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Healthcare Competencies of Army General Hospital Administrators Toward Quality Performance

Apple Eve Raguine – de Guilo

Abstract

The research Proposed a Development Program to Enhance the Effectiveness of Health Competencies of Army General Hospital Administrators in the Performance of their Administrative Functions.

Army General Hospital Administrators may adopt this study toward quality performance. Indicators not covered in this study may focus on future research to determine how other management practices affect instructional leadership and self-efficacy.

The need for greater efficiency and effectiveness in using human resources in health care was re-emphasized to improve management practices with higher qualifications for practical methodologies for healthcare system leaders and assessments of leadership competencies. The World Health Organization (WHO) sponsored an initiative to develop such a methodology for evaluation management performance (based on the application of human resources [HR] indicators Performance) that was also utilized in the discussion in this research work.

Samsung SDS PH And People Plus Staffing Solutions, Inc.: Towards a Key Performance Indicator Model

Bernard F. Fajilan

Abstract

This study analyzes the partnership between Samsung SDS PH and People Plus Staffing Solutions, Inc. and how this affects their employee's deliverables or Key Performance Indicators (KPIs).

Through a descriptive research design, online questionnaires were used as the data collection technique. The questionnaire was based on the need to have a profile of the respondents and their perception of the extent of the KPI attainment versus the KPI planned. The statistical tool used to compute the computational aspects of the statistical analyses was the IBM SPSS Statistics application. Descriptive statistics, frequency statistics, one-sample t-test, Paired t-test, and ANOVA by factors were used to analyze the data

Using One-Sample Statistics, it is then found that all Logistics-oriented strategies set by Samsung SDS PH and People Plus, which are Forecasting, Planning, Product-clustering, and Performance Analysis, are significant and compelling. Through Paired-sample tests, the existing KPIs that enable the logistics-oriented strategies in the different areas of business are evaluated in their efficiencies in terms of On-time Good Receipt, Inventory Consistency, On time Good Issue, On time Delivery, Box Damage Warehouse Percentage, Safety, and Training and are found to be highly efficient.

On-time Good Receipt and Box Damage Warehouse Percentage have adverse effects on forecasting. Thus, immediate corrective action is necessary for this area. The only significant variable to Planning is On Time Good Receipt. The rest of the variables are still needed but do significantly affect planning. On the other hand, all the included variables for clustering of products (On time Good Receipt, Inventory Consistency, On time Good Issue, On time Delivery, Box Damage Warehouse Percentage, Safety, and Training) have no significant effects on the clustering of products when considered singly, that is when they are considered separately. They only become significant when taken as a whole; all these variables must be considered when clustering products. And like in the case of clustering, the included variables are not significant to Performance Analysis when considered singly.

The regression equations show many adverse effects of the logistics-oriented strategies on the KPIs. It is then highly recommended to turn the negatives into positives immediately. There can also be a comparative research study of the same business model (logistics-centered business partnered with 3PL) to gain insights into other logistics strategies and KPIs. Future researchers can also expand the research scope and do a qualitative study on the organizational KPIs which affect Supply Chain KPIs.

Towards Compliance with the 2015 Revised Standards for Philippine Public Libraries

Chona San Pedro-Galo

Abstract

The present study examines the Philippine Public Libraries' compliance with the 2015 revised standards. The study specifically attempted to answer the following questions: 1) What is the profile of the library administrators; 2) To what extent do the Philippine Public Libraries comply as planned in terms of the areas in the Standards for Philippine Public Libraries; 3) To what extent do the profiles of the administrators moderate compliance to the 2015 Revised Standards for Philippine Public Libraries; 4) To what extent do the planned library requirements affect compliance to the 2015 Revised Standards for Philippine Public Libraries; and 5) Based on the findings, what corrective action framework can be proposed?

The descriptive research design was utilized in the study. It has been preferred because it is impossible to observe all the characteristics and existing interactions in the present situations of public libraries. The respondents of the study were the head administrators/librarians of the city public libraries in the National Capital Region (NCR) of the Philippines.

A structured survey questionnaire and document analysis were used to gather data. The instrument design was based on the ideas reflected in the problem statement. The data were tallied, tabulated, and analyzed to answer the study's objectives. For the statistical treatment of the data, weighted mean, paired T-Test, and two-way Anova were utilized.

The study's findings are: 1) The planned library requirements extensively comply with the 2015 Revised Standards for Philippine Public Libraries. However, areas of concern that necessitate immediate corrective action have been identified; 2) The demographic profiles of respondents, such as age, educational qualification, and continuing professional education, have no significant moderating effects on compliance with the 2015 Revised Standards for Philippine Public Libraries; 3) The planned library requirements have no significant effects on compliance with the 2015 Revised Standards for Philippine Public Libraries; and 4) The proposed corrective action framework has identified the priority areas for improvement to achieve compliance with the 2015 Revised Standards for Philippine Public Libraries.

Based on the findings, the following conclusions are drawn: 1) The respondents' compliance to the standards is to a great extent except on some aspects of the Mission, Vision, Goals, and Objectives (MVGGO), Services and Utilization, Physical Facilities, and Financial Resources, which requires immediate corrective action; 2) The proposed Corrective Action Framework, which identifies the priority areas for improvement in the 2015 Revised Standards for Philippine Public Libraries, will aid in the possibility of revising the current standard or developing an accreditation program.

