices of ACDI MPC was rated as "Effective." In terms of System and Procedures, the Cooperative is compliant with the submission of the required reportorial requirements with CDA. In terms of Financial Accountability, the Cooperative ensures proper implementation of countersigning any alterations or erasures in financial documents. And in terms of Financial Recording & Reporting, the preparation of the financial reports is always in accordance to the Philippine Financial Reporting Frameworks for Cooperatives. However, the study found out that the Cooperative needs to further improve its practice in providing relevant seminars and training sessions specifically to the rank and file employees, reinforcement of proper segregation of duties; an employee who has the task of recording should not be the custodian of funds and other areas of internal financial control practices that need more attention based on the respondents' assessment.

Keywords: system and procedures, financial accountability, financial control, multipurpose cooperative, CDA

The Portfolio Management Decisions of Individual Stock Investors in Quezon City

Mailan Grace B. Corpuz

Abstract

In the Philippine market, it is only less than 1 % of the total population puts money in the stock market. The study aimed to determine the effectiveness of portfolio management decision of individual stock investors in Quezon City based on profiling and the level of effectiveness of their portfolio management practices in terms of Allocation, Risks, Benefits, and Tools or Methods. The study was conducted on 385 stock investors in Quezon City due to an indefinite population. Data were collected by a valid and reliable questionnaire, consisting of two sections: demographic information and questions about Portfolio Management Practices that were assessed by the respondents. Collected data sets were analyzed by SPSS software. Based on the findings of the study, majority of the respondents were aged 28-30, female, single, with an average monthly income of P25, 000-P50, 000, employed in a permanent position, with 600-000 or more total shares bought. The Individual Stock Market Investors' Practices are useful in terms of Allocation, Risks, Benefits, and Tools or Methods. There was no significant difference in the respondents' assessment on the level of Effectiveness of Portfolio Management Practices when grouped according to age, sex, civil status, job position level, average monthly income, and average total shares bought. Therefore, the stock market practices mentioned in the study is recommended to manage a portfolio better. In connection with that, it will encourage the millennial, potential, and non-investor to step up into the stock market by learning how to enhance their stock investing practices better.

Keywords: portfolio, management, portfolio management stock, stock market, investors, Quezon City

The Credit Risk Management Practices of Rural Banks in Isabela, Philippines

Emmanuel John B. Bautista

Abstract

There is still considerable unmet demand for credit in rural banking. The success of its system, however, relies considerably on its ability to provide a good credit portfolio. To protect the rural banking industry from failure, the credit provider should be accompanied by appropriate and attractive credit policies and procedures that enhance the performance of credit management. Many researchers have attempted to answer the benefits of credit management and assessment of the Philippine Banking Sector in comparison with other country's banking industry; nevertheless, none have there been studies related to comparing and assessing credit risk factors in different categories of rural banks. Therefore, this study provided an assessment of the surveys on the Credit Risk Management Practices focused on Rural Banks in Isabela. Using a descriptive research design, the study examined Bangko Sentral ng Pilipinas' 10 listed rural banks in Isabela. Out of 124 respondents, results indicated that the majority of the rural banks in Isabela identify/classify credit risks on a branch level, and regard the credit risk identification method, to a great extent. Moreover, the banks had high Validation Method in their credit risk assessments and evaluated the actions taken to a great extent. CAMEL rating system only played a moderate role in the monitoring or gauging the success of the policies adopted towards the management of credit risks. It was also clear that sensitivity, management, and capital were used to a medium extent in assessing the soundness of the rural banks in Isabela, as indicated by the BSP.

Keywords: credit risk management practices, rural bank, Isabela

The Financial Management Practices of the Irrigators' Associations in Camiling River Irrigation System

Shirley D. David

Abstract

The main objective of the study is to access the effectiveness of management practices of the Irrigators' Association in Camiling River Irrigation System. The Camiling River Irrigation System (CAMRIS) is located in the plains of Central Luzon in Camiling, Tarlac, and some 120 km northwest of Metro Manila and is accessible by road. It was completed in 1957 at the cost of P 5,200,000.00. The system underwent major rehabilitation as a project component of the Tarlac Irrigation System Improvement Project (TISIP). The location of the system is shown in figure 3.1. TISIP was funded by a World Bank Loan and was completed in 1984. The service area of CAMRIS is 8,680 hectares, and it serves the towns of Mayantoc, Camiling, San Clemente and Sta. Ignacia. Because of constant flooding and submersion of a part of the service area, the irrigated area during the wet season is 7,000 hectares. During the dry season, the dependable divertible flow is restricted to an irrigation requirement of 3,800 hectares only. The primary source of water supply for CAMRIS is the Camiling River. The flows of Bayating Creek is also used to supplement the irrigation supply. And the diversion dam and intake structure across Camiling River were improved/modified to increase its diversion capacity under TISIP.

Keywords: thesis

Working Capital Management of Laundry Businesses in Makati City

Shirley D. David Joselito D. Tamayo

Abstract

The study aimed to assess the effectiveness of the working capital management practices of laundry businesses in Makati City. It employed the descriptive method utilizing a modified survey questionnaire as a data-gathering tool. Frequency and Percentage Distributions, Weighted Mean, Rank, t-test, and ANOVA were used as statistical tools. Most of the laundry businesses were a sole proprietorship, in operation for 2 to 4 years, had 1 to 3 employees with a capitalization of ₱500,000 to ₱1,000,000, the location was rented and had no training sessions/seminars attended for the last three years. The respondents assessed their working capital management practices in terms of Planning, Cash Management, Receivables Management, and Control System as “Effective,” while the Payable Management as “Very Effective.” When grouped according to profile, “Form of Business Organization” and “Capitalization” had no significant differences in all variables, while “Number of Years in Operation” had substantial differences on “Planning,” “Receivable” and “Payable.” As to the “Number of Employees” and “Average Annual Number of Training Sessions/Seminars Attended for the Last Three Years” both had significant differences on “Planning,” while “Location” found a significant difference on “Payable Management.”

Keywords: working capital management, laundry business, Makati City

Cash Management Practices of Selected Enterprises in Makati City

Ernesto Placer, Jr.

Abstract

This study assessed the level of effectiveness of cash management practices of selected enterprises in Makati City. Specifically, it sought to identify the profile of the respondents in terms of sex, age, highest educational attainment, number of years in the company, number of years involved in cash management, average number of seminars/trainings attended related to cash management for the last two years, form of business organization, company's number of years in operation, number of employees, and type of business; to identify the level of effectiveness of cash management practices of selected micro enterprises as assessed by the respondents in terms of cash planning, cash collection, cash handling, and cash usage; and to determine the significant difference in the respondents' assessment on the level of effectiveness of cash management practices of selected enterprises when grouped according to profile.

Keywords: PUP, MBA, cash management, micro enterprises, sole proprietorship

EDUCATION

**The Academic Performance of Intermediate Learners with Special Needs (LSEs) As Assessed
By Teachers in the Division of Lucena City: A Basis for Intervention Program**

Jon Jeremie C. Alejandre

Abstract

This thesis discussed how learners with special needs, specifically those children with hyperactive-like behavior or probable hyperactive, affects their academic performance in class. This study uses a quantitative method of research, wherein the researcher used a validated questionnaire to gather necessary data. The locale of the study is the Division of Lucena City, and the respondents are the randomly selected 94 intermediate teachers. It was found out that majority of the respondents were 41 and above of age with units in the master's Program on their chosen fields of expertise and servicing Department of Education for 6 to 10 years. The teachers also perceived that their learners are doing or exhibiting excessive movements/fidgeting and even restlessness. The academic performance of the learners as observed by the teachers based on their permanent records, their general averages ranged from 76-80% as its highest indicator which indicates Developing states, or the learners are achieving grades that are below average. The problems encountered by the teachers in dealing with learners with special needs specifically those with hyperactive-like learners are the learners that are exhibiting excessive or too much talking, and the learners roam around the room during class hours. Based on the findings, an intervention program has been made to address the problem somehow and to provide professional help to those children who need such.

Keywords: PUP, MEM, hyperactivity, special needs, intervention

Benchmarking on the Best Practices of the Special Program for the Arts in Quezon Province: A Basis for a School-to-School Collaboration Program

Erico P. Ybardolaza

Abstract

The Special Program in the Arts (SPA) is a nationwide program for secondary students with potentials and talents in the arts. It is an innovative culture that provides students to be more creative, self-directed to become globally competitive. The study used descriptive-quantitative research. Administrators and teachers, as well as the students, were chosen as respondents. Percentage and weighted mean were used to analyze the results. Most of the teacher respondents were 23 to 31 years old, female, and married while the student-respondents are 13 years old, and the majority are female. Most of them were Teacher I with BS Degree and in the teaching profession for 1-5 years and members of organizations related to arts and have received awards. The student-respondents are under the dance program. The Mission, Vision, and Objectives of the SPA program were clearly stated and observed, but it was not displayed in the classroom; hence, the lowest weighted mean. The teachers are competent, and they apply different teaching methods, approaches, and strategies suitable to various learners, but they do not exhibit the mastery of the content in their subject area. Students are supported by the school, and cleanliness is well maintained. All in all, the implementation of the special program for the arts was effective. The teachers are competent even though the materials and equipment are not sufficient. Based on the conclusions drawn, the following were recommended, teachers must pursue their graduate studies; the Local Government Unit (LGU) and the school must provide the resources, equipment and even space and lockers needed by the students.

Keywords: curriculum, special program for the art, school to school collaboration, secondary schools

The Determinants of Public Secondary School Students' Competencies in Home Economics: A Basis for Inputs to a Program Policy Review and an Improvement Plan

Lanie Mendoza Endencia

Abstract

This study investigated the determinants of competencies in Home Economics of Public Secondary Schools Students. The descriptive-correctional method of research design was utilized, with the questionnaire as the main research instrument and a copy of work immersion performance rating of students'. Stratified sampling Gay's table was used, and it provided one hundred forty-four (144) Home Economic students and fourteen (14) Home Economic teachers from thirteen public secondary schools in the Second District of Quezon, served as the respondents of the study. From these respondents, data were collected, tabulated, and analyzed statistically. Statistical treatment such as frequency count, percentage, weighted mean, standard deviation, and multiple regression analysis was used in this study. Findings revealed that the average age of student was 17.51 years old, most of them are female, and their parents mostly completed high school and belonged to low wage jobs. They showed a favorable attitude toward Home Economics and believed in better employment after graduation. Status of Home Economics laboratory was found in good condition except for inadequacy of table and chairs. Tools and equipment were found available, accessible, adequate, and functional tools at all times. On the other hand, Home Economic teachers were found at the middle age, most of them are taking a master's degree, and have TESDA TMI and NC II at different HE specialization. They showed positive feedback for TPACK in teaching Home Economics. However, community and parental involvement were the weakness in their efficacy for teaching this track. With the use of multiple regression analysis, this study found the model predictor variables for the competency in Home Economics are teacher's content knowledge, self-efficacy influence, school resources, teacher's self-efficacy in influencing decision making, community involvement, student's belief, availability and accessibility of laboratory tools and equipment. Furthermore, work immersion performance of student predictor variables is Home Economics teacher's technological pedagogical content knowledge. Results of the study can serve as a basis for inputs to program policy review and improvement plan for Home Economic.

Keywords: determinants of competency, competency level, work immersion performance rating

Ebalwasyon sa Programang Special Filipino sa Hayskul ng Colegio San Agustin, Makati

Josephine C. Camartin

Abstract

The research focuses on the evaluation of the Special Filipino Program (PSF) of the High School Department of Colegio San Agustin Makati. It aims to assess the adequacy of school profiling in the needs of the PSF, the resources and framework of the lesson, the effectiveness of teaching and learning, and the results of its implementation based on students, teachers, and administrators. To do this, quantitative research was used in a descriptive manner. The survey was used with the help of a table, document gathering, and interviews with students. Stufflebeam's model of conducting CIPP evaluation was used in the study to demonstrate the program's purpose and need, human and material resources, the problem in the implementation of the program, methods, and effectiveness of teaching and learning, and program results. This study showed that the student, teacher, and administrator appreciate the PSF. While it sustained results as expected, its development goal is still to be met. The research suggested the following: aligning the content and performance standards, lesson plans and activities in achieving the purpose of the program, conducting curriculum and competencies mapping, adding class meetings, thorough screening of students at the appropriate level, reducing the number of students in the class, having textbooks / modules, increasing the motivation to study the Filipino language, cultivating the five macro skills, using of meaningful interactions, and conducting studies on the benefit of the Special Filipino Program to the students' learning and its benefits to their college or in their selected profession.

Keywords: programang special Filipino, ebalwasyon ng kurikulum, dayuhang mag-aaral

Evaluating the Effectiveness of the Utilization of Strategic Intervention Material (SIM) in Solving Word Problems Involving Systems of Linear Equations with Two Variables

Rachelle Anne Marie S. Adriano, MAed

Abstract

This quasi-experimental design with one group primarily focused on the utilization of Strategic Intervention Material (SIM) in solving word problems involving systems of linear equations in two variables banking on the ideals of Charles Wales' guided discovery learning. The respondents were enrolled at Florentino Torres High School in the school year 2018-2019. After the discussion of all the competencies in the whole chapter of the topic Systems of Linear Equations in Two Variables, the group was given a 50-item summative test. From the result of the summative test, the least mastered skill was identified – solving systems of linear equations in two variables. After which, the group was given a Strategic Intervention Material (SIM) as a remediation tool which has been one of the finalists in Division-wide SIM contest for teachers, to cope with the least mastered skill. All the quantitative data gathered throughout the study were analyzed, tallied, and treated using mean, standard deviation, mean learning gain, and dependent t-test using SPSS. From the statistical method employed in the study, the summative and Strategic Intervention Material (SIM) mean scores of the group consisted of 46 respondents were 23.76 (good performance level) and 41.24 (very good performance level) with a standard deviation of 7.67 and 5.34 respectively. At the 5% significance level, the computed t-value of 12.38 was much higher than the tabular t-value of 2.01; hence, the null hypothesis was rejected. Therefore, there was a significant difference existed between the summative and the SIM test performances of the group. The mean learning gains of the group was 66.67%, which indicates the effectiveness of the Strategic Intervention Material (SIM) in solving word problems involving systems of linear equations in two variables. Upon completion of the study, the research proponent discovered the following: (1) There was a significant difference existed between the summative and the SIM test performances of the group; and (2) Through the lens of mean learning gains of this study, it can be deduced that the utilization of Strategic Intervention Material (SIM) is an effective intervention/remediation tool in dealing with the least mastered skill in Mathematics 8. It is recommended that teachers should give Strategic Intervention Material (SIM) a try as this intervention material has been proven effective in catering the least mastered skill in Mathematics.

Keywords: strategic intervention material, utilization, guided discovery learning

The Instructional Leadership Practices of School Heads in Improving the Teaching-Learning Processes in the Division of Quezon: A Basis for an Enhancement Program

Emily A. Tabordan

Abstract

This study determined the instructional leadership practices of school heads in improving the teaching-learning processes in the First Congressional District of Quezon. A descriptive survey design was used to which enabled the collection of quantitative data from 195 school heads from the 12 municipalities. Frequency count, percentages, weighted arithmetic mean, and ranking were the statistical tools used to treat the data gathered. The study revealed that majority of the respondents were in the age of 41 to 50 years old, female, served in school for 21 to 30 years, teacher – in – charge and gained master’s degree. The respondents strongly agreed on the instructional leadership practices of school heads in improving the teaching-learning processes and neither agreed nor disagreed on the problems encountered by school heads in instructional leadership. It is therefore recommended that the school heads must ensure that educational strategies are in place to support effective teaching-learning processes. They should facilitate guide and support quality instructional practices to improve pupils’ achievement. In the end, this research offers the utilization of an enhancement program designed by the researcher where the ultimate aim is to enhance the instructional leadership of school heads in improving the teaching-learning process.