It is recommended that the National Library of the Philippines, through its Public Libraries Division, should consider developing an accreditation program to support and strengthen the current Revised Standards for Philippine Public Libraries; 2) That the National Committee on Standards Revisions and Accreditation Scheme for Philippine Public Libraries, in collaboration with the Association of Librarians in the Public Sector (ALPS), should consider revisiting, updating, or revising the current Standards for Philippine Public Libraries; 3) That the Public Librarians should maintain constant contact with NLP and its local governments to ensure compliance with the Standards for Philippine

Public Libraries; 4) That the Local Government Units (LGUs) should support their public libraries and collaborate with the NLP as a partner in the development of their public libraries and librarians.; 5) The researcher should consider conducting additional or more in-depth studies on the topics not covered in this study as a follow-up.

Enterprise Resource Management of Selected Garden Retailers: Towards Effective In-Store Services in Disruptive Time

Clarissa Ojastro-Tolete

Abstract

The business flow of the entire world significantly changed after COVID-19 hit the globe. Business disruption is one of the significant problems that interrupt business activities. This meaning of disruption is synonymous with "interruption," which has a largely negative connotation. (Robbins,2021)

The decision maker must decide on the best policy to find the optimum solution. As a manager or entrepreneur, you need to have a clear picture of your goals to succeed. One of the excellent behavior described is being a good leader. According to Steve Kerr (2014), "As a leader, one of the things that's most important is to know your team needs to see you as confident."

To hit the most remarkable peak of a small business depends on how the entrepreneur manages and operates the business. The study of Gaiardelli et al. (2016) says that they investigated the best practices behind Italian best-performer assistance workshops of the heavy truck industry. They are different by the typical peculiarities of Small and Medium Enterprises (SMEs). The best performers are characterized by funding capacity, suitable organizational structures, grounded skills, and solid management commitment. The latter said that being successful demonstrates the ability to combine entrepreneurial and managerial skills.

Nowadays, building a business can be a little exciting and challenging. For one to run a business effectively, as a whole, one has to experience difficulty arising among the conflicting goal of its various functional areas. Nowadays, the whole world is experiencing severe difficulties in the Covid-19 pandemic. According to ADBI, the novel coronavirus, COVID-19, has significantly changed people's lives and business activities nationally, regionally, and globally. A series of strict lockdowns happened during the first quarter of 2020, causing substantial economic losses. Micro, small, and medium-sized enterprises (MSMEs) continue to confront a sharp drop in demand and revenue (ADB Institute Publications, 2020).

What is an ornamental plant? Ornamental plants provide greenery in cities and other inhabited areas, gardens and parks, and outside public buildings and residences. They are distinct because of their attractive shapes and the different colors of their flowers, leaves, and fruits. In terms of biological properties and agro-technical requirements, ornamental plants are divided into several groups, such as trees and shrubs (i.e., hibiscus plants), perennials (i.e., peony and stargazer flowers), biennials (i.e., parsley, onion family including leek), annuals (i.e., petunia and marigold), grasses (i.e., pampas grass and Indian wood oats), and bulbs (i.e., daffodil and tulips).

Enterprise resource management of selected garden retailing industry is rarely unseen nowadays because of the fast-growing technology that affects people's interest. Especially in this challenging time, we must discover new techniques to cope with our new regular business. The researcher herself is a business owner of ornamental plants; as she has observed in the past ten years, many challenges could be considered to re-evaluate Enterprise resource management in this industry.

The study focuses on the enterprise resource management of selected garden retailers in Metro Manila towards effective in-store services in disruptive times. This is limited only to enterprise resource management in the garden retailing industry regarding plant logistics, sales management, personnel motivation, and rate of return on operations.

The respondents were chosen according to the following criteria: 1. must have at least five years of field experience, and 2. must have handled two or more staff. Doing so limits the sample size to the ornamental plant sellers.

This study investigates selected garden plant retailers regarding enterprise resource management in terms of plant logistics, sales management, personnel motivation, and rate of return. The result of the study identifies effective in-store services in disruptive times. Accordingly, the program develops the enterprise resource management of the selected garden retailers.

This study utilized descriptive quantitative methodology. The quantitative research approach analyzed the extent of effectiveness of enterprise resource management of selected garden retailers towards effective in-store services during disruptive times. Through focus group discussion, the researcher spent considerable time designing a survey questionnaire.

Enterprise resource management of selected garden retailing businesses creates a significant role in providing the highest level of efficiency in the company. Enterprise resource management contributes sustenance to the business process. Most of the businesses experiencing some operational issues can be improved. It can learn along the way through the mistakes experienced on the way to achieving the goals.

However, in the current situation from the past two years up to now, people are still adopting the new scenario. In enterprise resource management in terms of plant logistics, there are many ways that the industry can practice even more. The proper utilization of SKUs or the other way to monitor their inventories. Maybe some lapses in regular inventory because of too much trust in the staff and laziness in doing regular inventory because of too wide varieties of plants. Inventory management is not utilized to benefit the company. The industry experiences delayed deliveries, incomplete deliveries, quality issues of delivered plants, the unreliability of continuous supply, and trust issues with suppliers in terms of the distribution of the products during deliveries. These problems arise from the mismanagement of business owners who hold on to their old beliefs.

Regarding sales management practices, the companies do not provide a budget or other means to meet customers' needs regarding sales management practices. They have no sales target and no training in the marketing process. Most small and micro retailers are contented with walk-in clients with no other market penetration and expansion source. This is due to companies holding on to their old-fashioned strategies.

As to personnel motivation, the industry lacks company training and orientation task, and technical sales training is underutilized. It is also revealed that the enterprise resource management's effectiveness of providing meaningful and helpful feedback on the employee's performance did not practice well.

Regarding the rate of return operations, enterprise resource management's effectiveness of reinvesting net income in business capital money gains active or passive income. Some respondents didn't maximize online investments or diversify their funds to another business during the disruptive time.