Keywords: instructional leadership, teaching – learning processes, school heads

The Level of Competency of ICT Teachers Teaching Intermediate Pupils in the Division of Lucena City: A Basis for A Development Program

Rose Ann Lacdao Abracia

Abstract

The research determined the Level of Competency of ICT Teachers Teaching Intermediate Pupils in the Division of Lucena City. A descriptive type of research was employed utilizing a researcher's self-made questionnaire as the primary tool in gathering the data. A total of 92 respondents with 100 % retrieved responses were analyzed. Respondents are all Edukasyong Pantahanan at Pangkabuhayan teachers from the elementary level in the Division of Lucena City for the School Year 2018-2019. The weighted arithmetic mean and percentage formula was used to quantify the data. A qualitative method was also utilized to determine how respondents use and integrate ICT in teaching EPP. Based on the data gathered, tabulated, and interpreted, the study revealed the following results. First, the respondents on this study own different computer peripherals like printers, laptop, microphone, speakers, desktop computers, AVR, and are inclined to using them. Second, the majority of the respondents were knowledgeable about the usage of MS Word and three different sites like google, yahoo, and Facebook. Finally the study also revealed that while the respondents are competent in instructional planning, instructional delivery and assessment and evaluation they still met challenges in the usage of ICT for instruction like weak internet connection, lack of seminars, trainings and workshops and the limited ICT resources and facilities. The data gathered showed that there is no significant difference when respondents grouped according to sex, educational attainment, number of years in teaching and average number of ICT seminars per year. Furthermore, the study revealed that the respondents use and integrate ICT in teaching EPP since it is a mandatory in the curriculum of K to 12 to teach ICT and Entrepreneurship through the use of innovative strategies in teaching the subject that pupils/students need to learn and explore. Based on these findings the researcher thereby, recommends development program to address the competency needs requirement of the ICT/EPP teachers in the Division of Lucena City in terms of instructional planning, instructional delivery and assessment and evaluation. The findings, conclusions, and recommendations of this study can be used as a basis for policy formulation on teachers' development/enhancement programs.

Keywords: competency, ICT teachers, teaching, intermediate pupils, development program

The Level of Performance of Multi-Grade Teachers in the Division of Quezon: A Basis for an Enhancement Program

Bernie Pilarca Olanda

Abstract

This study aimed at identifying the demographic profile of the respondents, the performance level, challenges met, and the need for a proposed enhancement program. It utilized descriptive research method using survey questionnaire as an instrument and employed 96 Multi-grade teachers as respondents belong to age range 20-25 years old, female, single, with below two years length of service, Bachelor's degree holders, and mostly from Lopez District. The level of performance of the multi-grade teachers in terms of the teaching-learning process, learning environment and facilities, curriculum development and implementation, teaching and learning materials and learning assessment were all rated as "very satisfactory," with the teaching-learning process as the highest rank. Its overall performance level was interpreted as Very Satisfactory. The challenges encountered in Multi-grade teaching in the Fourth Congressional District of Quezon were verbally interpreted as "agree." Based on the findings, the researcher developed an enhancement program to address the challenges met by the Multi-grade teachers in the fourth congressional district of Quezon in the Division of Quezon focusing on indicators with the lowest results in both performances and problems of Multi-grade teachers.

Keywords: multi-grade, level of performance, enhancement program

The Level of Utilization and Impact of Department Of Science and Technology (DOST) Math Modules for Grade 3 Pupils in the Division of Quezon: A Basis for a Proposed Program Enhancement

Jonel Kevin T. Argosino

Abstract

The study assessed the level of utilization of DOST Math Modules for Grade 3 pupils in the Division of Quezon. The descriptive research design was used as a research design with a questionnaire as its instruments. The population of the study was composed of (63) respondents from ten (10) different municipalities of Quezon Province. Frequency distribution, percentage, and mean were used to analyze the data obtained from the respondents. Also, the researcher also utilized One-Way ANOVA to determine the effect of DOST math module to the pupils. Thus, pretest and posttest were also conducted to the 31 pupils of the researcher. This undertaking reveals that the level of utilization of the DOST module as supplemental materials is 3.96. On the other hand, the level of effectiveness is 3.92. The following were the common challenges encountered by the teachers in the utilization of DOST Math module: Lack of orientation/training on using the module; Apprehensive to the ease of use of DOST module; and Insufficient computer in the school. The need for the school heads to assign younger ICT coordinators in each school who will lead other teachers in utilizing ICT in each classroom for better teaching and learning process. In addition, In-service training coordinators should require teachers who are knowledgeable in integrating ICT in education to discuss with the group. While teachers who are using ICT in teaching should sustain or further improve the way they use ICT in teaching.

Keywords: implementation, DOST math module; grade 3; enhancement program; lesson plan, PUP-OUS

A Modular-Type Reviewer: A Tool to Improve the Science Academic Performance of Grade Six Pupils in Sta. Cruz Elementary School, Bay, Laguna

Mylene M. Gutierrez

Abstract

The essential purpose of this research was to find out whether or not the use of Modular-Type Reviewer could help improve the pupils' academic performance in Science. The data for the study were obtained from 30 Grade six pupils of Sta. Cruz Elementary School, Bay, Laguna enrolled in the school year 2018-2019. These pupils were targeted due to their low level of performance in Science. Modular-Type Reviewer was used as the strategy as the pupils were lack of mastery in different learning competencies in Science, thus affecting their performance level. A pre-test and post-test were given before and after the implementation of the modules. Data were analyzed according to the following two research questions: 1) What is the level of performance of the pupils based on the pre-test and post-test results using Modular-Type Reviewer? And 2) What is the significant difference that exists between pre-test and post-test results? This is action research, and two data gathering methods such as test results and interviews were used. The data were analyzed and interpreted by using statistical application -mean, standard deviation, and t-test. The findings of this study proved that the use of Modular-Type Reviewer helped improve the pupils' academic performance in Science as the pupils were able to remember concepts and attained an increased Mean Percentage Score (MPS) in Science as revealed by the post-test and quarterly test results. This study proposes the suggestion of using Modular-Type Reviewer in other grade levels, Grade three to five to improve the implementation of the strategy.

Keywords: modular-type reviewer, academic performance, learning competencies, learning level

A Module as an Aid in Teaching Filipino 7 in Concordia College

Nereann H. Tuaño

Abstract

This study aims to recommend a module as an instrument in teaching the Filipino subject, precisely the Grade 7 learners in Concordia College. It resulted in this study that the teachers from different private schools have difficulty in terms of the materials being used. The researcher sufficed the needed enhancement being reflected by the K-12 Curriculum, which is to be creative and resourceful, especially the teachers who are facing the challenges in the teaching-learning process. It is essential to be a part of a solution instead of just suggesting a possible one. The role of the teacher doesn't end within the four corners of the classroom. On account of this information, a conclusion made by the researcher are as follows: the need for complete teaching materials; being innovative and discover authentic materials such as modules; the teacher should always seek for the suitable keys for certain struggles; make sure that it aids the prerequisite of the learners; and to devise own module. The recommendations of the researcher are: create an effective teaching material; continue to search for innovative and enthusiastic activities; the teachers should have an assessment for the efficiency of the materials being provided, then used the research as a basis for other teaching aids; do a research on how to create a new teaching material; and conduct trainings, seminars and workshops to address the necessity and be able to help the others teachers in teaching the subject excellently.

Keywords: Concordia College, K-12, Filipino

Assessing the Strategies of Cooperative Learning: Towards Proposed Strategies in Teaching Filipino for Grades 1 - 6

Mary Anne M. Ceniza

Abstract

The objective of this research is to find out the strategies of Cooperative Learning used by teachers in teaching Filipino for Grades 1 – 6 as well as the frequency and the reasons why they are using them. Descriptive method was used in this study. Forty-seven Filipino teachers of Grades 1 – 6 from 4 private schools of EDSOR were the respondents. It was found out that more than half of the respondents are using strategies such as Think-Pair-Share, Role Playing, Charade, Brainstorming, Skit, Paggawa ng Larawan, Committee, Think-Write-Pair-Share, Group Roles, Group Communal Writing, Mix and Match, One Minute Paper, Dugtungang Pagkukuwento, Gallery Walk, Reader's Theater, Roundtable, Peer Tutoring, Jigsaw, Critiquing Session, Majority Rule Decision Making, Consensus Decision, Think-Pair-Square, Three-Steps-Interview, Number-Heads-Together, Four Corners, Reaction Sheets and Rally Robin. Role-playing was often used, which shows the interest of Filipino in acting. Strategies that are commonly used are the ones that help the students to be more interested and active while formal strategy are the ones rarely used. The researcher proposed strategies through a manual entitled *Mga Mungkahing Estratehiyang Kooperatibo Tungo sa Maka-Pilipinong Pagkatuto*. Suggestions given are the following: additional time for Filipino classes from Grades 1 – 6, demonstration lessons using uncommon and rarely used strategies, regular class observations to teachers and use of cooperative learning strategies through games to be more enjoyable for the students.

Keywords: assessing, strategies, cooperative learning, Polytechnic University of the Philippines, Master of Arts in Filipino

Ebalwasyon sa Programang Special Filipino sa Hayskul ng Colegio San Agustin, Makati

Josephine C. Camartin

Abstract

The research focuses on the evaluation of the Special Filipino Program (PSF) of the High School Department of Colegio San Agustin Makati. It aims to assess the adequacy of school profiling in the needs of the PSF, the resources and framework of the lesson, the effectiveness of teaching and learning, and the results of its implementation based on students, teachers, and administrators. To do this, quantitative research was used in a descriptive manner. The survey was used with the help of a table, document gathering, and interviews with students. Stufflebeam's model of conducting CIPP evaluation was used in the study to demonstrate the program's purpose and need, human and material resources, the problem in the implementation of the program, methods, and effectiveness of teaching and learning, and program results. This study showed that the student, teacher, and administrator appreciate the PSF. While it sustained results as expected, its development goal is still to be met. The research suggested the following: aligning the content and performance standards, lesson plans and activities in achieving the purpose of the program, conducting curriculum and competencies mapping, adding class meetings, thorough screening of students at the appropriate level, reducing the number of students in the class, having textbooks / modules, increasing the motivation to study the Filipino language, cultivating the five macro skills, using of meaningful interactions, and conducting studies on the benefit of the Special Filipino Program to the students' learning and its benefits to their college or in their selected profession.

Keywords: programang special Filipino, ebalwasyon ng kurikulum, dayuhang mag-aaral

Project G.R.A.D.E.S: A Proposed Intervention for Tardiness

Ormon Angel L. Andes

Abstract

This research design investigated whether graded recitation activities and daily exams (G.R.A.D.E.S.) during the first period can have a significant effect on improving student punctuality. The student chosen for this study belongs to the section with the highest number of incurred tardiness for the first three months of the school year 2018-2019 in Las Piñas Science High School. The students in the intervention program were comprised of 18 males and 17 females in the Grade 12 level. The initial attendance data collected before the scheme was compared with the data after the implementation of the intervention. An independent t-test was completed to determine any significant changes in the attendance and tardy rates between pre and post-intervention. The results suggest that the response had a positive effect on improving student punctuality rates.

Keywords: G.R.A.D.E.S., tardiness, punctuality

A View Analysis of Indigenous Writings: A Basis for a Proposed Manual in Baybaying Filipino

Rusell Irene L. Lagunsad

Abstract

This research aims to present the analysis of the ancient form of Filipino writing called “Baybayin” based on written language (symbols, diacritic marks, and numbers), history, heritage and the form of each letter for the proposed Baybaying Filipino according to the researcher’s given basis. At present, there are laws which ambition to support, promote and revive this kind of writing practice leading the researcher to suggest a manual that aims to provide educators to effectively teach our local scripture to the new generation of students. Once Baybayin is added to the current curriculum, this research will be an instrument of innovation answering the needs of the present time, hence the proposed name “Baybaying Filipino.” The researcher used common methods like interviews and focus group discussions on gathering assessment and evaluation from experts about the output of the study. This qualitative study used a historical model that illustrates the condition of the language in each period: the Rise, the fall and the Rebirth of the written language that corresponds to the essentials of the modern generation towards cultural endeavors and future usage. The pre-Hispanic indigenous writings in the Philippines were discovered similar. The history of the language was divided into three periods: the Birth, the Dark Ages, and the Renaissance. The foundation of form, style and structure of “Baybaying Filipino” possesses clarity, commonality, familiarity, beauty, identity, simplicity and suitability in technology. In conclusion, despite the fact that the Roman English Alphabet replaced it, there is still time for improvement in which it is more convenient for anyone to be educated about the rules and concepts of Baybayin, if the innovation will not create confusion to the learners. The researcher would like to suggest to conduct a lot of seminar-workshops about it, including other various Philippine indigenous writings. In addition, the publication of a manual is a recommendation for its complete usage that is beneficial for the majority.

Keywords: Baybayin, indigenous writing, manual

Strategic Intervention Material (SIM): Improving Math Competence of Grade 7 Students in Solving Problems Involving Systems of Linear Equations with One Variable

Jhon Benedick Rio Diomampo

Abstract

This quasi-experimental design with one group primarily focused on the use of Strategic Intervention Material (SIM) in solving word problems involving systems of linear equations in one variable. The respondents were Grade 7 students, currently enrolled at Florentino Torres High School in the school year 2018-2019. After the discussion of all the competencies in the whole chapter of the topic Systems of Linear Equations in One Variable, the group was given a 50-item summative test. From the result of the summative test, the least mastered skill was identified – solving systems of linear equations in one variable. After which, the group was given a Strategic Intervention Material (SIM) as a remediation tool which has been one of the winners in Division-wide SIM contest for teachers, to cope with the least mastered skill. All the quantitative data gathered throughout the study were analyzed, tallied and treated using mean, standard deviation, mean learning gain and dependent t-test using Statistical Package Social Sciences (SPSS). From the statistical method employed in the study, the summative and Strategic Intervention Material (SIM) mean scores of the group consisted of 43 respondents were 18.19 (fair performance level) and 36.60 (very good performance level) with a standard deviation of 7.08 and 7.38 respectively. At the 5% significance level, the computed t-value of 24.62 was much higher than the tabular t-value of 2.02; hence, the null hypothesis was rejected. Therefore, there was a significant difference existed between the summative and the SIM test performances of the group. The mean learning gains of the group was 42%, which indicates the effectiveness of the Strategic Intervention Material (SIM) in solving word problems involving systems of linear equations in one variable. Upon completion of the study, the research proponent discovered the following: (1) There was a significant difference existed between the summative and the SIM test performances of the group; and (2) Through the lens of meaningful learning gains of this study, it can be deduced that the utilization of Strategic Intervention Material (SIM) is an effective intervention/remediation tool in dealing with the least mastered skill in Mathematics 7.

Keywords: strategic intervention material

The Level of Effectiveness of Strategies in Teaching Science 4 in the Division of Quezon: A Basis for the Lesson Exemplar Development

Gaylord Sipocot Oriarte

Abstract

Various teaching strategies are used in teaching different topics. For this to be done, there is a need for teachers not only to be aware of these strategies but also to learn how to use these strategies appropriately in the classroom. A teacher who is not cognizant of a variety of such approaches can neither attempt to use them in the first place nor use them appropriately. With this, the researcher conducted the study entitled, “The Level of Effectiveness of Strategies in Teaching Science 4 in the Division of Quezon: Basis for Lesson Exemplar Development”, which aims to analyze and prescribed effective teaching strategies to recommend an output that will enhance the teacher’s performance in teaching of science. This study utilized a mixed-method design of research also known as a qualitative – quantitative or hybrid research design (Tashakkori & Teddlie, 2008, Terrell, 2012) to describe the usability and acceptability of the material and to find out the level of effectiveness of the Science teaching strategies in Grade 4. This method gave the researcher a holistic view of the study with balance bottom-up and top-down data. This research study determined the level of effectiveness, the challenges met in using each, and the level of acceptability and usability of the ten commonly used teaching strategies in Science 4. This paper utilized a descriptive research method, wherein the data needed were gathered using a survey questionnaire. There were 206 grade 4 Science teachers who served as respondents and were chosen using availability sampling. The researcher found out that the ten most used teaching strategies in Science 4 were as follows: cooperative learning, demonstration, multimedia teaching, hands-on learning, PowerPoint-based learning, experiential learning, KWL chart, discovery learning, storytelling, and Socratic Method. All the ten teaching strategies were highly effective and got moderately agree on the challenges met. The developed lesson exemplars were highly acceptable in terms of contents, clarity, and originality. The ten teachings strategies are highly effective. On the problems/challenges met in education using the ten teaching strategies enumerated in number 1, the respondents generally agree on the indicators presented. The lesson exemplar was made from a modified DLL/DLP format incorporating the Four A’s approach. The developed lesson exemplar is highly acceptable in the three evaluation components.

Keywords: Science, teaching strategies, challenges, lesson exemplars

Using the Speed Test in the Pre-Requisite Skill of Finding LCM in Subtracting Dissimilar Fractions

Loredel C. Gecalao

Abstract

This action research focused on the effectiveness of using speed test in finding LCM as pre-requisite skills in subtracting dissimilar fractions among grade 4 pupils. One of the essential skills that a person must have is mathematical skills. Basic facts in Math must be mastered in early age. This simple computation is crucial and useful in our everyday lives. As observed, most of the pupils experienced difficulty in some topics in Mathematics from second grading up to fourth grading because their basic skill in concepts is not well-developed. Because of this, the researcher decided to conduct a study with the use of speed test in teaching the subject. The researcher utilized a pretest-posttest control group design of research — the thirty grade 4 pupils of Sto. Domingo Elementary School served as the respondents of the study. The researcher used speed test in finding LCM as a drill in teaching subtraction of dissimilar fractions. The data obtained from the pretest and posttest questionnaire were consolidated, organized, and tabulated in the distribution tables. They were analyzed and interpreted using different statistical tools like mean and t-test. Based on the data gathered, it was found out that there is a significant difference between the pretest and posttest mean scores. The results revealed that there is an increase in mean scores between pretest and posttest and gain more mastery in the achievement level of the pupils. The results support the study of Fall (2012) according to him computerized drill and practice in math can increase the performance of the pupils in math fact fluency. The same with speed test in finding LCM it is very evident in the results that it can improve the performance of the pupils in subtracting dissimilar fractions. Therefore, it is concluded that the use of speed test in finding LCM as a pre-requisite skill which contributes more excellent proficiency among pupils in teaching subtraction of dissimilar fractions. It has also been found that pupils become more active and participative in the subject when the speed test is taught to them. It is recommended that teachers should use different pre-requisite skills like the use of the speed test to prepare the pupils to gain the skill needed in learning Mathematics effectively.

Keywords: speed test, pre-requisite skills, pretest and post test

The Utilization of Guided Worksheets as a Remediation Tool in Finding the Equation of the Line

Digna M. Alejandro

Abstract

This quasi-experimental design with one group primarily focused on the utilization of Guided Worksheets as a remediation tool in finding the equation of the line. This is parallel to Charles Wales' guided discovery learning where students constructively discover knowledge without guidance, developing their understanding in solving problems and discovering facts and relationship for themselves. This study made use of purposive sampling intended for students handled by the researcher who failed to pass the summative test in the chapter of Linear Equations. There are fifty (50) respondents who took part in the study, currently enrolled at Florentino Torres High School in the school year 2018-2019. After the discussion of all the competencies in the whole chapter of the topic Linear Equations, all the sections handled by the proponent were given a 50-item summative test. Fifty (50) students who got the lowest score were purposively chosen by the research proponent to take part in the study. From the result of the summative test, the least mastered skill was identified – finding the equation of the line. After which, the group was given a remediation tool – Guided Worksheets. SPSS was utilized for statistical purposes of the study. From the statistical method employed in the study, the summative and Strategic Intervention Material (SIM) mean scores of the group consisted of 50 respondents were 15.90 (fair performance level) and 33.72 (very good performance level) with a standard deviation of 4.92 and 5.28 respectively. At the 5% significance level, the computed t-value of 24.64 was much higher than the tabular t-value of 2.01; hence, the null hypothesis was rejected. Therefore, there was a significant difference existed between the test performances of the two groups using a summative test and guided worksheets. The mean learning gains of the group was 52.26%, which indicates that the utilization of Guided Worksheets was useful as a remediation tool to master the least mastered skill – finding the equation of the line. Upon completion of the study, the researcher discovered the following: (1) there was a significant difference existed between the tests performances of the two groups using a summative test and guided worksheets. (2) Using the mean learning gains of this study, it can be deduced that the utilization of Guided Worksheets is an effective remediation tool in mastering the least mastered skill in Mathematics 8.

Keywords: guided worksheets, guided discovery learning

The Utilization of Problem-Based Learning in Improving the Grammar Skills of Grade 8 Students

Jemmar E. Ang, MAed

Abstract

This research was a product of the pursuit of finding a more effective teaching strategy that would give rise to the realization of the attainment of a reasonable improvement on grammar skills of the students through the employment of the Problem-Based Learning. The study, entitled "The Utilization of Problem-Based Learning in Improving Grammar Skills of Grade 8 Students," sought to find the effectiveness of utilizing PBL in teaching grammar to Grade 8 students of Florentino Torres High School during the academic year 2018-2019. Based on the analysis of the data, the significant findings of the study are as follows: First, there was a significant difference that existed in the post-test performances of two groups in grammar since the computed t-value of 3.25 was greater than the tabular t-value of 1.99. Second, there was also a significant difference that existed between the pre-test and post-test performances of the PBL group in grammar since, at the 5% significance level, the computed t-value of 14.38 was higher than the tabular t-value of 2.02. Lastly, by comparison, the mean learning gains of PBL group was 16.69% higher than that of the non-PBL group. The present study concludes that PBL can improve the grammar skills of students significantly as revealed by the very good performance obtained by the students in all three areas comprised of using verb that agrees with its subject, using the correct verb for the time of action (tense) indicated in sentences, and identifying the function of given words in sentences. In addition, the researcher recommends usage of PBL in the end means of improving the students' performance, the utilization of the results of this study in the aspect of designing their own instructional delivery using PBL, the affordance of trainings and workshops for the teachers so that they can see the other useful benefits of PBL in other academic disciplines, and the conduct of future research as regards PBL bearing in mind the benefits that the teachers, as well as the students, can gain from it.

Keywords: grammar skills

The Teaching Performance, Commitment, and Satisfaction of the Special Education (SPED) Teachers in Selected Schools in Metro Manila

Fructuoso Salao

Abstract

One of the most distinctive and noble goals of democratic countries is to make all citizens, including special learners and users. As stipulated in Universal Declaration of Human Rights, all human beings are born free and equal in dignity, rights, and freedom including the right to rest and leisure, right to an adequate standard of living and the right to education. The right to education to everyone does not exclude those who need special education, does include the disabled, mentally defective, and other children with special needs. This study aimed to determine the level of teaching performance, commitment, and satisfaction of the Special Education (SPED) teachers in selected schools in Metro Manila during the school year 2016 - 2017. The descriptive method of research was used in the study. There were 104 special education teachers who serve as respondents. The statistical tools used in analyzing data were frequency count, percentage, weighted arithmetic mean, ranking, and t-test. Findings suggest that the majority of the special education teachers in selected schools in Metro Manila were females, with teaching the experience of 1 to 15 years, Bachelor's degree with master's degree units, a special education major and with a performance rating of very satisfactory.

Keywords: exceptional children, special education teacher, teaching commitment, teaching competence

EDUCATIONAL TECHNOLOGY

The Development and Validation of ICT-Based Reading Intervention Materials in the Division of Tayabas

Troy Ardie P. Capistrano

Abstract

This study developed and validated an ICT-Based Reading Intervention Material in the Division of Tayabas. The respondents of the study were the Public Elementary School teachers and the grade five pupils in the Division of Tayabas. The researcher used descriptive research to the gathered data as a basis for the improvement of reading skills among Grade five students in the Division of Tayabas City by using ICT-Based Reading Intervention Materials. The study employed a simple random sampling, which means it provides estimates that are unbiased and have high precision. Their sample size was computed using the Slovin's formula. The study made use of the questionnaire and competency-based assessment, which was the questionnaire undergone validation of at least three (3) experts in the field. The questionnaire dealt with the development and validation of the ICT-Based Reading Intervention Material in the Division of Tayabas. Also, the competency-based assessment was used to examine the reading performance of the learners. The respondents agreed on the ICT-Based Reading Intervention Materials. This is evident on the highest indicator presentation with a weighted mean of 4.36, followed by appeal with a weighted mean of 4.35, and then content with a weighted mean of 4.25. On presentation, it amplified that "the ICT-based reading intervention material has stimulating activities for a reality check" with a weighted mean of 4.43. Along with the appeal, it exemplified that "the ICT-based reading intervention material is organized to be specific to make it easy to search and review information" with a weighted mean of 4.42. And, by content, it reflected that "the ICT-based reading intervention material practices cooperative learning activities" with a weighted mean of 4.31. The respondents agreed on the ICT-Based Reading Intervention Materials. This is evident on the highest indicator presentation, followed by an appeal, and then content. On display, it amplifies that the ICT-based reading intervention material has stimulating activities for a reality check. Increase the reading performance of the learners using the ICT-Based Reading Intervention Material to encourage new experience, more hands on process of learning and to take our learners to higher level of proficiency.

Keywords: ICT-based reading tool, intervention, validation, development, materials

The Level of Information and Communications Technology (ICT) Competence of Teachers in the Division of Tayabas City: A Basis for a Proposed In-Service Training Program

Jojo J. Oabel

Abstract

The study determined the level of ICT competence of teachers in the Division of Tayabas City. To achieve its purpose, the researcher used descriptive - evaluative research design in assessing the Information and Communications Technology (ICT) competence of the 159 respondents who are secondary school teachers handling any subject under the Junior and Senior High School in the Division of Tayabas City. A five-part structured-type questionnaire was used to gather all the necessary data which were statistically treated using Frequency Count, Simple Percentage, and Weighted Arithmetic Mean (WAM).

Keywords: ICT, technology, ICT competence, 21st century learners, 21st century teachers

LITERATURE

Pagsusuri ng mga Bersyong Salin sa Filipino ng “The Necklace” ni Guy de Maupassant

Leticia P. Martin

Abstract

The researcher used the six principles of Fuller to analyze the different versions of the story, meaning, form and order, register, source language influence, style and clarity, and idiom. This study uses a qualitative design; this design is guided by the belief that human behavior is always based on the broader context and the social realities such as culture, institution, and relationships of human that cannot count or measure. The used review guides are based on Peña's study, where he interpreted based on the evaluation using the principles. In the outcome of the test, the words used in the first version are simpler than the second version because the use of light words is usually used in communicating for every day of our lives, but there are still some words that are not immediately understood and are not in contemporary times, but these words are good in the entirety of the translated work. The researchers have provided some suggestions that if attempting to translate or write works use simple and light words to readers that can readily understand and keep pace with the rapid rotation of the world, more words are generated and mostly used by young people. Also, consider readers and patrons for translation, and allocate funds and time to study foreign story that will translate and be included in the study of children at school.

Keywords: salin, translation, pagsusuri

Spoken Poetry: Skills and Techniques from Writing to Performing Poetry

Ian Jay B. Formacion

Abstract

The main objective of this research was to identify the skills and technique from writing to performing poetry as the basis for creating a manual. A semi-structured interview was used to describe and analyze the responses of 15 spoken poetry artist about their skills and technique from writing to performing poetry. It found out that the experience of spoken poetry artist in writing and performing poetry had a significant role in sharing a relevant message for the community. It also stated that the skills and technique from writing to performing poetry were aligned in the Performance Chart Theory by Pfeiler. Therefore, spoken poetry artists have an objective and advocacy to open the minds of youth which were reflected in the content of their poem. Also, spoken poetry artists followed a process in writing which are pre-writing, actual writing and post-writing, on the other hand, performance aspect also followed the process, which are preparation, actual performance, and post-performance. The researcher recommended conducting an interview with the other spoken poetry artists specifically in the province of Visayas and Mindanao to show their perspective in this type of art. Lastly, conduct preliminary research about the significance of spoken poetry in the academe, which will be a help to include in the secondary curriculum.

Keywords: Polytechnic University of the Philippines, Master of Arts in Filipino, performing, skills, spoken poetry, spoken word artist, technique, writing

MANAGEMENT

The Application of Six Sigma Methodology in a Die Casting Process

Ramonchito B. Alcantara

Abstract

Six Sigma is a quality program that improves process, production, and the customer's experience through quality products, lowers costs, and better leadership. The researcher applied the six sigma methodology in a die-casting process. Company XYZ producing Product A "Hard Disk Drive". Die-casting process has a very low yield for the past month of production due to QC-rejected products after the production. The study used applied research method, because it is a scientific study. This research seeks to solve specific practical problems. Also, the experimental design is used to provide the hypothesis and design of experiment; collect data; and analyze the data and provide a conclusion. Since this is an applied research, the researcher used the cause and effect idea, determining the variable interest, the dependent and independent variable of the study, what are the factors resulting to the problem and determining the test need to use in the experiment. Using Six Sigma Methodology, the researcher determined the important variable of the study and how the study executed based on the gathered data. This study used the DMAIC framework of Six Sigma. Historical data shows that yield production for the past 4 months does not reach the target of the required yield of 97%. The last four months has an average of 90%. If the production is producing a million products, that would be a big loss for the company. Based on the gathered data, the contributor of the low yield performance of the die-casting production is the rejection of the products. Using a pareto chart, the researcher determined the top contributor of the rejected products. Flow line is the top defect in the overall production with 52.30% of defect, which is almost the half of the overall contributor. Yield performance of product A is 78.88%, which is very low for the production. Yield target should be 97%. Product A has a rejection rate of 21.12%. This rate cause of 170,476 of defective product producing in the die-casting production for the last month. With this data it confirms that there is problem on the focus model and needs to be resolved. Using a pareto chart, the researcher determined the top defect of the product A. Top defect of the product is flow lines which has a rejection rate of 44.71%. Based on the overall top defect, Product A shows the same. With this kind of data, the researcher can say that this research is on the right track.

Keywords: six sigma

The Case Records Management of the Metropolitan Trial Court, Parañaque City: An Assessment Towards its Enhancement

Ernilyn Jasmine F. Nolasco

Abstract

Courts have operated in an entirely paper-based world with a reluctance to embrace the new technology. From the traditional records management system to the so-called “computer take-over,” some people thought it would be possible to have a paperless office. While the transformation from a paper-based court to an electronic court is underway, the path to becoming 100% paperless is an arduous endeavor. Evolving from a traditional way to an electronic and paperless one does not happen in one giant leap. Records management of Metropolitan Trial Court – Parañaque City is faced with procedural issues. This paper presents the case records management of Metropolitan Trial Court, Parañaque City, assessment to that by the respondents as well as the problems and concerns posed in the records management for a possibility of enhancing the same. The researcher used the descriptive method wherein a self-made questionnaire was developed through the aid of related studies and literature. Finding the absence of specific and well-thought policy and guidelines, the records management of Metropolitan Trial Court – Parañaque City is problematic considering that the desired result by the researcher is not achieved. It is recommended the creation of an item position to serve as records custodian who will maintain and oversee all the records in a particular branch; improvement and upgrade of the system by allocating funds for purchase of equipment/materials needed for records management, introduce image scanning of all records whether active or inactive and storing them in electronic storage devices, develop a computerization program designed specifically for courts with or without the use of the internet, for easy retrieval of records necessary for the transaction of the court. Develop the manpower by conducting well-thought training sessions and seminars for all court personnel; establish a new department known as Records Section; creation of records audit committee to check the case records of courts and ensure compliance to existing policy on records management. Create a records manual indicating the policy, guidelines, proper practice, and procedure outlining clear rules of case records management, paper, and electronic. Conduct comprehensive research work about case records management and automated court system.

Keywords: records management, electronic management, policies and guidelines, court administration

The Chinese Leadership Development Approach

Hu Xiao

Abstract

Leadership development is a hot topic in today's society, which is also the focus of Chinese academic circles. Through sorting out relevant research literature on leadership development in China and the world, this paper finds that most scholars pay attention to the development of leaders themselves in terms of leadership development methods. However, with the development of society and the change of environment, new trends have emerged in leadership development methods. Like leadership, "due to the complexity of the nature of leadership, there is no clear definition, and it may never be found." different scholars also have their own views on the connotation of leadership. For example, dong jun believes that "leadership, for an individual, is the ability to influence others, motivate oneself, and achieve ultimate goals with his own character and words and deeds." According to Chen jiansheng, "the so-called leadership is the ability of leaders to motivate employees to work together with them to achieve common goals. The author believes that leadership is not only the leadership ability and leadership quality, but also the force formed by the interaction and integration of various factors in the internal environment of an organization. In terms of leadership development, he Shankan (2008) believes that it has changed from thinking that leadership is inherent in leaders to thinking that leadership can be cultivated. Cheng Yun and Wang Linchang (2013) find that under the traditional concept, leadership development refers to improving the knowledge, skills or beliefs and attitudes of individuals occupying management positions through work practices, coaches and 360-degree feedback. In general, leadership development refers to the improvement of individual leadership through the implementation of a series of scientific methods and means. The leadership development discussed in this paper is not limited to individual leadership, after all, individual leadership improvement has a limited contribution to the organization, so it should be extended to the organization. This paper focuses on the main concerns of current leadership development and discusses its new trend by combing the relevant research literature of various scholars on leadership development methods.

Keywords: Chinese leadership development approach

E-commerce Cash on Delivery

Bernard Evan V. Jamon

Abstract

The Philippines has been a late bloomer in the arena of electronic commerce, but payment methods like cash on delivery (COD) are opening the country to grow in E-commerce revenues. Cash on delivery is a type of transaction in which the recipient makes payment for a good at the time of shipment. Given that many consumers in the Philippines don't have credit cards, COD in the Philippines has become a popular payment method that allows Filipino consumers to buy products online. This study aimed to assess the customers' agreement on the effectiveness of Cash on Delivery in Electronic Commerce businesses in terms of convenience, cost-effectiveness, reliability, and security & privacy.