ABC Higher Education institution (HEI) Center of Excellence: Towards a School of First Choice for the Bachelor of Science in Nursing Program

Conrado V. Navalta

Abstract

Achieving sustainable competitive advantage has become crucial for every organization, including educational institutions. Organizational success depends on effectively using resources and capabilities to tap the opportunities in the external environment. Organizations must pay enough attention to strategy formulation, choice, and implementation (Burnes, 2009).

Unlike other countries, the Philippines has numerous universities/colleges scattered around the three primary island groups of Luzon, Visayas, and Mindanao. As reported by the Office of Planning, Research, and Knowledge Management – Knowledge Management Division of the Commission on Higher Education (CHED), for AY 2019-2020, there are 1,729 private HEIs in the country (CHED, 2020). To be a university of first choice for the Bachelor of Science in Nursing program, ABC HEI must be strategic in its intent and direction, specifically in instructional quality, research and publication, extension and linkages, and institutional qualifications.

The overall approach of the study is qualitative to get a comprehensive summarization of the current profile of ABC HEI using the CHED COD/COE criteria as a reference and formulate a strategic framework towards being the school of first choice for the Nursing program within its locality.

Using the CHED COD/COE assessment rubrics, study findings reveal that the ABC HEI has weaknesses or gaps that must be explicitly addressed in instructional quality, research & publication, extension & linkages, and institutional qualifications. Gaps are identified in the Processes and Procedures; thereby, Proofs showing compliance with the requirements are unavailable. In terms of Policies, some are emplaced, but these need to be strengthened. ABC HEI could not satisfy the requirements for Research and Publication, particularly in the compliance area of People.

With the current profile of ABC HEI concerning the CHED COD/COE criteria and the extent of its compliance with the specific criteria requirements, ABC HEI needs to review, update, and extend its policies to include provisions on process deployment and procedural guidelines that shall strengthen its operations in the areas of instructional quality, research and publication, extension and linkages, and institutional qualifications. The school also needs to identify, appoint, and capacitate process owners and personnel concerned to perform the processes and procedures as well as use technology, i.e., applications and software tools, that can complement the deployment of processes and procedures and allows for the quick generation of data for analytics to support decisions that school administrators must make.

Assessment of Tourist Attractions Accessibility to Persons With Disabilities in Manila: Basis for Tourism Promotion

Criselda A. Regencia
Lilianabeth DC Abesamis
Celina Rishma F. Gonzaga
Jack Yves Sabado

Abstract

Tourism researchers are still discussing how the tourism business and research might contribute to a more inclusive and sustainable future. This is true in terms of decreasing current emissions. People with disabilities are marginalized or excluded from tourism by integrating them into the sector in ways that directly benefit them or give them more influence. The tourism industry is becoming increasingly globalized and competitive. Quality, sustainability, image, innovation, and accessibility are new and vital challenges affecting tourism development (Garca-Caro, de Waal, & Buhalis, 2012).

This study aimed to assess the tourist attraction in Manila in terms of environmental and institutional challenges in accessibility, facilities, and services to persons with disabilities.

The study used a descriptive research design to obtain the needed data. It was conducted to describe a population, situation, or phenomenon adequately and systematically. Frequency and percentage, mean, and standard deviation were utilized to determine the outcome of the data collected.

The study's findings were that most of the respondents were in the age bracket of 21 to 30 years old and female. The assessment of tourist attractions on environmental and institutional challenges in terms of accessibility, facilities, and services provided to People with Disabilities was poor. In contrast, the establishment's main entrance staircases are not accessible to people with disabilities due to the absence of a ramp. However, facilities were safe and secure for people with disabilities. Proper health protocol was not implemented, and signages were not visible.

It can be concluded that Manila's tourist attractions did not meet the demands and problems of people with disabilities regarding their environments and institutions.

The recommendation is for tourist attractions to include accessibility as a critical component. They must remember that accessible travel benefits everyone, not just persons with disabilities. Tourist sites must adhere to the universal design principle, which ensures that everyone may utilize and enjoy the amenities offered equitably and sustainably while still receiving high-quality services. This approach disregards preferential or segregated treatment for people with disabilities in favor of granting everyone, at any time, unrestricted access to facilities and services with equitable outcomes.

An increased multi-generational focus in development planning is encouraged by the improvements to the physical and service infrastructure that result from an emphasis on accessibility. Accessible infrastructure makes it easier for families with small children to participate in social and cultural events, particularly in transportation, infrastructure provision, and building design.

Keywords: Accessibility, tourist attraction, persons with disabilities

Towards Quality Budget Implementation Framework in the Philippine Army

Cristina K. Baterbonia

Abstract

Government budgeting is the critical exercise of allocating revenues and borrowed funds to attain the economic and social goals of the country. Through the budget, the government can prioritize and implement its plans, programs, and policies within the constraints of its financial capability. It also entails the management of government expenditures in such a way that will create the most economic impact from the production and delivery of goods and services while supporting a healthy fiscal position. This paper explores the implementation of MOOE and the most effective budget framework that can be used in the proper utilization of MOOE in the Philippine Army. The output of this paper which is the proposed quality budgeting framework can be adopted by the organization as this help them to have a more transparent and quality budgeting procedure. The result of this paper can also be a springboard to create more effective ways in the process of implementation and execution of the Maintenance and Other Operating Expenses; thus, this will help the national government as a whole to have more transparent budgeting.

Document Analysis determined that the government adopted the Simplified Fund Release System (SFRS) in 1995 to accelerate the implementation and judicious use of the funds for budgeted government projects. Systems and procedures are set in place to monitor the performance and cost-effectiveness of agencies.

The MOOE profile in performance evaluation and assessment, facility, maintenance, and equipment are allotted to a great extent.

In the regression equations, the six phases are found to be deficient. The major ley resource areas such as facility, maintenance, equipment, and training significantly affect performance.