Keywords: e-commerce, cash on delivery, electronic commerce, ecommerce, COD

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

Maria Nenita Molinyawe

Abstract

Organizations, to be successful in their business operations, shall employ necessary customer retention strategies as a tool to their global competitiveness. According to several researchers, acquiring new customers is calculated as being five times more expensive than retaining customers, because organizations invest time, resources, and money to attract new customers but with a low probability of acquiring them. Consequently, it is more economical to keep current customers than to acquire new ones. This study aimed to determine the engineering and management strategies for customer retention implemented by the suppliers of Micro Contamination Solutions Provider Company in Calamba City. Data gathered from Sales and Marketing, Technical Engineering Customer Support and Business Development personnel as respondents through the survey questionnaire was statistically treated. The researcher found out that most of the Company's suppliers graduated with a 4-year bachelor's degree, holding Sales and Marketing Staff position with less one to three years' work experience in a manufacturing company. They had positive feedback to all enumerated management strategies and industrial engineering practices. Three hypotheses were rejected, showing a significant difference in strategy and factors to customer retention while identified benefits were rated significantly. It was concluded that establishing zero defection culture and effective recovery systems as management strategies and inventory management as industrial engineering practice were customer retention contributors, while customer satisfaction and loyalty promoted retention. Thus, the researcher recommended the study's expansion to organization's minor suppliers and clients for a more integrated and holistic approach. Management strategies' implementation toward customer retention through establishing detailed practice or system is useful. Furthermore, utilizing technologies in fulfilling customer needs, feedback system, and creation of customer database are valuable. Also, suppliers should take real expert's advice in the Industrial Engineering field, thus benchmarking to organizations performing and implementing such activities are beneficial. Lastly, equip employees with comprehensive training toward the proper way of customer service and effective communication skills leading to well-coordinated activities resulting in a strong relationship.

Keywords: customer, retention, engineering, management, strategies

External Stakeholders' Participation and Performance: A Springboard for Conceptualized Management Model of Accountability and Sustainability

Dr. Geraldine M. Constantino

Abstract

This study attempted to determine the participation and performance of external stakeholders in selected secondary city schools in the CALABARZON. It also looked into a significant relationship between external stakeholders' level of participation and performance and their significant difference when respondents are grouped by city schools. Problems encountered by the external stakeholders' participation and performance in school programs and activities were identified. The study employed a mixed method. The study made use of self-designed questionnaire and interview, and statistical tools using frequency, weighted arithmetic means, Pearson r , and One Way ANOVA. The study used simple random sampling for the selection of seven secondary city schools division offices in the CALABARZON. The quota sampling technique was used to choose the 210 schools external stakeholders who served as the respondents. Findings reveal that the external stakeholders' level of participation has an average weighted mean of 2.78 described as participated. Their level of performance in school programs shows a weighted mean of 3.03 and described as agree. There is a significant relationship between the external stakeholders' level of participation and their performance. On the other hand, a no significant difference between external stakeholders' level of participation and their performance when they are grouped according to city schools was revealed. Lack of time ranks first when it comes to the problems encountered during participation and performance by external stakeholders.

Keywords: management model, accountability, sustainability, external stakeholders' participation, performance

Improving the Project Completion Rates of the Business Process Department of a Leading Retail Industry

Junalyn Buenafe & Rhodora Buluran

Abstract

Many researchers abroad have already tried to determine some of the factors affecting a project success, but locally, there are only some have tried and still trying to decide what really contributes to a project success and completion on time hence, this paper has determined the factors affecting the project completion rate specifically of a leading retail industry in the country for improvement of project management result that will benefit the employees, the company and the industries. Several critical success factors of a project such as Human-Related factor, Procurement-Related factor, Project Management factor and the personal satisfaction of the employees were identified, formulated and transformed into questions which obtained the primary causing factor through percentage and averages as well as by using the ANOVA. The resulting element from the study will be used for optimizing the number of project delays before and after the improvement/s applied and will also be used for further researches.

Keywords: project, project completion, project management, workload allocation, systems development

An Overview of Leadership Research

Jin Wenhao

Abstract

Leadership as a magic power and people always have a keen interest in it, and the academic research on leadership has never stopped. A large amount of research literature on leadership is reviewed and divided into two categories: one is the research on the definition and connotation of leadership; Second, research on leadership development. This classification is used as a clue to review the relevant literature. In recent years, with the rapid rise of China's economy, the leadership level of Chinese enterprise managers has been dramatically improved. However, there is still a significant gap compared with large multinational enterprises in developed countries. Research focusing on leadership can help Chinese enterprises enhance their competitiveness.

Keywords: overview leadership research

A Proposed Policy to Address Problems of Faculty Associations in State Universities and Colleges in the MIMAROPA Region, Philippines

Joemar F. Manzo

Abstract

Faculty Associations or unions were organizations of persons having a common interest in protecting employees' rights, the advancement of economic welfare, and in the improvement of work terms and conditions. Faculty members in state universities and colleges is a growing sector which encounters a number of problems in the performance of their functions. This paper was conducted to determine the practices of faculty associations, the problems encountered, and the policy to address the issues of faculty associations. Concurrent triangulation design of the mixed quantitative – qualitative research methodology was used. It included 344 respondents from the 6 SUCs' in the MIMAROPA region. Numerical data gathered from the questionnaire were validated by qualitative information from focus group discussions and a series of interviews conducted. The study revealed that faculty associations in the MIMAROPA region were very satisfactory in the protection of employees' rights. As to the advancement of employees' economic welfare, faculty associations were rated as "very satisfactory" in ensuring compensation and loans or other sources of budget but only rated as "satisfactory" in providing bonuses. As to the improvement of work terms and conditions, faculty associations were deemed "very satisfactory" in ensuring the leave benefits and in professional and personal development but scored as "just satisfactory" in securing the workplace conditions, workloads, and health benefits. Problems encountered were some faculty associations have lack of information dissemination on their activities plans and programs, some faculty association have problems in the representation of members' interest in the governing board, some have no financial report, and some universities and colleges have no approved faculty manual. A policy creating a faculty – management relation office/sections in State Universities and Colleges should be adapted.

Keywords: Faculty Association, Employees' right, Economic Welfare, Working Condition, Policy.

The Implementation of School-Based Feeding Program (SBFP) Among Public School in the Division of Quezon: A Basis for an Action Plan

Mary Grace Galvez Mercado

Abstract

This study was conducted to determine the implementation of School-Based Feeding Program (SBFP) in the third congressional district of Quezon. It employed a descriptive type of research with a researcher-made questionnaire as the primary tool in gathering data. Three groups of respondents were involved in the study composed of 80 school heads, 80 teachers, and 80 parents. Data collected from the 240 respondents were analyzed and interpreted with the use of mean and standard deviation, while the correlation of variables was measured by Pearson's Correlation Coefficient. Typically, the demographic profile of the respondents comprised mainly of females who belong to the young and adult generations, with 22 as the youngest and 61 as the oldest. Findings of the study revealed that the nutritional status of pupil beneficiaries of the School-Based Feeding Program was Severely Stunted before and after the conduct of 120-day intervention. The study also revealed that the three main groups of school feeding implementers were Very Much Involved in the implementation of SBFP among 12 public elementary school districts in the Third Congressional District of Quezon. It concluded that there is a significant relationship between the nutritional status of pupil beneficiaries and the level of participation of school heads, teachers, and parents. Considering the very short span of the duration of the SBFP, the study recommended the change of 120 days to 200 days feeding nutritious food to the beneficiaries.

Keywords: nutritional status, school feeding, malnutrition, severely stunted, beneficiary

An Assessment of the Continuing Professional Development of Radiologic Technologists of Specialized Hospitals in Quezon City: A Basis for the Expansion of the Institutional Support Package

Christopher A. Macaraeg

Abstract

This study assessed the continuing professional development (CPD) of radiologic technologists of specialized hospitals in Quezon City. Specifically, it determined their motivations and barriers to participate in various CPD programs and activities. The researcher utilized the Quantitative and Descriptive Method of research and a researcher-generated survey questionnaire in gathering data. It employed statistical tools such as frequency and percentage, multiple responses, Likert scale, weighted mean, independent sample t-test, one-way analysis of variance or ANOVA, and Scheffe multiple comparison test. The respondents were motivated the most with the reasons to get updated with the trends and practices of the profession, to satisfy their learning, to increase competency in performing professional duties, to gain a higher level of qualifications, and to secure their current job. Furthermore, the law on mandatory CPD for the renewal of license has made an impact in reinforcing them to engage in continuing professional development. The respondents' participation, however, was restricted by the CPD cost, work demands and shifting work schedule, the difficulty of balancing home-life, work, and continuing education, and insufficient financial support from employers. There is a significant difference in the assessment of the respondents to intrinsic motivations to CPD when grouped according to employment status. There are also substantial differences in the assessments of the respondents on barriers to CPD when grouped according to hospital, employment status, and highest educational attainment. To solve these differences and identified problems, the hospitals should intervene through the expansion of the existing institutional support to preserve a culture of excellence and competence.

Keywords: continuing professional development, motivations and barriers to CPD, professional development

The Employee Engagement of Food Service Companies in Metro Manila

Alyssa Princess Laqui

Abstract

This study was intended to determine the level of employee engagement in selected foodservice companies in Metro Manila. The researcher used the descriptive method in this study, wherein a survey questionnaire was utilized. Frequency, percent distribution, weighted mean, one-way analysis of variance, two-way analysis of variance, and ranking were used in the statistical evaluation. The study revealed that majority of the respondents are 18 < 28 years old, males, single, college graduates, rank and file employees, and have been in their respective company for 1 < 5 years. On the overall assessment of the respondents about their level of employee engagement in terms of advancement/growth, recognition, achievement, working relations, working conditions, responsibility, the meaningfulness of work and relationship with immediate superior are all rated as “Engaged.” The difference in the respondents’ assessments of the level of employee engagement according to highest educational attainment in terms of advancement/growth, recognition, achievement, working conditions, responsibility and when grouped according to job position level, respondents’ perception on of working conditions and responsibility was deemed significant. Thus, the original hypothesis is rejected. The researcher recommends that foodservice companies must prioritize the reevaluation of the organizational structure and the job. The reevaluation will serve as a basis in developing policy for a strategic succession planning and a merit increase system. Companies must adopt a structured employee engagement program emphasizing the relationship of immediate superior with employees’ direct reports.

Keywords: employee engagement, food service companies, working conditions, working relations

The Level of Leadership and Management Performance of School Heads in the Division of Quezon: A Basis for a Proposed Sustainability Plan

May Ann Alita Catipon

Abstract

The current undertaking sought an answer to the demographic profile of the school heads, their performance level, the challenges met, and the proposed training design. It employed a mixed-method of research design, also known as qualitative-quantitative. Thus, the data needed were gathered using a survey questionnaire and an interview. The school heads which served as respondents of this study were randomly chosen, which was composed of 112. Seven (7) from them were interviewed. From the result of this study, the researcher formulated the conclusions that majority of the respondents were aged 41 years old and above, female, were Head Teacher I, 2 to 4 years, and MA graduate, the performance level of the school heads in terms of instructional leadership and administrative management both got verbal interpretation of excellent. Challenges met by the school heads in instructional leadership include the following: teachers did not like to be observed: can hardly change their old ways or follow instructions while in administrative management, teachers consider community activity as another work and are faced with non-participative parents. It also found out that the level of acceptability and usability of the developed sustainability plan was highly acceptable. In this study, it is recommended to the future researchers to use the principals as their respondents, correlate the performance level of the teachers in teaching-learning process and the school heads' instructional leadership, find out if there is a significant difference in the performance level and challenges met by the headteachers and principals: and to the school to utilize the sustainability plan as the output of this study.

Keywords: leadership and management, school head performance, sustainability plan

**The Managerial Skills and Leadership Styles of Women Administrators in SUCs in the NCR:
Bases for a Proposed Leadership and Management Capacity Enhancement Program for Women
Educators**

Emeteria Leonila A. Perez

Abstract

The main thrust of this study is to determine the managerial skills and leadership styles of the women administrator-educators in state universities and colleges at the National Capital Region (NCR) and use them as bases for a proposed capability enhancement program. The significant findings are the following: Most of the women administrator-educators are in their 50's-60's, married, have earned their doctoral degrees, have an Associate Professor as academic rank or Administrative Officer as admin rank, are chairpersons of their own departments and have served in various positions or designations for at least 26 years; The women administrator-educators rated themselves as having very high degree of adeptness in their interpersonal skills and with only high degree of adeptness in their technical, conceptual and decision-making skills. The respondents' dominant leadership style is democratic, although they frequently exercise both the democratic and the delegation styles. The least practiced by the respondents is the authoritarian style. Based on the findings, the areas that need consideration concerning the formulation of the proposed capability enhancement program for women administrators and educators should include those related to certain aspects of their technical, decision-making and conceptual skills. This observation was based on the significant differences in the level of adeptness in managerial skills as shown by the respondents when grouped according to their age, civil status and experience like positions handled and length of service. Another aspect was the respondents' leadership styles. Although they rated higher in their democratic style practice of leadership, they also ranked high in their exercise of delegation-based leadership style and low in the authoritative form which indicates their tendency to be "overly democratic" as leaders. The program should focus on the following to enhance the managerial skills of the women administrator-educators: Coaching and Mentoring Experiences, Training Workshop on Performance Review and Evaluation, Workshops on techniques on How to Cope with Stress in the Workplace, Programs on Writing and Speaking, Retooling Seminars to improve their creative and critical thinking, Seminar-Workshops in Technological Literacy, Team-Building Exercises, Lectures on How to become Flexible Leaders in the Workplace, Encounters with former women administrators. Women administrators should be empowered in all ways possible.

Keywords: managerial skills, leadership styles, women administrators, capacity enhancement program, DEM, PUP

The Manager's Performance Management System of St. Luke's Medical Center

Raymond C. Albiso

Abstract

This study aimed to assess the effectiveness of the manager's Performance Management System of St. Luke's Medical Center. The descriptive survey method of research was used in this study. A researcher-made questionnaire was designed for data gathering. The respondents were then randomly selected junior and senior managers of St. Luke's Medical Center. Majority of the respondents were female, married, aged 21-35 years old, Bachelor's/ College Degree, 11-15 years in service and were not promoted for the last five (5) years in the institution. The respondents' assessments on the level of the Managers' Performance Management System of St. Luke's Medical Center according to Work Behaviors and Key Results Areas were "Very Effective," with a grand mean of 4.67 for Work Behaviors and 4.60 for Key Results Areas. There were significant differences in the respondents' assessments on the level of effectiveness of Manager's Performance Management System of St. Luke's Medical Center when grouped according to age, sex, highest educational attainment, number of years in service and job position level. To enhance or refine the Manager's Performance Management System of St. Luke's Medical Center, further studies and more in-depth insight into the assessments should be looked upon to have a better Performance Management System Tool. Specifically, The Human Resources Group should continue to intensify the establishment of Career Development Plan for currently employed associates, Succession Planning for high-potential associates, and Leadership Competency Mapping across the organization as it is a way of valuing the importance of the associates that would lead to motivation, engagement, and unified workforce.

Keywords: manager's PMS, career development plan, succession planning and leadership competency mapping

Organizational Culture as an Enabler of Good Governance in the Division of Quezon: A Basis for a Proposed Development Program

Jamaica A. Baclao

Abstract

This research study determined the prevailing school climate and culture in the Fourth Congressional District of Quezon. This utilized mixed qualitative-quantitative research method using a validated researcher-made survey questionnaire and a structured interview. There were 325 teachers and 122 school heads who served as the respondents who were chosen using availability sampling from the elementary schools in Fourth Congressional District of the Division of Quezon. Findings revealed that most of the respondents were female, 46 years old and above; were bachelor's degree holders, and with the prevailing school climate and culture as encourages and motivates learning with school heads making sure that the stakeholders follow the rules and regulations religiously. It was found out also that the cultural practices by the school heads in the Division of Quezon include conducting a regular meeting, sending teachers to seminar/workshops; communicating the result of evaluation; involving teachers, parents, and students in the planning school programs and projects. The respondents also gave varying views about how school climate and culture serve as enablers of good governance. Out of these findings, the researcher recommends to school heads and teachers the output of the study.

Keywords: organization, culture, governance, development program, climate, school

Organizational Design in Selected Manufacturing Companies in the National Capital Region

Roy Angelo P. Pobre

Abstract

The main objective of the study was to evaluate the level of effectiveness of organizational design in selected manufacturing companies. The study answered the company profile, profile of the respondents, how the respondents assess their organization's level of effectiveness in terms of Strategy, Structure, Processes, Rewards, People, and if there is a significant difference on how the respondents assess level of effectiveness in terms of Strategy, Structure, Processes, Rewards, People they are grouped according to their profile. The study utilized the descriptive research method; the researcher gathered information from the respondents consisted of six hundred eighty-eight (688) regular employees from the Human Resource Department of selected manufacturing companies. The population used is based on the records of the Securities and Exchange Commission. The researcher applied the percentage formula that provided the number of needed samples for each manufacturing industry, such as bags, shoes, garments, and beverages. Random Sampling was used in choosing the respondents.