The implementation phases are rated significantly high. However, based on performance evaluation and assessment of the identified vital resource areas, facility, maintenance, equipment, and training start with deficits and end with deficits.

The Philippine Army Gender and Development Towards Effective Quality Framework Implementation

Ellen May Sausa de Pedro

Abstract

This research aims to discover the Philippine Army Headquarters Gender and Development Implementation towards Effective Quality Framework Policy.

The researchers have found that The respondents mentioned that there was awareness of the policies listed above regarding the implementation of Gender and Development in the Philippine Army Headquarters. It also recognizes human rights guaranteed by the International Covenant on Civil and Political Rights (ICCPR), the Convention on the Rights of Child (CRC), and the International Covenant on Economic, Social, and Cultural Rights (ICESCR).

Based on the themes created, it was also observed that the Magna Carta establishes the duty of the government to take steps to end discrimination against women within a specific time frame. Respondents detailed the AFP intensified Gender and Development (GAD) programs to protect women during recruitment, training, and service. Among the line-up of activities that are part of the continuing GAD efforts in the AFP are Gender Sensitivity Training; Seminar-Workshops on Gender Analysis; GAD Executive Briefing to Senior Military Officials/Top Level Management; Lectures on GAD-related laws and mandates active participation in national and international mandated GAD-related advocacies such as the Campaign to End Violence against Women.

Furthermore, findings indicated that women's family and military roles are closely linked. Women who marry become pregnant and have children leave the military at higher rates than single Servicewomen. Some suggest that many women who would like to remain in the military but leave do so because they perceive that military policies do not support women's roles as mothers.

The research concludes that the following programs were implemented as part of Gender and Development in the Philippine Army and the Arm Forces of the Philippines as a whole, as experienced and enumerated by the respondents: (1) intensified Gender and Development (GAD) programs to protect women during their recruitment, training, and service, (2) Gender Sensitivity Training; Seminar-Workshops on Gender Analysis, (3) GAD Executive Briefing to Senior Military Officials/Top Level Management, (4) Lectures on GAD-related laws and mandates, a campaign to End Violence against Women. (5) Gender Analysis and Gender Analysis Tools Training, provision of technical inputs on GAD-related policies to be issued by the AFP, updating of the AFP's Gender Mainstreaming Evaluation Framework Scores for 2020 and 2021, as well as the (6) review and endorsement of 2022 and 2023 GPBs and 2021 and 2022 GAD ARs of all military agencies, and standardization of Harmonized GAD Guidelines (HGDG) attachments for GAD Planning and Budgeting assist AFP and its significant services in sustaining its GAD programs to fortify AFP personnel's capability towards providing GAD-related technical assistance to all AFP units and offices.

**Revisiting the Armed Forces of the Philippines Regulations Guidelines III-442 (AFPRG III-442)
Towards the Development of a Strategic Policy Framework on Philippine Military History**

Emeterio A. Ornedo, Jr.

Abstract

The study aimed to revisit the Armed Forces of the Philippines Regulations Guidelines III-442 (AFPR G III-442) towards developing a strategic policy framework on Philippine Military History.

The regulation was promulgated in 1973 to set forth the general responsibilities, policies, and procedures for preparing and using military history and the specific objectives, policies, and responsibilities for the planning and conduct of the AFP Historical Program and Command Historical Programs. (AFPR G III-442, 1973, 1)

The research focused on the documentary analysis of the Armed Forces of the Philippines Regulation Guidelines III-442 (AFPR G III-442), using qualitative research data analysis. In scrutinizing the document, the researcher correlated its mandates with current military history programs and policies of the AFP.

The study looked into how the regulation was implemented. Heads and staff of the Armed Forces of the Philippines and its major service history offices were engaged in a focus group discussion/structured interview for data gathering. The discussions and data analysis results suggest revising AFPR G III-442 and adapting its general provisions, objectives, and constructs to the organization's current needs.

Based on the findings and conclusions of the study, the researcher recommended the adoption of a Proposed Strategic Policy Framework on Philippine Military History in the next five years, with immediate action to revise the Armed Forces of the Philippines Regulation Guidelines III-442. Other recommendations included in the proposed strategic policy framework are the reactivation of the AFP Historical Center and its redesignation as the AFP Military History Center, the development of an AFP Military History Doctrine, and the establishment of an AFP Military History Management Information System.

**Challenges and Practices in Food Waste Management of Selected Food Service Establishments
in Robinsons Manila during COVID-19**

Ernesto J. Jastia Jr.
Charlene Castro
Ma. Magdalena Pino
Jamaica Vergara

Abstract

The COVID-19 outbreak has affected supply chains and attracted the attention of researchers and business experts worldwide. According to the International Civil Aviation Organization report in 2020, the supply chain's activities remain significantly affected by the COVID-19 pandemic, mainly in the food processing industry, tourism, hospitality, education, fashion and apparel, leather, etc., and other retail sectors. Among many manufacturing sectors, the food service industry is one of the excelling industries through which basic needs for human development are fulfilled.

Amid this situation, the researchers embarked on the idea of knowing the issue of the quantification of food loss and waste as well as one related managerial and behavioral changes during the COVID-19 pandemic, to provide academic community stakeholders and practitioners with original contributions that addressed the applications of quantitative Analysis and methods able to improve our understanding of food loss and waste, the assessment of the impact of the pandemic on waste management systems, and decision-making processes to help companies and policymakers cope with the consequences of COVID-19.

Quantitative research encompasses a range of methods concerned with systematically investigating social phenomena using statistical or numerical data. It focuses on answering the how, what, when, and where questions of a research problem rather than the why. The study was a descriptive research design, a type of research that describes a population, situation, or phenomenon that is being studied. It utilized frequency of distribution and the Likert scale to treat and validate the data. Therefore, quantitative research involves measurement and assumes that the phenomena under study can be measured. (Watson and Roger, 2019).