Keywords: organization, design, manufacturing

The Performance-Related Rewards of Sales Agents in a Real Estate Company in Makati City

Jean Rose L. Dalina

Abstract

The main objective of this study was to determine the effectiveness of the performance-related rewards of sales agents in a real estate company in Makati City. The researcher used a self-made survey questionnaire that was validated and approved by an experienced statistician to assess the level of efficacy of performance-related rewards. The researcher distributed the questionnaire to 172 respondents that were determined using a convenience sampling technique. The responses obtained from the respondents through the questionnaires that were distributed were transferred into appropriate tables where they were sorted, ranked using frequency and percentages. The results of the study revealed that the sales agents of the real estate company prefer the mobile device to be the “very effective” performance-related rewards in motivating them, while car incentives, travel, free use of company-owned resorts, and commission ranked as “effective.” The last that obtained the lowest grand mean is the print media exposure of performance. This implies that the respondents look for rewards that are useful to them or has a monetary value. Basic needs or deficiency needs must be met first before growth needs. Given this, the company should tie basic needs to performance and create a more attractive pay or incentives, either in monetary or non-monetary form, that is useful and valuable. The company may include training sessions and seminars as performance-related pay to improve and enhance the skills, values, ethics, and attitudes of the sales agents.

Keywords: Polytechnic University of the Philippines, master in business administration, human resources management, performance-related rewards, sales agents, real estate company, Makati city, rewards

The Quality of Human Relations Practices of the School Administrators in the Division of Quezon: A Basis for an Enhancement Program

Kris Anne A. Almira

Abstract

The study was conducted to enhance the quality of human relations practices of the school administrators in the Division of Quezon. The researcher used the gathered data as the basis for an enhancement program of human relations practices of the school administrators. The study employed a descriptive-comparative type of research. The respondents of the study were the school administrators and the public elementary school teachers. The school administrators and teachers have direct connections with the community and other agencies in giving the schools all that is due to it. They are the ones to provide light to the study since they are the ones creating human relations to where the school is established. Based on the findings, most of the school administrators' respondents were 41 to 50 years old with the frequency of 41 (46.07%), and the majority of them were female with the frequency of 57 (64.04%). In terms of teachers as respondents, most of them were 41 to 50 years with the frequency of 109 (36.09%), and the majority of them were female with a frequency of 202 (66.89%). While in terms of civil status of the school administrators, majority of them are married with a frequency of 85 (95.51%) and most of them were serving the school for 11 to 20 years with a frequency of 43 (48.31%). On the other hand, the majority of the teacher's respondents were married with the frequency of 224 (74.17%) and serving the school 11 to 20 years with the frequency of 85 (28.15%). Moreover, most of the respondents were master's degree holder with a frequency of 70 (78.65%), and the majority of the school administrators were principal with a frequency of 89 (100%) while the teachers' respondents were mostly Teacher II with a frequency of 107 (35.43%). The quality of human relation practices of the school administrators in the first congressional district of Quezon was very good in terms of Trust, then Exchange Relationship, next was Commitment, followed by Control Mutuality, then Satisfaction, and lastly was Communal Relationship. This implied that the problems encountered in handling good public relations practices in the school were rated as "disagree." Based on the conclusion, it was recommended that pursuing the graduate school program for teachers will help them to attain their professional growth and potential that will help the school administrators in serving the school.

Keywords: public relations , enhancement program , practices , quality, problems

The Human Resources Engagement in Selected Metrobank Branches

Charlene Rose M. Gutierrez

Abstract

This study sought to evaluate the importance of the elements of human resources engagement in the selected Metrobank Branches. The researcher employed the descriptive method of research. There were 320 employees, who served as respondents and answered the questionnaire, from Metrobank head office and Metrobank branches - Rockwell, Kalayaan-Avenue, J.P. Rizal, and ADB. Most respondents according to sex and number of years of work in the banking industry agreed that growth opportunity and trust in leadership were essential elements of human resource engagement, specific factors need to be considered like increased time and commitment, cross-training opportunities, modern performance management, self-directed and dynamic learning, working closely with cross-functional teams, mission and purpose, and regularly meet with teams. The demographic factors such as sex, civil status and number of years working as in Metrobank, need to be taken into consideration especially the implementation of Human Resource (HR) activities like talent acquisition, training and development, and performance management. It is vital to provide cross-training opportunities. The training methodologies should adapt to the modern workplace learning concept to allow the employees to study at their own pace. Formal measures in the form of a performance management system should be appropriately reviewed and should correlate to an incentive scheme that will motivate the employees to go beyond what is expected of them. It is also essential to create an environment where everyone can give and accept feedback through coaching and mentoring sessions. It is necessary to come up with action plans that would enable employees to realize the recommended goals that are deemed essential in the engagement of employees in the banking industry.

Keywords: employee engagement

The Influence of Hotel Transformational Leadership on Employees' Emotional Intelligence and Organizational Commitment in China

Zhide Luo

Abstract

Hotel transformational leadership has a significant impact on employees' emotional intelligence, and employees' emotional intelligence has a strong correlation with their organizational commitment. Through the study of employees in 10 hotels of different sizes and systems in Jiangsu Province, China, it is found that the four dimensions of hotel transformational leadership have significant positive effects on employees' emotional intelligence. From the perspective of the influence coefficient, they are vision motivation, leadership charm, personalized care, and moral norm. The effect of emotional intelligence on organizational commitment is also supported by data. The results show that hotel transformational leadership behavior can improve employees' organizational commitment and emotional intelligence.

Keywords: employee engagement

The Level of Teacher Engagement in the Distributed Leadership of the First Congressional District of Quezon: A Basis for a Proposed Action Plan

Mirazol D. Faraon

Abstract

This study was undertaken to determine the level of teacher engagement in distributed leadership in the First Congressional District of Quezon, which would come up with a proposed action plan. This descriptive-comparative method was conducted in the First Congressional District of Quezon, where the questionnaire is the primary data gathering instrument. The study involved 333 public school teachers as respondents. The respondents were selected from the total number of public secondary school teachers in the First Congressional District of Quezon using the simple random sampling technique. Frequency, percentage, weighted mean, and ranking were used in the statistical analysis of data. Based on the findings, the demographic profile revealed that most of the respondents were in the age bracket of 31-40 years old, females, was married, Bachelor's Degree holder, and was Teacher I. Moreover, the respondents strongly agreed on the level of teaching engagement in teaching and learning process in the First Congressional District of Quezon. On Principalship, it revealed that the highest scorer stated that the teachers who assume leadership roles in the school have sufficient school time to permit them to make meaningful contributions to the school, the teachers who assume leadership roles in the school have sufficient resources to be able to make meaningful contributions to the school, the veteran teachers fill most leadership roles in the school, new teachers are provided opportunities to fill some school leadership roles, and the teachers are interested in participating in school leadership roles. When it comes to Collaboration and Quality Time, the top scorer stated that the teachers make agreement with school professionals and parents on the most effective roles one play as partners in their child's education, the teachers make the school clearly communicates the 'chain of contact' between home and school, the teachers make a decisions to change curriculum and instructional programs based on assessment data, the teachers make a formal structure in place in the school (e.g., curriculum committee) to provide teachers and professional staff opportunities to participate in school-level instructional decision-making and the teachers make the professional staff members in the school to have the responsibility to make decision affecting in meeting the school goals.

Keywords: teacher engagement, action plan, implementation, school affairs, activities, distributed leadership

The Organizational Culture of a Casual Dining Restaurant

Celine M. Fabian

Abstract

Culture, when first heard of, is a complex term which could be overwhelming. Most often, when an organization sets its vision, mission, beliefs, and values, there is this connotation that the culture of the organization is now fixed and everything will fall into place. Although these factors affect culture, in reality, it comprises only a small part of organizational culture. Culture is not what is dictated. It is what is executed. Behavior, systems, and practices all guided by a set of values; these are elements of organizational culture (Daimler, 2018). An organization's culture significantly affects its people. And when people are concerned, we have only two types of results: either good or bad. Culture affects and an organization's competitiveness. Organizational culture does not only depend on the company or top management alone, although they play a massive role in this one. Since every organization is composed of individuals working toward a goal, then the culture of every organization stems from each individual who makes up the organization – from the executives down to the bottom of the organizational chart. This quantitative research presents the organizational culture of a casual dining restaurant in the Philippines.

Keywords: culture, organizational culture, restaurant, human resources, business

The Validity of Individual Performance Commitment and Review in Predicting Performance of Kindergarten Pupils: A Basis For Action Plan

Ma. Cecilia E. Tarusan

Abstract

This study was conducted to determine the validity of individual performance commitment and review in predicting the performance of kindergarten pupils in the Division of Quezon. It employed a descriptive type of research. The instrument in gathering the data was taken from the RPMS Manual and the Kindergarten Curriculum of 2012. Data collected from the 54 respondents were analyzed and interpreted with the use of percentage, weighted mean, standard deviation, and simultaneous equations of correlations using multiple regression analysis. Most of the respondents comprised of female, young adults, graduates of Bachelor in Elementary Education and have attended seminars/training sessions related to Early Childhood Education. Findings of the study revealed that the rating of teachers consistently demonstrated in terms of core behavioral competencies and core skills. It was also found out that kindergarten pupils are very satisfactory in terms of the six developmental domains in the kindergarten curriculum. Innovation and accountability were the competencies that can predict the performance of kindergarten pupils. On the proposed action plan, the level of acceptability was rated highly acceptable in terms of content, clarity, appeal to the target user, and originality of presentation. With the above findings, the following are recommended: Encourage kinder teachers to grow professionally through attending graduate studies and training sessions/seminars. Strengthen the men advocacy in the teaching profession. Empower the teacher to develop all the competencies and core skills needed in teaching and enrichment of the six developmental domains in the kindergarten curriculum.

Keywords: performance, kindergarten, curriculum, commitment, early childhood, validity, management, education

The Consumer-Subscriber Internet Service in Quezon City

Dana Mae Bernadette A. Padre

Abstract

The Internet has made its way so deep into our lives that it's practically a necessity. Sadly, the state of the Philippine Internet is lackluster compared to quite several other countries in the world, partly because of a costly speed-to-price differential and partly because our speeds do not stack up to the global average. Filipinos are using social media platforms 53 hours a week, which means a whole 11 hours more than the worldwide average of 42 hours and that's the reason why the Philippines was named as the "Social Media Capital of the World." But what makes the title more amazing is the fact that, according to Ookla, the world's leading Internet speed testing company that ranks and indexes the download speed of broadband Internet speed around the globe, the Philippine has the second slowest in terms of Internet speed in Asia and one of the worst Internet download and upload speed in the world. According to *grit.ph* (2018), the slow development of ICT infrastructures (cell towers, fiber optic cables, etc.) is what is believed to be the main reason for the poor internet connection. They also noted that governments from other countries actively invest in the construction of these much-needed infrastructures, while here in our country, the task rests mainly on the shoulders of the private sector. Rumors of a third major telco player in the Philippine telecommunications industry have been buzzing around in the last few months, though nothing has been confirmed yet. Consumers can only cross their fingers that this new player will bring the needed boost and improvement so that everyone can enjoy affordable, fast, and reliable internet services. This study has been designed to explore the consumer buying behavior in terms of Internet service availed and at the same time will explore the factors that influence the purchasing patterns of selected respondents through the use of the Service Quality Model which was initially proposed by A. Parasuman, Valerie A. Zeithml, & Leonard L. Berry in 1985. The criteria used in this study in determining service quality include Reliability, Security, Convenience, Expenses, and Responsiveness.

Keywords: consumer subscriber internet service in Quezon City

The Digital Marketing Strategies of Coffee Shops in Quezon City

Joe Michael dela Cruz

Abstract

This study attempted to assess the effectiveness of social media strategies of small to medium coffee shops in Quezon City. The descriptive research design was used to structure the study, which intended to record, describe, interpret, and analyze facts and information collected from coffee shop owners who responded to the survey administered. A modified questionnaire adapted from a similar study was used as a research instrument. Frequency, percentage, weighted mean, and ranking were the statistical tools used in this study. At the end of the study, the following conclusions were derived: majority of the respondents are in a corporation form of business; most of the small and medium coffee shops in Quezon City are start-ups with one to two years in operation at the time the survey was conducted; most of the coffee shops earn a maximum income of ₱1,000,000 annually; and, majority of the respondents just have less than 50 staff employed. It was also noted that the respondents considered “Facebook” and “Instagram” as a useful tool for digital marketing for small to medium coffee shops in Quezon City; likewise, “Promos and Discounts” was seen as a handy social media feed to capture online audiences. The research also analyzed if there are significant differences in the respondent’s assessment with regards to the effectiveness of digital marketing strategies of coffee shops in Quezon City when grouped according to form of business organizations, an annual income of the business, number of years in business and number of employees.

Keywords: digital marketing, strategies, coffee shops, Quezon City, small medium enterprise

The Marketing Mix Strategies of Micro-Food Franchisees in Shopping Malls in Mandaluyong City

John Lettler C. Celeridad

Abstract

This study aimed to assess the effectiveness of the marketing mix strategies of micro food franchisees in shopping malls in Mandaluyong City. The descriptive survey method of research was used in this study. A researcher-made questionnaire was designed to gather the pertinent data for this research. The respondents of the study were customers of registered franchised food businesses in (cart and or stalls such as siomai, waffles, fries, shawarma, and empanada) in shopping malls in Mandaluyong City, namely Star Mall, SM Megamall, Edsa Shangri-La, SM Light Mall, Robinsons Forum, Edsa Central Pavillion, and Shaw Center Mall. In terms of age, 174 or 43.50% of the respondents belong to the 21-30 years old age group, and 23 or 5.70% are above 50 years old. In terms of sex, the majority of the respondents are females (209 or 52.20%; the males are 191 or 47.80%). In terms of civil status, 253 or 61.20% are single, and 12 or 3.00% are widow/ers. In terms of the number of highest educational attainment, 288 or 72.00% are bachelor's degree holders, and 27 or 6.70% are master's/doctorate holders. In terms of occupation, "Others" (occupation were not provided in the choices) tallied 91 or 22.70%, and drivers totaled 11 or 2.80%. The level of effectiveness of marketing strategies of micro food franchisees in shopping malls in Mandaluyong City was perceived "effective" in all variables cited in this study. Further studies and deeper insights in the evaluations were made in terms of the 4Ps to enhance or refine the marketing strategies. Other marketing aspects should be considered as well to achieve better performance in the business industry. The marketing advisors of the micro food franchising business should always focus on the safety and betterment of the franchisors and franchisees. Creating exceptional marketing mix strategies is always recommended. Finally, micro food franchisees in shopping malls in Mandaluyong City should not be only satisfied with getting an "Effective" rate from their valued customers. They have to excel more to reach the "The Very Effective" rate.

Keywords: marketing mix strategies, 4Ps and micro food-franchisees

The Marketing Strategies of Food Park Establishments in Pasig City

Japhet Bryll Albert D. Hui

Abstract

This study adopted the descriptive method using simple random sampling technique, and a researcher-made instrument was the primary tool utilized to gather data. The target respondents were food park customers in Pasig City. Since the population was unknown, the statistician advised the researcher to disseminate survey forms to 385-400 people for the sample size. The researcher sent a total of 390 responses to the statistician and got a total of 335 actual responses in return due to incomplete answers on the survey forms of the respondents. The valid response rate was 70%, and the 335 actual responses were at 87% response rate, which makes it compelling. The survey form was administered from September 2018 through October 2018. Frequency, Percentage, Weighted Mean, and One-way Analysis of Variance were employed as statistical tools. The respondents of this study were aged 24-37 years old, female, employed, were earning between P10,001-P49,999 per month, single, and bachelor's degree holders. Respondents assessed the marketing strategies of food park establishments in Pasig City "effective" in terms of product and place; while, "somewhat effective" in terms of price and promotion. There is a significant difference in the respondents' assessment on the effectiveness of the marketing strategy of food park establishments in Pasig City when they are grouped according to gross monthly income and frequency of visit.