The researcher concludes that most food service establishments strongly agreed that food waste management practices, including landfill, segregation, and recycling, were of their choice. The challenges that the respondents commonly encountered during the pandemic were the limitation of required personnel and financial constraints. Respondents strongly agreed that COVID-19 negatively affects operational expenses due to implementing health safety protocols and other personnel protective gear.

The impact of the pandemic, as proven by this research, was more on the workforce's needs. Researchers recommend that aside from providing standards, there should be additional focus on the individual needs and challenges of the employee. Training on proper waste management personnel should be done. Furthermore, food service establishments should maintain their performance and adhere to the health and safety protocols according to the government mandate rule to help control the spread of the virus.

Financial Index Analysis of Selected Listed Companies in Anhui Province China.

Gao Wen

Abstract

The epidemic in 2020 has affected the average production and operation activities of enterprises, and some enterprises with poor ability to resist risks face the risk of bankruptcy. The differences between private and non-private enterprises in China have resulted in different responses when dealing with external shocks. They ultimately have different degrees of impact on the performance of enterprises. Therefore, this study explores whether there are differences in the performance of private and non-private enterprises in the face of the epidemic's impact. If there is a difference, what factors caused the difference?

This study uses Stata16 software to perform regression analysis on the financial report data of listed companies in Anhui Province, China, from 2016 to 2020. It establishes a DID model to analyze whether the impact of the new crown epidemic on private enterprises and non-private enterprises is different. The analysis and regression results show a significant difference in the impact of the new crown epidemic on the performance of private and non-private enterprises; innovation ability is the mediating transmission variable for the difference in corporate performance between private and non-private enterprises during the epidemic. The transmission mechanism of performance differences will further explore the essential differences between private and non-private enterprises. This research will help enrich the research on the impact of the epidemic as a natural external shock on corporate performance, provide a basis for companies to respond to external shocks, and provide a reference for the long-term and stable development of Chinese companies.

According to the research findings, the following conclusions are drawn: the difference in the performance of private enterprises and non-private enterprises due to the impact of the epidemic is reflected in the performance of private enterprises during the epidemic is better than that of non-private enterprises, which is reflected in return on assets and return on total assets of private enterprises. Generally higher than non-private enterprises; compared with non-private enterprises, private enterprises have more timely and rapid policy adjustment of innovation ability due to the consideration of preventing risks and seizing opportunities; the innovation ability of enterprises has played an essential role in the face of the impact of the epidemic. The role of "buffer" enables enterprises to operate and develop stably. This study suggests that enterprises should appropriately introduce private equity investors to give full play to the advantages of private governance; enterprises should appropriately increase innovation capabilities and improve the management level and utilization efficiency of enterprise innovation input and output.

Critical Thinking and Learning Ability: Implications to Teaching Innovation Among English Majors in Henan University of Animal Husbandry and Economy

Gong Jian

Abstract

As a kind of "discarding mode of thinking," Critical thinking (CT) is a process of active thinking about a particular point of view, opinion, hypothesis, or theory in learning and life and objective judgment after the Analysis of facts, evidence, logic, and on this basis to obtain new knowledge and deeper understanding. Research shows critical thinking is the ability to make rigorous, deliberate, objective, comprehensive, in-depth, and reflective judgments.

This paper analyzed seven dimensions of CCTDI which are based on the second language acquisition theory and constructivism learning theory. By methods of qualitative and quantitative Analysis, the object of study, the researcher's role, the research process, research reliability and validity, and the correlation between dimensions are separately detailed.

The presentation of data gathered follows the order presented in the statement of the problems. The data includes the participants' responses in this research regarding mentioned and specified core in terms of objectives, implementation, and urgency of needs, as well as the strengths and weaknesses and the gaps existing in the assessment.

According to the questionnaire, the paper tried to find the relation between CT and learning ability to improve teachers' teaching innovation. The researchers conclude that CT disposition has a positive trend in the seven sub-scales: Truth-Seeking, Open-Mindedness, Analyticity, Systematicity, Acquisitiveness, Mature, and Self-confidence. Therefore, there are significant differences in truth-seeking ability between different grades. But there are silly differences when mentioned about Systematicity and Self-Confidence. Based on the result above, the thesis mainly discusses the influence of English teaching innovation.

Research on Credit Risk of Rural Bank

Guo Kaihe

Abstract

The financial industry is vital to maintaining the country's economic operation. The financial industry is roughly divided into four categories: banking, insurance, securities and trust banks are the top priority of the financial industry, and the banking industry's operation directly affects a country's or region's economic situation. The primary way of banks' business income is to issue loans, and the non-performing loan rate of banks is one of the essential indicators to measure the profitability and competitiveness of banks; as the restructuring of rural credit cooperatives forms rural banks, their management and operation systems are inferior to those of central commercial banks. Compared with them, rural commercial banks have the highest NPL rate; in recent years, with the continuous development of the personal loan business, the proportion of total personal loans in total loans of rural commercial banks has been increasing, and how to reduce the NPL rate has become the most urgent need of rural banks.

Assessment of the Application of Student Standardized Patients in Higher Vocational College

Huang Guoyu

Abstract

To evaluate the application effect of standardized patients in teaching nursing skills training. A total of 66 students in a vocational college were selected as the research objects. According to the random number table, students were divided into two groups, one group was the experimental group of 33 people, and the other group was the control group of 33 people. Standardized patients were applied to the nursing skills training operation teaching in the experimental group, and the traditional teaching method was used in the control group. After teaching, conduct investigation and evaluation.