Keywords: food park establishments

Millennial Consumer Purchasing Behavior on Product Origin

Maureen L. Quizon

Abstract

This study aimed to determine the effects of product origin on the consumer decision making the process of the millennial when purchasing smartphones. The researcher constructed a questionnaire which was used to collect the necessary data. Data gathered from the surveys were then subjected to statistical treatment, and mathematical tools such as percentage, frequency, and weighted mean were utilized. On the extent of the effect of product origin in terms of “brand equity,” “product quality,” “price,” and “marketing strategy adopted,” the result revealed that the dominant perception of the millennial respondents was “to a great extent.” On the other hand, millennial respondents perceived “consumer ethnocentrism” aspect was “to some extent.” When the respondents’ assessment on the extent of effect of product origin on consumer behavior were grouped according to age, occupation and average monthly income, there was no significant difference in all aspects – “brand equity”, “product quality”, “price”, “marketing strategy adopted”, and “consumer ethnocentrism”. When grouped according to gender, there was no significant difference on “product quality, price,” “marketing strategy adopted” and “consumer ethnocentrism”; however there was a substantial difference in “brand equity” aspect. When grouped according to civil status, there was no significant difference on “brand equity,” “price,” “marketing strategy adopted” and “consumer ethnocentrism”; but there was a substantial difference in “product quality.” When grouped according to highest educational attainment, there was no significant difference on “product quality,” “marketing strategy adopted” and “consumer ethnocentrism”; however there was a substantial difference in “brand equity” and “price” aspects.

Keywords: PUP, master in business administration, consumer behavior, product origin, smartphones, millennial

Social Media as a Marketing Tool in Developing Brand Equity for PTT Gasoline Stations

Rona Jane Mariblanca

Abstract

The primary purpose of this study is to develop brand equity for PTT Philippines Corporation using Social Media as the marketing tool. The researcher studied the respondents' assessment on the importance of the different brand equity aspects, particularly brand awareness, brand loyalty, customer service, and perceived quality. In this study, the functions of Social Media was discussed, and how does it help in developing brand equity for a particular brand. Based on the findings, motorists of PTT gas stations in Metro Manila have expressed that they prefer to refill in a gas station that gives them several loyalty discounts and programs. It is also essential for them to if a particular brand has established an excellent relationship with the community by conducting several corporate social responsibilities. Though not the significant factor, motorists still consider refilling up in a brand that has an extensive and robust presence in social media.

Keywords: social media, marketing tool, brand equity

The Cause-Related Marketing Practices of Human Heart Nature

Dolores A. Retirado

Abstract

The main objective of the study is to assess the consumers' level of satisfaction on the Cause-Related Marketing practices of Human Heart Nature Pasig Branch. The researcher used the descriptive approach of research in this study. There were 277 randomly selected member advocates of Human heart Nature. A survey questionnaire was utilized to gather the necessary information. The survey forms were left and picked a few days after due to respondents' varied schedule of visit at the store. The statistical tools used by the researcher were Frequency Distribution, Percentage Distribution, Ranking, Weighed Mean, Analysis of Variance, and Likert Scale. Majority of the buyers of Human Heart Nature aged 36-45 years old, were female, single, bachelor's degree holders, had been consumers for less than three years and earned P15,000-P25,000. The respondents were very satisfied with the Cause-related Marketing practices of Human Heart Nature in terms of sustainability and were satisfied in terms of integrity, transparency, partnership, sincerity, and mutual benefits. When grouped by age, there were significant differences in the respondents' assessment on their level of satisfaction on the Cause-Related Marketing practices of Human Heart Nature in terms of integrity, transparency, sincerity, mutual benefit, and sustainability. When grouped by civil status, there were significant differences in terms of integrity, partnership, and sincerity. When grouped by highest educational attainment, there were substantial differences in all aspects of Cause-Related Marketing practices. When grouped by the number of years as consumer/buyer, there were significant differences in terms of integrity, transparency, sincerity, mutual benefit, and sustainability. When grouped by monthly average income, there were substantial differences in terms of integrity, partnership, and sincerity.

Keywords: integrity, transparency, sincerity, partnership, mutual benefit, sustainability

The Effects of Epoxy Mold Compound Inventory Management to the Productivity of XYZ Company

Mark Louie S. Nungay

Abstract

The main objective of the study was to assess the effects of product inventory management to the productivity of XYZ Company. The said studies were conducted in August-September 2018. Based on the findings, it was found that most of the respondents or workers directly involved with EMC (employees are 20 to 30 years old, female, college graduates, had rank and file position with tenure of 5 years and below. The assessment of the respondents regarding the level of agreement on the effects of inventory management is "neutral" in terms of utilization and customer satisfaction. On the other hand, respondents had "agree" perception in terms of production cycle time and productivity. This means that inventory management affects the productivity of the XYZ Company. Also, forecast and actual demand changed dynamically. In 2016, most of the actual monthly demand shows a lower requirement than forecast, which indicates enough inventory. In 2017, the forecast versus actual demand showed a gap, which means insufficient inventory. Any discrepancy of forecast and real demand has effects on the productivity of the company. Moreover, the assessment of the respondents concerning the level of seriousness of the identifier problems encountered in the inventory management is "neutral" in terms of incoming delivery, on-hand stocks, and expired materials. This study shows that inventory management has a significant impact on the productivity of accompanying, particularly in the electronics industry. Accurate demand forecasting provides precise planning that allows the desired inventory proportions to be dynamic by determining expected sales out into the future; this decides for inventory to being proportion to expected short-term sales or consumption rather than to past averages, a much more accurate and optimal outcome. Integrating demand forecasting into inventory management in this way also allows for the prediction that suitable in the inventory storage and customer requirement. Right timing of delivery provides correct of replenishments, which prevents a shortage of potential profits loss of the company. Nevertheless, good inventory will provide good revenue and satisfaction internal and external customer.

Keywords: effects of epoxy mold compound inventory management

The Examination of Customer Evaluation on Service Quality of Selected Private and Government Banks in Metro Manila

Ludivie M. Tañag

Abstract

The primary motivation behind the study was to evaluate the client assessment on service quality of chosen private and government banks in Metro Manila based on modified service quality questionnaire by Kumar and Manshor (2009). The study examined service quality factors, such as tangibles, reliability, competence, and convenience. The researcher used the descriptive method in this study and the weighted mean to obtain the average of the responses on the survey. Perception score minus Expectation score was used to get the Gap scores. The expectation in terms of the four (4) service quality factors were all “Strongly Agree” for both type of banks; however, there were higher weighted means in selected government banks. The respondents’ perceptions of selected private and government banks were “Strongly Agree” and “Moderately Agree” for tangibles and convenience factors, respectively. While the assessment was “Moderately Agree” for reliability and competence factors for both type of banks. Overall, there was a higher weighted mean in selected private banks in terms of the four factors. Using Gap Score, both type of banks service quality performance had all negative result in terms of the four factors. However, there was a higher negative result in selected government banks. According to respondents’ perception, selected private banks to have better performance in terms of tangibles and convenience service quality factors. In terms of reliability and competence, both types of banks have the same performance. The respondents’ perception was higher in private banks in terms of the four factors. Both types of banks performance fall below the expectation. However, the service quality given by the selected private banks in terms of four (4) factors was much better than the selected government banks. In the convenience factor, the researcher recommends increasing the number of ATMs and CAM/CDMs in convenient locations for the clients, specifically for the selected government banks. In terms of tangibles and convenience service quality factor, in addition to above, open new branches and increase the number of local and international tie-up agents/correspondent banks. In terms of reliability and competence, maintain a well-monitored banking system, and train new employees. Both types of banks must perform better to meet the perception of its customers in terms of four factors. However, selected government banks must provide more effort. Both types of banks must improve continuously.

Keywords: tangibles, reliability, competence, convenience, perception score, expectation score, gap score

The Inventory Management of Aluminum Manufacturing Companies in Valenzuela City

Jennybabe B. Santos

Abstract

The study was intended to assess the effectiveness of inventory management practices in the aluminum industry of Valenzuela City. The study revealed that out of the six aluminum manufacturing companies in Valenzuela City, only one company had an ISO 9001- 2015 accreditation. Half, or 50%, of these companies were in the business for 21-30 years with 150-200 employees and an average capitalization of P 57,000,000 – 84,000,000. The inventory management in terms of logistics, staffing and organizing, was effective; the inventory management specifically on planning, staffing, and organization, inventory process of supplies and finished goods, warehousing, logistics, and the system was also useful. Although there were significant differences on warehousing when respondents were grouped by age; system and storage when arranged by the number of years employed and in staffing and organizing, system and warehousing when grouped by job position level still majority of the indicators when grouped by profile were statistically the same. This means that most of the variables had no significant difference in the respondents' assessments when grouped by age, sex, number of years employed, highest educational attainment, job position level and average number of training sessions/ seminars attended for the last three years.

Keywords: inventory management, aluminum companies

The Redesigned Social Security Number Issuance System of the Social Security System: An Assessment towards Quality Service Delivery

Stephen M. De La Cruz

Abstract

The study assessed the Redesigned SS Number issuance System of the SSS towards Quality Service Delivery. It determined the effectiveness, efficiency, and satisfaction level of the respondents based on the assessment of SSS frontline personnel on the existing system and the transacting members/customers as based on the services provided by the frontline personnel in using the Redesigned SS Number Issuance System, problems encountered, and the solutions offered by the respondents to the issues cited. The research utilized a descriptive method of research and a researcher-generated survey questionnaire in gathering data. It employed statistical tools such as frequency and percentage distribution, weighted mean, and ranking in the analysis and interpretation of the results of the study. In conclusion, the SSS frontline personnel who used the existing system found it highly effective, highly efficient, and highly satisfied though there were problems encountered like system leading to duplicate issuance of SS Number, system downtime, slow system response, correction of member's record takes time to take effect in Web Inquiry System, not all new registrants have cellphone numbers which is mandatory in the existing system to be filled out, and the system cannot accurately determine possible duplicate SS number that needs for system upgrade. For transacting members, they were "highly satisfied" overall in terms of services provided to them by SSS frontline personnel who were using the system. However, the average means obtained from the result of the findings differed from one another. Likewise, they encountered prevalent problems like no electronic queueing number system, lack of additional personnel, system offline, available office space, incomplete information given by frontline personnel, and no other chair/s for standing transacting members that needed to be addressed by the organization.

Keywords: MPA, PUP-GS, redesigned social security number issuance system, SSS

The Marketing Strategies of Poultry Layer Farms in Batangas Province

Ma. Angela S. Eval

Abstract

This study aimed to assess the level of effectiveness of the marketing strategies of poultry layer farms in selected municipalities in the province of Batangas. The descriptive survey method of research was used in this study. The researcher constructed a self-made questionnaire to gather data. The respondents considered were those who were the farm owners and managers or supervisors as the first in line decision-makers. Respondents' Assessments on the Effectiveness of Marketing Mix Strategies of Poultry Layer Farms in terms of Place were effective while Product, Price, and Promotion was somewhat effective. Place obtained the highest grand mean 3.51, which is the only one interpreted as "Effective," followed by Price with a grand mean of 3.36, ranked third Product with a grand mean of 3.26 and ranked last promotion with a grand mean of 2.62. Poultry Layer Farms should be able to adopt a better distribution plan and consider selling to different institutions instead of selling through the farm gate to be able to generate a more significant profit. Farms may consider raising Day Old Pullets to Ready to Lay and sell to other farms for additional profit. The association of Poultry Layer farms should petition Local Government Units (LGUs) to fastrack their farm-to-market roads specifically for distribution. The poultry layer farms should maximize their attendance in training sessions and seminars to update their skills and technical know-how in the day-to-day affairs of the business. They should too avail of the advancement of technology to maximize their promotion and strive to maintain the quality of eggs, egg tray packaging, as well as, egg appearance as one of its specific performance objectives. It is high time that the industry trains second-tier leaders (as understudy) who would continue managing the business. Women should be given an equal opportunity in managing the said farms to heed the call of government on gender and development (GAD).

Keywords: marketing strategies, place, price, product, promotion, poultry, layers, eggs

PSYCHOLOGY

Basic Personality Traits as they Correlate to Depression Among Graduating Students: A Basis for Holistic Wellness Program

Ileen Mendoza

Abstract

The researcher utilized a descriptive correlational method of research which involved 211 respondents from graduating class of allied courses, batch 2017. Standardized tests were used to ensure the validity and reliability of the results. These tests are the Basic Personality Inventory (BPI) for personality traits and the Beck's Depression Inventory Test (BDI) for the level of depression. Frequency, percentage distribution, mean, Pearson Product-Moment Correlation Coefficient, and standard score were employed as statistical tools to examine the relationships of the identified variables. Hypotheses were tested at .05 level of significance. The respondents study the last level of allied courses of St. Jude College, Manila. The allied courses are BS Pharmacy, BS Radiologic Technology, BS Physical Therapy, and Respiratory Therapy. Based on data, the majority of the respondents fall on a high score in Personality traits. The highest score is the persecutory Ideas, which got 210 responses or 99.5%. The lowest score among twelve personality traits is Interpersonal problem, which got 109 answers or 51.7%. Based on the data and assessment of the groups of respondents, the six dominant traits are Persecutory Ideas, Thinking Disorder, Impulse Expression, Social Introversion, Self-Depreciation, and Deviation. Persecutory ideas got the highest percentile of 91.69. Second is Deviation with a percentile of 83.18. Thirdly is Thinking Disorder got a percentile of 81.01. Social Introversion is the fourth highest with percentile rating of 77.18. Impulse Expression with a percentile of 76.56 is, which is the fifth-highest. Lastly, the sixth-highest is self-depreciation with percentile rating of 74.04 these six personality traits are considered dominant among the respondents. The depression level of the respondents suggest that they can handle their everyday struggles productively. The majority, about 75 students or 35.5% of the population, says that ups and downs are healthy, but it is quite alarming that there is one student or .5% fall under Extreme depression. Based on the result of the statistical treatment of data Pearson-r correlation three personality traits have a significant relationship with the level of depression for Impulse Expression it has .14 on correlation coefficient which means rejecting the null hypothesis. Therefore, there is a substantial relationship between Impulse Expression and students level of depression.

Keywords: personality traits, holistic wellness program, level of depression

Bullying Among Intermediate Grade Learners in the Division of Lucena City: A Basis for a Proposed Intervention Program

Cristian R. Alejandre

Abstract

This thesis discussed school bullying impact and level on intermediate learners in the Division of Lucena City. The study used a descriptive-quantitative method of research. The research respondents consisted of 100 learners and 100 teachers selected from different schools in Lucena City. The main idea with this thesis is to discuss what are the bullying incidents are happening between learners of Division of Lucena City as perceived by the teachers and the learner him/herself. Based on the findings from the data gathered, here are the results of the study. Learner-respondents are mostly aged 11 years old, male, grade six, and had experienced verbal bullying. Teacher-respondents are predominantly female, 21 to 30 years old, married, with MA units, Teacher I and are ten years and below in service. Among the bullying incidents, verbal bullying topped on the list of most experienced form of bullying, followed by physical intimidation, indirect bullying, emotional bullying, and finally cyberbullying. The impact of bullying brings psychological effects on the victim. The result of bullying was in level 2 with a rating of 1.92 and interpreted as sometimes. The top indicator was emotional bullying followed by cyberbullying, verbal bullying, physical bullying, and indirect bullying. Bullying is typically repetitive and enacted by those who are in a position of power over the victim. Based on the findings and data gathered from the research an intervention program was formed to promote Anti-Bullying Campaign for school children.

Keywords: PUP, MEM, bullying, intervention, incident

The Coping Strategies of Cancer Survivors Experiencing Symptoms of Post-Traumatic Stress Disorder

Charles Gabriel M. Pereyra, Czarina Lianne I. Aquino, Adrian S. Besana, Chloe C. Padilla, & Mafellaine Dianne T. Sarabia

Abstract

This study aims to determine the lived experiences, coping strategies, and significant behavioral changes of six cancer survivors showing symptoms of Post-traumatic Stress Disorder. Qualitative descriptive research design and snowball sampling were used in the study. The data was gathered through semi-structured in-depth interviews guided by the research instrument adapted from the Coping Strategies Inventory. Thematic coding was used through the transcription of interviews. Results show that physiological and psychological changes brought about by cancer lead to post-cancer behavioral changes. Based on the findings discussed, medical interventions and its side effects are the leading causes of the survivor's stress development that allowed different coping strategies to gain ground, which includes religion, animated procrastination, avoidance, normalization, and reframing. Due to the memory retained during the illness, the survivors were shown to have psychological changes, recurrent flashbacks, lifestyle changes, and impaired social relations. It is highly recommended to expound the study further using different instruments and methods. In particular, conduct more researches on patients who have had cancer relapses, and it may also be viable to do the study to those who have been clinically diagnosed with post-traumatic stress disorder.