The researcher used two independent samples t-tests to test the score of each sub-item according to $\alpha=0.05$ level. The scores of the two groups of patients in the experimental group were significantly higher than those in the control group, showing a significant difference. 96.67% of the students in the experimental group liked the standardized patient-assisted teaching method, and 93.94% of the students hoped to use this method in future teaching.

The researcher has found enrichment through the theoretical system of nursing practice teaching. It also provides some reference for higher vocational colleges to improve nursing skills training projects and inspires other colleges in China to innovate nursing practice teaching mode.

The research concludes that: the evaluation of patients, appearance, interpersonal communication, and evaluation quality during the operation process have been greatly improved; the students in the experimental group thought that the teaching method had a positive effect on them; standardized patients' experiences have a positive effect on themselves. To a certain extent, the method can stimulate higher vocational students' learning interests and autonomous learning abilities. It is suggested that future research should further expand the sample data to study whether to improve students' comprehensive skills.

Assessment of Guest Services at Selected Hotels in Manila: Basis for Hotel Service Improvement

Maria Imelda S. Coloma
Aira Mhae D. Bation
Francheska L. Revaula
Aldo Brey C. Serrano

Abstract

The primary purpose of this study is to assess the quality of guest service at selected hotels in the City of Manila. The research piece will help the readers to be more aware of what factors and reasons affect the satisfaction of their guests. This can also help the Managers or developers of the hotels to innovate further the services they offer.

This quantitative research design was selected for this study because it was a formal, objective, systematic process using numerical data to obtain information. The researchers chose a descriptive method that aims to describe a population. Taking care of the customer is the heart of the hospitality business. *Guest Service in the Hospitality Industry* explores quality guest service with solid and proven concepts. By providing several frameworks for thought, this research opens readers' minds to the idea of taking care of the guest and the importance of high-quality service. Statistical methods used to summarize data from a sample using indexes were frequency and distribution, weighted mean, and Likert scale, which conclude from data subject to random variation.

It can be concluded that most respondents are female, between the ages of 27 and 34, front office managers, with 1 to 5 years of experience in the sector.

Respondents concurred that the hotel ensures its guests' safety and that the staff is friendly in assessing guest satisfaction concerning services. Respondents overwhelmingly concurred that the hotel adheres to the health protocol in assessing guest satisfaction concerning the facilities. Respondents overwhelmingly concurred that hotel room mattresses and linens were comfortable while employees adhered to proper personal hygiene in terms of both items and labor.

The researchers advised hotel management to acknowledge their shortcomings and reduce what made visitors unhappy. For future hoteliers, it is crucial to understand the level of service provided by hotels so that we can determine whether they have the staff, resources, and amenities necessary to satisfy our guests.

Technology-Aided Instruction on Dyslexic Children: The Intervention-Motivation-Utilization Theory

Ivy Jane S. Asilo

Abstract

The paper focuses on implementing technology-aided instruction for dyslexic children to develop a theory that would benefit children with dyslexia. Technology is considered an intervention that would help in their development. This paper will use the axiomatic deductive approach in theory generation, following the steps of Padua (2012). In the conduct of analyzing research articles, journals, and works of literature, there four axioms were created: (1) Technology Aided Instruction allows dyslexic learners to demonstrate their knowledge and abilities; (2) Technology Aided Instruction sustains dyslexic learners' motivation and classroom engagement; (3) Technology Aided Instruction provides customization on the learning process of dyslexic learners; (4) Technology Aided Instruction facilitates the development of dyslexic learners' deficiency.

The four hypotheses led the researchers in the formulation of six propositions; Technology aided instruction for dyslexic learners (1) cater unique abilities of dyslexic learners; (2) provide clear and straightforward navigations; (3) provide a reward system right after accomplishing a task; (4) make all learning fun and exciting; (5) provide thought-provoking activities; (6) provide variation of tasks and activities. These propositions motivated the researcher to generate the Intervention-Motivation-Utilization Theory on Technology-Aided Instruction of Dyslexic Children. This theory emphasizes the understanding of the use of technology in the instruction of dyslexic learners. In contrast, intervention, motivation, and utilization are essential for successfully providing a conducive teaching and learning environment.

The Economic Impact of COVID-19 on the Pharmaceutical Industry: Towards Profitability Framework in Disruptive Times

Jebb J. Lim

Abstract

This study was designed to examine the economic impact of Covid 19 on the pharmaceutical industry toward formulating a profitability framework in disruptive times. The study has employed the quantitative approach focusing on the annual reports of the Top Five Pharmaceutical firms in the Philippines.

Data was collected using secondary sources ranging from the firms' annual reports, PSE, the SEC, and other documents available in the library, on the internet, and memoirs. Financial ratio analysis, descriptive statistics, and goodness of fit tests were calculated. The pharmaceutical companies performed well in sales and profitability, most of which are above industry benchmarks. The trade and domestic sales have increased from the year 2019 to 2020. The noted increase in profitability ratios is impressive for both years. Based on the findings, the final conceptual profitability framework is constructed where Gross Profit Margin depends on sales and cost of sales; Net Profit Margin depends on net income from operations, Return on Assets depends on Net Income Before Tax to Total Assets, Return on Equity depends on Net Income After Tax to Equity.

In terms of the pandemic, raw materials are essential in the production of pharmaceutical products. It is recommended that stock of these raw materials be made available to avoid out-of-stock scenarios, especially life-saving drugs, vaccines, etc. The study would like to suggest that for further research, especially those who will examine Profitability (ROA), examine further the factors that influence the increase in ROA itself are even more profound, especially factors that have not been examined in this research.

NAIA Services Towards a Quality Policy for Aviation Security and Emergency Framework

Jimboy P. Servas

Abstract

NAIA is being operated and maintained exclusively by MIAA, a government-controlled corporation under the supervision of the Department of Transportation through its agencies, the Civil Aviation Authority of the Philippines (CAAP), and the Office for Transportation Security (OTS). Among the reported incidents at NAIA is the shooting incident at NAIA Terminal 3, killing the mayor of Labangan, a town in the southern Philippines, two members of his family, and a child.

NAIA was tagged as the "world's worst airport" (in 2011, 2012, and 2013 by "The Guide to Sleeping in Airports.") despite being the primary gateway to Southeast Asian nations. In 2018, the US Department of Homeland Security (DHS) issued an advisory directing airlines in the Philippines to alert their passengers on the deficiency of security measures at the NAIA back.

In recent years, the significant and busiest international airports started announcing preventive safety measures against the spread of the 2019 novel coronavirus, which the World Health Organization (WHO) calls Covid-19, after its outbreak in Wuhan, China, and quickly spread to 34 more countries.

The crisis confronting the aviation industry is unprecedented, and no one working there knows how to put the industry back on track. It will take a lot of time for the aviation industry to return as there will be apprehension after restrictions are allowed.

The researchers studied and evaluated the effectiveness of the security measures at the NAIA to ensure the safety and convenience of the traveling public and the capability of MIAA OAGMSES in handling preventive emergency measures. The results will guide Manila International Airport Authority and its stakeholders to upgrade the efficiency, discipline, performance, and competency of security and safety personnel to serve as a benchmark for quality service.

Amidst the crises, it's not only a question of only restrictions. Even after all the restrictions are allowed, there will be apprehension. Hence, there is a need for the accelerated development of an MIAA Aviation Security and Emergency Plan (MASEP) as a future aviation security policy and programming framework. The MASEP will unite MIAA and its stakeholders in a holistic and coordinated effort to address global and national aviation safety and security challenges. It is envisaged that the MASEP will serve as an essential document to assist all stakeholders in strengthening collaboration in NAIA aviation security, including the areas of harmonizing aviation principles, approaches, and measures; information sharing; innovation and better use of technology, and in aviation safety and security training and capacity development. The MASEP will also move MIAA and all stakeholders towards fulfilling the intent and direction of ICAO and enhancing the aviation industry's level.

Towards an Enhanced Aviation Security Training Framework

Josephine G. de Ocampo

Abstract

This research study was designed to examine the relationship between the Security Screening Officers' (SSOs) performance and training program of the aviation security (AVSEC) screeners in the airport screening checkpoints towards formulating an enhanced Aviation Security Training Framework.

This study aimed to investigate the efficacy of training programs in enhancing the security attitude and the capabilities of security screening officers. The researcher employed a quantitative, one-sample, paired t-test, ANOVA by factors and Ordinary Least Square (OLS) regression analysis. The data was obtained from the responses on the researcher-administered questionnaires to the SSOs, AVSEC Screening Checkpoint Supervisors, and the Office for Transportation Security (OTS) AVSEC National Auditors. The data comprises 30 SSOs, 10 AVSEC Screening Checkpoint Supervisors, and 10 OTS AVSEC National Auditor's responses to survey questionnaires. The Analysis demonstrated that the Training Program was essential for airport checkpoint screeners.

Delivery of Health Programs and Services in the Municipality of Lezo, Aklan

Jyane Loi D. Yecla
Cecilia T. Reyes
Cecile O. Legaspi
Anna Mae C. Relingo

Abstract

This study evaluated the performance of the Local Government Unit (LGU) of Lezo, Aklan, on the delivery of health programs and services employing the Citizen Satisfaction Index System (CSIS). CSIS was designed as a standardized system to generate citizens' feedback on the local government's performance on service delivery and the citizens' general satisfaction. Notably, the study determined the awareness, availment, satisfaction, and need for action on the programs and services for health. The study applied a mix of quantitative and qualitative methods. The samples were determined by applying the Multi-Stage Random Probability Sampling technique to give all the citizens an equal chance to be selected as participants. The 150 respondents were drawn from barangays with larger shares of the population. The qualified sample respondents were identified using the Kish Grid. All respondents were 18 years old and above; an odd-numbered questionnaire was administered to male respondents, while even-numbered questionnaires targeted female respondents. The reasons for their response were likewise gathered.

The study concluded that most citizens are satisfied with the delivery of health programs and services in the municipality of Lezo, Aklan. Notwithstanding this notable result, emphasis on raising awareness among the people could be done to increase their knowledge of the different health programs and services in the locality.

Assessment of Food Delivery Riders' Challenges during the COVID-19 Pandemic in Manila

Leandro H. Francisco

Abstract

The COVID-19 pandemic has altered the retail scene from brick-and-mortar to online order processing and partnering with last-mile logistics suppliers to meet the increased demands of those confined to their homes (Leyco, 2020; Magkilat, 2020). Despite the challenging economic and working environments and public restrictions, technology has allowed some sectors to thrive and expand through e-commerce.

The main objective of this study is to identify the challenges of food delivery riders during the COVID-19 pandemic in selected areas in Manila. It aims to determine the issues regarding accessibility, health and safety procedures, risks, and products and services they face throughout the day.

Quantitative research gathers information to quantify and apply it to statistical Analysis in sequence to support or contradict alternative knowledge claims. (Creswell, 2003, cited in Williams, 2007). Descriptive survey research uses surveys to gather data about varying subjects. This data aims to know the extent to which different conditions can be obtained among these subjects. It concentrates on the how, what, when, and where questions. The data was analyzed and interpreted accordingly based on the results of the statistical treatment, such as the frequency distribution, mean, and 5-point Likert scale.