Keywords: post-traumatic stress disorder, PTSD, cancer, cancer survivors

Emotional Intelligence and Managerial Skills as Correlates of Job Outcomes: A Basis for a Career Advancement Program

Jezebon F. Costoy

Abstract

The thrust of this study was to seek the possible predictors or correlates of job outcomes among managers that would help to improve the job outcomes of the managers towards career advancement. Also, it aimed to broaden the knowledge base of the human capital management and the top management of the industrial company in understanding the correlation of the emotional intelligence and managerial skills in which hopefully, would be necessary for improving and advancing the management capability of an organization. Also, by analyzing the skills of the managers, the organization can identify and organize their patterns of behavior to increase the productivity of their organizations to great importance. If organizations are passionate to reach their mission and vision, they should try to create their management system effectively and develop the required skills in fulfilling their roles and management duties. The researcher used a descriptive correlational method of research. The researcher sought to describe relationships among variables without attempting to infer a causal relationship. The Pearson Correlation Coefficient r and multiple regression analysis were used to determine the relationship between emotional intelligence, managerial skills, and job outcomes. Concentrating on the gathered findings, the inter-correlation between psychological knowledge, managerial skills, and job outcomes of the respondents and summarizes the rejection or acceptance of the null hypothesis. The correlation between managerial skills and job outcomes of the respondents showed that in terms of metrics, managerial skills such as initiative, teamwork, customer focus, and resilience were of significant correlate. Meanwhile, the quality focus was a significant correlated of business contribution. Self-development and resilience were significantly correlated. For the overall performance of the respondents, risks taking were significantly related. Moreover, developing people and interpersonal scale was significantly correlated. Self-development and General mood scale were significantly correlated. Lastly, continuous improvement and positive impression scale were significantly related. Based on the findings, areas that need for development to have a sufficient basis for career advancement program are the following: emotional intelligence educational course, strategic human resource management intervention and recruitment, selection, and hiring of production managers.

Keywords: emotional intelligence, managerial skills, job outcomes, career advancement, regression analysis

Emotional States as Correlates to Psychological Well-Being Among Mothers of Children with Special Needs: A Basis for a Counseling Program

Charrie M. Roma

Abstract

The study sought to investigate the correlation of emotional states and the psychological well-being among mothers of children with special needs. Descriptive method of research was employed involving a total of purposively-sampled seventy (70) mothers whose children have special needs. The variables were measured using standardized instruments, namely, Depression, Anxiety, Stress Scale (2004) and Ryff's Psychological Well-Being Scale (1995). The results showed that the level of emotional states of respondents ranges from normal to extremely severe, and their psychological well-being is neither high nor low. Also, there was a negative, a high correlation between the two variables. Pearson correlation was used to investigate the relationship between emotional states and psychological well-being. As a result, a counseling program was proposed to improved emotional states and enhancement of the mental well-being of the mothers.

Keywords: emotional states, psychological well-being, special-needs children

Employee Engagement as Correlates to Organizational Citizenship Behavior of Young Elderly: A Basis for Geriatric Skills Enhancement

Raquel Diaz Martirez

Abstract

This descriptive-correlational study determined the employee engagement (EE) and organizational citizenship behavior (OCB) of young elderly. It involved one hundred sixty-three (163) purposively selected employees of the City Government of San Juan whose ages were between 55 to 65 years old. Standardized tests such as the Employee Engagement Survey by Robert Charles and Organizational Citizenship Behavior Scale by Philip Podsakoff and colleagues were used to ensure the validity and the reliability of the results. Results on EE revealed that those respondents were very highly engaged in their job (M=4.65); team (M=4.66); and organization (M=4.65), while they were highly engaged with their supervisor (M=4.49). In general, the respondents are fully engaged (M=4.61) at work. On the other hand, results on OCB indicated that respondents were high on altruism (M=6.66); courtesy (M=6.57); civic virtues (M=6.14); sportsmanship (M=6.68); and conscientiousness (M=6.63), and the overall OCB was also very high (M=6.54). Using Person Product-Moment Correlation, a significant relationship between domains of EE and OCB were identified. Altruism was positively correlated with engagement to job ($r=0.104$; $p < 0.05$); team ($r=0.016$; $p < 0.01$); and organization ($r=0.247$; $p < 0.01$), and negatively correlated with engagement to supervisor ($r=-0.009$; $p < 0.01$). Courtesy was associated with engagement to the organization ($r=0.285$; $p < 0.01$). Civic virtue was linked with engagement to job ($r=0.305$; $p < 0.01$); team ($r=0.332$; $p < 0.01$); and organization ($r=0.390$; $p < 0.01$). Sportsmanship was correlated with engagement to job ($r=0.640$; $p < 0.01$); team ($r=0.671$; $p < 0.01$); supervisor ($r=0.510$; $p < 0.01$); and organization ($r=0.665$; $p < 0.01$). Lastly, conscientiousness was associated with engagement to job ($r=0.282$; $p < 0.01$); team ($r=0.074$; $p < 0.01$); and organization ($r=0.350$; $p < 0.01$). Based on the findings, geriatric skills enhancement was formulated and recommended as part of the strategic HR development programs of the LGU.

Keywords employee engagement, organizational citizenship behavior, geriatric skills enhancement

Factors Affecting the Attitude of Business Education Students Toward Research

Froilan S. Labausa & Carolina D. Garcia

Abstract

A student's positive attitude towards research is an essential aspect for the successful completion of any research endeavor. This study explored the factors affecting the students' attitude toward research. The study comprised of 120 business education students in five various colleges and universities in Manila who were conveniently selected as participants. The survey questionnaire was developed and used to collect the data. The data were analyzed using descriptive statistics and t-test. The study shows that the following factors, such as research facilities, student's interest, and family support, which was ranked accordingly using mean scores, were rated as very important. These factors have impacted the attitude of the students toward completion or non-completion of research, while other variables such as financial support, teacher's involvement and guidance, and classroom environment were rated as "important." It was recommended for better academic attainment that more research should be conducted to explore other factors other than those used in the study.

Keywords attitude, research facilities, student's interest, classroom environment

Job Embeddedness and Work Engagement: A Basis for an Employee Retention Program

Mariel Raña

Abstract

The researcher sought to investigate the relationship between job embeddedness and work engagement to contribute new knowledge to promote employee retention that is associated with organizational effectiveness. The descriptive-correlational method was used to describe in gathering data, analyzing and tabulating the data needed. The purposive sampling technique was used for the selection of the respondents. Findings revealed that in terms of community link, community fit, and community sacrifice was assessed as having a low level of embeddedness. Whereas in terms of work engagement as a whole shows a low level of commitment. These weak points were recommended as a priority for the retention program. Moreover, the correlation of job embeddedness and work engagement revealed that there is no significant relationship among organizational sacrifice and work engagement. Furthermore, regression analysis between job embeddedness and work engagement among regular employees when grouped according to demographic profile revealed that only the length of service is a significant moderator of community link. The researcher recommends the retention program through the Human Resource Department (HRD) to secure and retained skilled employees since they play an essential role in the organization. Failure to systematically address retention issues is likely to have a negative long-term impact on corporate performance.

Keywords: job embeddedness, work engagement, retention program

The Level of Anxiety of Catholic Religious Sisters in Relation to Their Coping Mechanism: A Basis for a Psycho-Spiritual Formation Program

Esther M. Pizarra

Abstract

Anxiety is one of the most common feelings that every Religious Sister experience as they continue to discover and unfold the authenticity of their vocation to Religious Life. However, this will become a springboard of multiple opportunities for growth and development when dealt with optimism, confidence, and courage. This study aimed to determine the level of anxiety in terms of state and trait concerning coping mechanism, which served as a basis in developing a Psycho-Spiritual Formation Program. The research anchored on the theory of Stress and Coping of Folkman and Lazarus and State and Trait Anxiety Model of Spielberger. This was mainly undertaken to help formators, community moderators and formation ministry centers in the enhancement and strengthening of a joyful and committed religious life which at this current times were challenged with various demands and expectations. A sample of fifty (50) Catholic Religious Sisters from the different religious congregations responded the State-Trait Anxiety Inventory for Adult by Spielberger, a 4-point Likert Scale that measures the intensity and frequency of anxiety feeling and Ways of Coping Questionnaire by Lazarus and Folkman, which is also a 4-point Likert Scale. Descriptive correlational method of research has been used. Data were analyzed using the correlation coefficient. The findings of the study revealed that there is mild state anxiety as experienced by the respondents at the present moment and occasional trait anxiety as what the respondents generally feel when confronted with stressful situations. The coping mechanism profile of the respondents showed positive reappraisal as used quite a bit and escape avoidance as used somewhat. The result also showed that as the respondents used positive coping mechanism, the lower the feeling of anxiety has been experienced, thus revealed an inverse (negative) correlation.

Keywords: state anxiety, trait anxiety, coping, formation, sisters

The Life Values of College Students of the Polytechnic University of the Philippines: A Basis for a Proposed Guidance Program

Dither June U. Malaluan

Abstract

This research study explored the Life Values of the college students of the Polytechnic University of the Philippines- Cavite. Specifically, this sought to answer the following questions: 1) What is the profile of the respondents in terms of age, sex, birth order, monthly family income, parents' educational attainment, and parents' employment status? 2) How do the respondents assess their life values in terms of personal, social, and environmental values? And 3) Is there a significant difference in the life values of the respondents when grouped according to their profile? Four hundred twelve total respondents composed of 157 male and 255 female participants were generated to participate in this study. They were asked to rate as to how affective were the given life values on their behavior. Results showed that: (a) the respondents have high assessment of their personal, social and environmental values, (b) there is significant difference on the respondents' personal and environmental values when grouped according to age where younger participants tend to have higher assessment of their moral and environmental values, (c) there is significant difference on respondents social values when grouped according to sex. Female posted higher evaluation of their social values than male participants, and (d) there is a significant difference in respondents' values when grouped according to parents' educational attainment. The results were used for the proposal of a useful guidance and counseling program to aid students in strengthening and enhancing their life values. In the light of the findings, it is clear that there should be done to address the needs of improving the life values of the participants about age and sex and address matters concerning parents' education to enhance their values system further. Also, further research studies on the same topic with a broader scope, including other variables, are highly encouraged.

Keywords: life values, personal values, social values, environmental values, PUP, Cavite, guidance

The Patience and Psychological Well-Being of Millennials: A Basis for a Counselling Program

Gladys Canillo

Abstract

Patience is the ability to endure difficult circumstances, a tolerance of provocation without responding in annoyance or anger and self-control when under strain, while psychological wellbeing occurs when mental disorders and presence are absent of positive states. Given the challenges of living a meaningful life in a fast-paced world, this researched aimed to discover the relationship between patience and psychological wellbeing of the millennials as a basis for the counseling program. Respondents involved were 175 millennials, with age ranges from 19 to 36 years old in the year 2018, both male or female, and residing within Metro Manila. Convenience and purposive sampling technique were applied. The instrument used as follows; to measure the level of patience, the researcher used 3 – Factor Patience Scale by Dr. Sarah Schnitker, and for the dimensions of psychological wellbeing Ryff's Scales of Psychological Well-Being by Dr. Carol Ryff was used. Results revealed that there is a moderately strong correlation between patience and mental wellbeing on the following dimensions and factors: for the psychological wellbeing; environmental mastery; positive relations; and self-acceptance; then for patience is the daily hassles and life hardship. With an overall weighted mean of 3.65 on patience with a verbal interpretation of likely to be patience, while 4.30 as the overall weighted mean on psychological wellbeing which denotes as above average. Overall scores signify that the respondents of the study are very likely to be patient and have high mental wellbeing. The recommended counseling program included different session activities that target to strengthen their three focus areas: patience in daily hassle, autonomy, and environmental mastery. For the millennials to cultivate patience in regular trouble they need to attend series of a counseling session with the following activities: develop deep breathing techniques, practice mindfulness, overcome negative thoughts and shift to positive thinking, strengthen compassion, use willful approach, encourage to accept the emotion, and cultivate self-patience. For the millennials to promote autonomy and environmental mastery with realistic action steps in achieving healthy psychological wellbeing, recommended activities are the following: analyzing oneself, seeing self from a different perspective, and creating safe space.

Keywords: patience, psychological well-being, Millennial

The Relationship between Workplace Spirituality and Organizational Commitment: A Basis for a Proposed Holistic Program

Joiemarie Aviles

Abstract

The main objective of the study was to conduct the research about the relationship between workplace spirituality and organizational commitment of regular employees and propose a holistic program that addresses the findings of the study. The study utilized the descriptive-correlational method of research to show the relationship between workplace spirituality and organizational commitment. Respondents were selected using purposive sampling, and the total sample respondents were 158 employees working in a manufacturing company for five years and above. The two validated instruments were used, first was the Workplace Spirituality Scale to measure the workplace spirituality, and the second was TCM Employee Commitment Survey it measures employee commitment to an organization. The overall level of workplace spirituality of regular employees in terms of individual level, group level, and the organizational level was high. This means that they generate highly in-depth feelings toward work meaning and purpose and connection between work and the meaning of life. Also, the respondents have high detailed interactions with others, which enhanced mutual feelings and even sympathy with others' inner selves. Lastly, they have highly experienced powerful feeling from alignment with organizational mission and values. The level of assessment of the respondents on the Organizational Commitment in the aspects of Affective, Continuance, and Normative Commitment were assessed as Agree. Moreover, the correlation of workplace spirituality in terms of individual-level factors and organizational commitment revealed that there is significant relationship except for between elements of a block to spirituality and continuance commitment. Also, there is a meaningful relationship between workplace spirituality in terms of group-level and organizational dedication and organizational level factors and organizational commitment. The researcher recommends having awareness and promotion about workplace spirituality and its importance in an organization. Also, the researcher recommends having a deeper level of relationship between employees and the organization. Also, the researcher recommends the training program to promote, enhance, and improve the spirituality of the employees as well as the organization. This program also recommends establishing better commitment between the employee and the organization.

Keywords: workplace spirituality, organizational commitment, holistic program

The Relationship Between Health Anxiety and Self-Esteem: A Basis for a Social Skills Development Program

Dan August B. Nanao

Abstract

The descriptive method of research was utilized, and the normative survey technique was used for gathering data. The questionnaire served as the instrument for collecting data using standardized tests, Health Anxiety Inventory (HAI-18), and the Rosenberg Self-Esteem Scale (RSES). The study was conducted on October 1 to 12, 2018. Out of the 132 respondents, 81.8% had low health anxiety level, 18.2% with medium anxiety level, and none of them were suffering from health anxiety. 9.8% of the respondents had low self-esteem, while 59.1% and 31.1% had healthy and high self-esteem, respectively. There was an inverse correlation between the level of health anxiety and self-esteem of the respondents. The proposed social skills development program aims to develop social skills like self-confidence and self-regulation; communication skills; active listening; leadership and management skills; competence, autonomy, decision making, and problem-solving skills.

Keywords: health anxiety, self-esteem, hypochondriasis, employees, social skills

Modified Rational Emotive Behavior Therapy (MREBT): An Effective Treatment to Reduce Anxiety

Nancy Balatay

Abstract

The study made use of single case (N=1) experiment design replicated six (6) times and the mixed design, qualitative and quantitative analyses of data to determine the efficacy of Modified Rational Emotive Behavior Therapy (MREBT) in altering irrational beliefs and minimizing the anxiety among mothers of children with autism (CWA). The participants of the study were six (6) mothers of CWA suffering from high to very high levels of anxiety. Convenience and chain sampling was applied. Objective and subjective measures were utilized, namely the Anxiety Scale Questionnaire, Ellis' twelve (12) Irrational Ideas, MREBT Self-Help Form, and the Client's Journal. The results of the study before the treatment revealed that mothers had high and very high anxiety and were engaged in self-talk of irrational beliefs that led to self-defeating emotions and behavior. After the treatment, they obtained average to high average levels of stress, and reassuring personal opinions were formulated that bring about positive emotional and behavioral transformation. The downtrend of scores from pretest to posttest is indicative of positive changes in their way of thinking, feeling, and behaving. The anxiety reduction was manifested by the clients' considerable improvement in their general well-being and coping. The study concludes that MREBT is considerably effective in the alteration of irrational beliefs and reduction of anxiety. It is likewise useful as a self-therapy guide for mothers suffering from anxiety. The current study recommends that the same research or comparable studies may be replicated and conducted, and more subjects are included for verification and generalizability of the results of the investigation. Likewise, counseling and psychology researchers profoundly examine the methodology of this study, specifically on the treatment interventions employed to identify the weak areas and may improve or develop complex treatment interventions. Anxiety test is designed solely for mothers of CWA as well.

Keywords: eclectic therapy, REBT, anxiety, single case experiment, mixed design

Self-Compassion as Correlates to Mood States: A Basis for Stress Reduction Among Yoga Practitioners

Pearly Ann F. Ancheta

Abstract

This study attempted to determine the correlation between self-compassion and mood states among Filipino yoga practitioners. Self-compassion, with roots in Buddhist philosophy, is postulated by Kristin Neff (Zeng & Wei, 2016) to provide a better way of seeing and accepting oneself as well as a healthier way of dealing with challenging situations. Yoga facilitates mindfulness and relaxation of the mind and body, thereby buffering negative thoughts and feelings. Self-compassion, yoga, and mood states are considered as predictors of psychological wellbeing (Nataraja, 2008; Neff & Costigan, 2014; White, 2014; Stolarski & Matthews, 2016). The Self-Compassion Scale or SCS of (Neff, 2003) and the Profile of Mood States or POMS (Grove & Paravessis, 1992) were administered to yoga practitioners from different yoga studios. Different yoga styles were practiced, among them, hatha, vinyasa, yin, and ashtanga yoga. Both scales were administered during a single visit to each studio. The frequency and duration of the practice of yoga differed from individual to individual. A Pearson r was computed between the total scores on the Self-Compassion Scale and the overall scores on the POMS, and between subscale scores of one scale and the subscale scores of the other scales. There was a significant, moderately strong negative correlation between the total self-compassion and total mood disturbance of the respondents ($r = 0.460$, $p. < 0.000$). A moderate negative correlation was found between the overall Self-Compassion score and the Tension subscale of the POMS ($r = -0.46$, $p. < 0.000$) and the total Self-Compassion score and the Fatigue subscale of the POMS ($r = -0.406$, $p. < 0.000$). All other correlations were weak. Only weak negative correlations were found between the total scores on the POMS and the subscales of the Self-Compassion Scale. The results of the present study are consistent with other studies on self-compassion and mood states. This study showed only that self-compassion and mood states in yoga practitioners are negatively correlated; that is, the higher the self-compassion, the lower the negative mood states. It assumes but does not show the role of yoga in producing self-compassion or regulating mood states. As a preliminary step, a program for stress reduction and relaxation is also proposed.

Keywords: self-compassion, mood states, yoga, mindfulness

Self-Esteem as Correlates to Social Anxiety: A Basis for a Development Program for the Youth

Samuel R. Lorenzo

Abstract

The main objective of the study was to determine self-esteem as correlates to social anxiety, which also served as a basis for a development program for the youth. Descriptive correlational research was used, and a purposive sampling technique was utilized to 75 (ages 12-19) adolescents. The data were gathered from the respondents through the use of standardized questionnaires such as Self-Esteem Inventory and Kutcher Generalized Social Anxiety Disorder Scale for Adolescents. Findings revealed that there is a moderate relationship between the self-esteem and the social anxiety of the youth, there is an average level of social anxiety among the youth, and some youth have low self-esteem. Intervention Plan for the youth from the Christian communities and activities that can help assess their level of self-confidence and social anxiety were some of the derived recommendations.

Keywords: Self-esteem, social anxiety, Christian communities

Strategies to Overcome Blood-Injection-Injury Phobia of Senior High School Students: A Case Study

Marc Raymund R. Yap, Bianca Louise T. Villaraza, Jan Andrei Myle A. Amistoso, & Ken Gabriel L. Cabillon

Abstract

This study on Blood-Injection-Injury (BII) phobia is often limited and understudied. Such fear is oxymoronic, especially for those in the field of medicine. BII phobia is a Specific Phobia, a type of anxiety disorder; wherein there is an acute fear and avoidance of stimuli or invasive medical procedures associated with blood, injections, and injury which is commonly known to children and young adults. This study aims to identify the strategies used by students in a medical institution with this kind of anxiety disorder. The researchers gave out questionnaires to all the Grade 12 students in De La Salle Medical and Health Sciences Institute enrolled in the academic year 2018-2019. Qualifications of the participants in this study include a score of (2.5 ≤) in the Severity Measure for Specific Phobia – Adult questionnaire adopted from the American Psychiatric Association. This study utilized a case study research design, which is aimed to generalize over several units being observed. Association of models and theories were then employed to elicit the effectivity of the strategies to overcome BII phobia despite the circumstances considered. An in-depth face-to-face interview was conducted with qualified respondents to address this objective. The researchers tabulated and interpreted the data gathered using frequency count. Results showed that the models and frameworks used were effective, namely: Cognitive-Behavioral model, The Biological “Preparedness Theory,” fear acquisition theory, Lang’s tripartite model, and Disgust, anxiety and fainting symptoms associated with blood-injection-injury fears: a structural model, that discuss fear acquisition during the pediatric stage and overcoming strategies. The strategies stated were effective in reducing the anxiety but not in overcoming the fear altogether. It is recommended that as early as childhood, symptoms of this anxiety disorder should not be taken lightly and the participants should be clinically diagnosed; consultation from a professional regarding this matter should be considered; higher sample and methodology is also recommended.

Keywords: anxiety disorders, blood-injury-injection phobia, case study, strategies

The Efficacy of Cinema Therapy as a Clinical Intervention in the Reduction of Aggression Among Inmates: A Basis for an Enhanced Community Program

Erna Compuesto

Abstract

Jail facilities are presently overcrowded with inmates mostly with drug-related cases. They often suffer from different emotional issues that worsen their conditions. Various strategies are being used to help these people to at least lessen their burden and discomfort. Since the television is the only electronic device available inside the jail facility, the use of cinema therapy as a clinical intervention in making an impact on their emotional status was considered. The purpose of the study is to know the efficacy of cinema therapy as a clinical intervention in the reduction of aggression among female inmates. It used the quasi-experimental research with pre-test post-test design of the statistical investigation. It was conducted in Marikina City Jail Female Dorm with 15 respondents from the experimental group and another 15 from the control group. It specifically measured the aggression level of inmates, along with the areas of physical aggression, verbal aggression, hostility, anger, and indirect aggression. The study found out that cinema therapy has a significant effect on the hostility of female persons deprived of liberty. All other areas yielded the same level of aggression. The proposed enhanced therapeutic community program encourages participants to have high impulse control, self-discipline, reduce hostility, become more sociable, release pent-up feelings and emotions, cope with the stress of everyday living, develop enhanced tolerance and attain tranquility or peace of mind.

Keywords: aggression, cinema therapy, inmates, community program, clinical intervention

The Efficacy of a Therapeutic Community Program on Self-Esteem and Perceived Family Support: A Basis for a Holistic Program for Substance Abuse

Joanna Marie M. Riñon

Abstract

Having a firsthand experience dealing with different patients, substance abusers are some of the most disturbed and unstable people in society. Most of the patients have had little discipline or too much, came from broken homes, and have no self-esteem. Patients are very insecure and are at war with themselves as well as society. Patients have in mind about the discrimination of the society that “an addict is always an addict.” Most of the patients did not learn moral values or learn to follow everyday norms due to being hooked on drugs (Abliter, Asi, and et al., 2015). Many researchers conducted studies to identify the role of self-esteem as one of the factors in selecting effective treatment programs. It is an intrinsic motivation that must be increased, of course, with the support of the abuser’s families. Also, the present study decided to experiment to compare the male substance abusers level of self-esteem and perception of family support using Therapeutic Community Program.

Keywords: #therapeuticcommunity, #selfesteem, #familysupport

The Relationship of Big 5 Personality Traits and Self-Esteem of Selected Maritime Cadets: A Basis for a Holistic Training Program

Raymond Eusebio Huevos

Abstract

The study examined the relationship between the Big 5 personality traits (Openness to Experience, Conscientiousness, Extraversion, Agreeableness, and Neuroticism) and the self-esteem of selected maritime students as a basis for the recommendation for the inclusion to the existing holistic training program of Maritime Academy of Asia and the Pacific (MAAP). Survey questionnaires including their demographic profile, Big 5 personality traits, and the Rosenberg Self-esteem scale. After the survey (N=150), revealed that the Openness to Experience, Conscientiousness, and Agreeableness is moderately correlated to Self-esteem, which suggests that the higher the self-esteem, the higher the personality traits. Also, Low Correlation was noted between Extraversion and self-confidence, this small relationship to low extent suggests that the more a person is extrovert, the higher the self-esteem and vice versa, it also found out that negative correlation between Neuroticism and Self-esteem, this negative correlation suggest positive result considering having low score in neuroticism indicates emotional stability. There are three key findings showed on this study, findings revealed that among the Big 5 personality Traits, Conscientiousness obtained the highest score which suggests that the respondents are precise in terms of planning, they are cautious to avoid trouble which is likely related to their future profession as a marine officer. Furthermore, another finding revealed that the respondents scored low in extraversion, which is more likely related to their regimental like training. Implications and future works are discussed.

Keywords: big 5, self-esteem, Maritime Academy of Asia and the Pacific, cadets

PUBLIC ADMINISTRATION

An Assessment on the Functionality of the Local Advisory Committee in Relation to the Institutional Arrangement of the Conditional Cash Transfer Program in Pasay City

Miguel Angelo D. Dioquino

Abstract

This study aims to assess the functionality of the Local Advisory Committee (LAC) being part of the institutional arrangement in the implementation of Pantawid Pamilyang Pilipino Program in Pasay. This was measured by identifying the extent of involvement of participants of LAC in terms of monitoring, coordination, problem-solving, strategic planning, feedback mechanism functions of the committee and various factors such as demographic profile, level of awareness, commitment, and accountability of participants. The study reveals that member stakeholders of the committee still prioritize their current roles and responsibilities with their respective offices despite their claims that they have an engagement to the program, which found to be relative to moderately high. This finding results to non-attendance and irregular attendance of department heads to committee meetings and occasional participation of their representatives to the functions of LAC. Because of this, unclear roles and responsibilities to the program by member stakeholders have been observed. Statistical results support this observation where factors such as awareness and accountability influence the involvement of member stakeholders in terms of monitoring, coordination, and strategic planning functions of the committee. Further, member agencies are bounded by the fiscal limitations of their offices that result in the inability of the partner agencies to include CCT activities in their respective plans. One apparent reason is the nature of their agency's mandate, which does not have direct services offered or at times do not match with the CCT program. Given these findings, it is being recommended that the passage of local ordinance be lobbied to Sangguniang Panglungsod of Pasay for the improved LAC of CCT with the following considerations: enhancement of roles and responsibilities of member agencies and CSOs of LAC as well as inclusion of these expected roles and responsibilities of member agencies to their individual performance contract so as to strengthen accountability mechanisms; provision of incentives to its member agencies chargeable against existing LGU fund to increase participation and improve quality of their performance. Together with this, the DSWD may establish symbolic rewards to LGUs with performing LAC to generate active engagement of involved stakeholders. An in-depth orientation about the CCT program may also be considered especially with department heads and representatives.

Keywords: CCT program, advisory committee, functionality, institutional arrangement, partnership

An Assessment of the Implementation of the Operational Guidelines in the Management of Pulmonary Tuberculosis in Selected City Jails in the National Capital Region

Minnie Acero Saldivar

Abstract

The study was focused on the Implementation of Pulmonary Tuberculosis Program in Selected City Jails in the National Capital Region: Quezon City Jail, Manila City Jail and Caloocan City Jail, as the basis for the Operational Guidelines Enhancement. Specifically, the researcher wants to answer the following questions: How do respondents assess the implementation of the Pulmonary Tuberculosis Program in Jails in terms of Commitment, Detention, and Release. Secondly, what do the respondents encounter the problems in the implementation of the Pulmonary Tuberculosis Program in three City Jails in the National Capital Region in terms of the variables mentioned above? What suggestions can be recommended to address the problems encountered by the respondents in the implementation of the Pulmonary Tuberculosis Program in three City Jails in the National Capital Region in terms of the variables mentioned above? Fourth, Is there significant differences in the assessment of personnel and PDL on the implementation of the in the implementation of the Pulmonary Tuberculosis Program in three City Jails in the National Capital Region, the problems encountered by the respondents in terms of commitment, detention, and release? Fifth, is there significant differences in the assessment of the three City jails in the implementation of the Pulmonary Tuberculosis Program in three City Jails in the National Capital Region and the problems encountered by the respondents in terms of commitment, detention, and release? And, lastly, based on the findings, what suggestions can be recommended to improve the implementation of Operational Guidelines for Pulmonary Tuberculosis in Jails? The respondents of the study were Persons Deprived of Liberty from the Three subject Jails, one hundred (100) from Quezon City Jail, forty (40) from Manila City Jail and seventy-three (3) from Caloocan City Jail. Also, Jail Personnel from the three subject jails: sixteen (16) from Quezon City Jail, twelve (12) from Manila City Jail and eight (8) from Caloocan City Jail. The study utilized the descriptive method of research - by using the survey technique.

Keywords: operational guidelines, pulmonary Tuberculosis city jail, National Capital Region

The Decongestion Program in Three (3) Selected City Jails Of Cavite: An Assessment for a Possible Partnership and Sharing Program

Joseph Balubar Delos Reyes

Abstract

The rapidly growing population of inmates under the Bureau of Jail Management and Penology (BJMP) has resulted in progressive overcrowding of detention facilities. The facilities are places of constraint where living conditions can be both physically and psychologically demanding. Detainees are subject to varying degrees of stress as a result of separation from family and friends made worse by poor living conditions. The risk of various diseases and infections is high in overcrowded facilities with disease-prone people. With this line of programs, the researcher is inspired to identify and assess the issues and concerns confronting the jails at the Bureau of Jail Management and Penology Region IV-A, particularly Province of Cavite (Imus City Jail, Bacoor City Jail and Dasmariñas City Jail) in the implementation of decongestion programs in their respective areas of responsibilities which is as well vital to the realization of a fair and just correctional justice system. Cognizant of the present condition, the researcher also realizes that the Jail Bureau cannot abandon the need for additional and more modern jails. This study will set the standard quality on how jails should be planned, designed and constructed, into a more inmate-friendly facility through “better rehabilitation and better feeding programs.”

Keywords: platforming individual clarification for the overloading community

Is Traffic not Fatal? : The Collections of Dagli in Filipino Concerning Issues of Transportation in the Philippines

Roman Marcial D. Gallego

Abstract

In the Philippines, it is essential to have a public transport such as jeep, LRT/MRT, bus, and taxi for a fast-moving of products or an individual from one place to another. As the years go by, problems in transportation become apparent from population growth, multiple establishments, and road widening and constructions which lead to implications into the quality of life, health, and safety of the passengers. The researcher went to the idea of the write dagli (vignette, sketch, or short story in other forms) from the issues stated to be a representation of truth. The researcher used reflexive method in presenting data which refers to the concept of being 'involved' within the research. Through the method used, the researcher turns out to be aware of the interpretations contributing to the creation of experiences into the process of writing. In this study, the researcher found out that the Philippines has 66-minute traffic experience according to the Boston Consulting Group (2017); having EDSA (Epifanio de los Santos Avenue) where different employments meet, parks and museums, and establishments result to heavy traffic, long queues of vehicles from the terminal, and travel time which can reach up to P5.4 billion in 2035 according to Japan International Cooperation Agency (2018). Likewise, the significant role of dagli as cognizant of and can build strong connection to fellow men in understanding the society; and develop human learning and reasoning.

Keywords: public transportation, dagli, literary works, lifestyle, health

SPORTS SCIENCE

The Quality of the Implementation of the Mandated School Sports Training Program for Coaches and Athletes in the City Schools Division of Tayabas: A Basis for an Enhancement Program

Gregorio G. Constantino

Abstract

The study assessed the quality of implementation of a mandated sports training program for coaches and athletes in the Division of Tayabas City and developing an enhancement program. The descriptive, evaluative research design was used in the study where the questionnaire is the primary data gathering instrument. The study involved forty-five (45) coaches and one hundred eighty-two (182) athletes. The respondents were determined using purposive and simple random sampling. Most of the coaches were 21 to 30 years old, female, married, Bachelor Degree holder, attended seminars in the school level, affiliated in athletics, have been coaching for 1 to 3 years, competed in the regional level, training and practicing for four times a week, and 2 hours a day. Most of the athletes were 20 years old and below, male, single, secondary level, attended seminar and training in school level, affiliated in football, have been playing for 1 to 3 years, competed in school level competition, training and practicing for five times a week, and 2 hours a day. Findings reveal that the quality of implementation of the sports training program was assessed as "very good." Data shows that administrative arrangement was perceived to be number one among the difficulties of training functions in the schools followed by sports participation. When grouped according to profile, there is no significant relationship on the quality of implementation of the training program and the problems encountered during implementation. There exists a substantial difference in the quality of implementation of the training program as perceived by the coaches and athletes.

Keywords: athletes, coaches, conceptualized training model, mandated, sports training program, training

Call for Papers

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

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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.

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Registration opens	<i>depends on scheduled JMRC</i>
Deadline for abstract submission	<i>depends on scheduled JMRC</i>
Notification of abstract acceptance	<i>depends on scheduled JMRC</i>
Deadline for full paper submission	<i>depends on scheduled JMRC</i>
<i>*Full paper submissions that are completed after deadline for full paper submission may not be included in the Conference Proceedings.</i>	

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!



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