It was concluded that most respondents were in the age bracket of 18–25 years old, Male, and with a daily income of PHP 701–900. The findings show that food delivery riders were moderately challenged in delivering food to their customers. The challenge for food delivery riders in terms of accessibility, health and safety procedures, and products and services were moderately challenging due to the poor internet connection. Moreover, the company complies with a swab and rapid test to prevent exposure to COVID-19 and complete food and drink delivery. While In terms of risks, it is intensely challenging since unvaccinated riders are not allowed to work.

The researchers recommend the following: a high-speed internet connection for food delivery riders (e.g., free WIFI in all restaurants, E-Load, etc.) when they're receiving book orders from their customers; e-wallets for easy payment to food delivery apps to their customers; sanitary kits such as alcohol, face masks, and hand sanitizers to prevent the spread of COVID-19 on duty; time allowances for food delivery riders, to combat inclement weather, prevent exhaustion, burnout, and fatigue, and to inspect the item especially when the food is well-packed and sanitized to prevent food hazards during deliveries.

Online Learning Tools in Selected Private Schools in the Province of Bataan for Learning Productivity Outcomes

Lovely Anna C. Ranera

Abstract

The traditional classroom setting nowadays no longer applies to the younger generations. Internet and distance learning, generally known as online education that uses online platforms such as Google Classroom, Schoology, ClassIn, Blackboard, and Canvas, plays a vital role in the country's education system.

The researcher chose a quantitative method to study the data. The data were collected from two thousand one hundred fifty-seven (2157) private school teachers and succeeded in collecting all the questionnaires and 17 interview participants from February 2022 to July 2022. Data were processed using Analysis of Variance (ANOVA or F-Test).

Various factors that affect the effectiveness of online programs were studied to provide insights into the significant challenges, benefits, and limitations faced. Among the findings, most respondents strongly agreed to use ClassIn as their educational platform. Suggestions were proposed for minimizing identified problems. The study also raised future directions toward learning productivity outcomes.

User's Perspective of Web-based Portal in an Education Institution: Input for Enhanced Web-based Services

Lynn B. Garcia-Fufugal, Ph.D

Abstract

This research focused on identifying the problems with the current Web-based portal of the University, particularly the learning management system, from the students' and faculty members' viewpoints. The study also determined the quality of information and the system's usability, responsiveness, attractiveness, and overall satisfaction as perceived by the users. Finally, the researcher assumes that the recommendations derived from this study shall resolve the identified problems and enhance the existing web-based services of the University.

The study used descriptive and inferential research methods to identify the problems encountered by the web portal users, determine the level of the identified problems and recommend possible solutions.

The study revealed that compared to students, the teachers are more affected by portal services. The users identified responsiveness as a moderate problem due to a lack of assurance in solving problems, especially in upgrading the system. The accessibility of the respondents is limited when it comes to interactivity and availability of the portal. The portal's system is unstable, which makes both respondents feel unattracted to the existing web portal. The users perceived a moderate problem in the aspect of overall satisfaction. The lack of high appreciation on the users' part regarding the portal's capability was due to the failure to provide a better online experience. The technology administrator must conduct a need analysis to develop a more suitable learning management system platform.

It is recommended that the University evaluate the current performance of the web services. They should adopt the researchers' feedback mechanism model to monitor and measure system performance. This model consists of the following stages: (1) Development and installation of feedback mechanism, (2) processing and validation feedback, (3) development of solutions, (4) implementation of improvements, and (5) continuous monitoring and upgrading.

Integrated Personnel Performance Management System (IPPMS) in the Philippine Army Toward Organizational Development Framework

Maria Luisa M. Santos

Abstract

The researcher aimed in this research work to assess the Integrated Personnel Performance Management System (IPPMS) Towards Organizational Development Framework.

The researchers will determine the following: (1) The respondent's profile based on age, Rank/position, Monthly income, Civil status, gender, length of service, and the number of years in the position. (2) The level of acceptance and understanding of the importance of IPPMS in Civilian HR Management and development in terms of Scope and strategies of performance evaluation or appraisal, Appraiser-appraisee coordination, Approaches to performance appraisal, Performance-based initiatives, Attributes evaluated in the performance appraisal; and Employees' perception of performance appraisal. (3) The level of implementation of the four (4)-stage process cycle of the performance management system based on Performance Planning and Commitment, Performance Monitoring and Coaching, Performance Review and Evaluation, and Performance Rewarding and Development Planning. (4) The respondents' quantity, quality, and timeliness performance. (5) The relationship between the profile of the respondents & their performance, the level of acceptance & understanding of the importance of IPPMS in Civilian HR Management and development, and the performance of the respondents; the level of implementation of the four (4)-stage process cycle of the performance management system and the performance of the respondents? (6) The observed and experienced challenges by the respondents in implementing the Integrated Personnel Performance Management System (IPPMS) of the Civilian Human Resources?

On the level of understanding and acceptance of the importance of IPPMS on Civ HR management and development, the "Performance-based initiative" variable obtained the lowest satisfaction rating. This means that the respondents do not understand and do not appreciate the variables considered or included.

On the level of implementation of the four-stage cycle process of IPPMS, some processes fell short of the expectation of the respondents. Some are not strictly implemented as they rate them as "high" or "moderate." If this is not addressed, this will create further distrust among the workforce regarding the integrity of the performance appraisal.

Analysis of documents was done, and based on the results, the 2nd level workforce outperformed the 1st level employees for three (3) consecutive years (6 rating periods). As brought out by numerous respondents, there was no validation of the results of the paper evaluation.

The correlation between the profiles of the respondents and their performance shows that age, civil status, length of service, and the number of years in the current position have a significant relationship with performance. As the workforce gets older, the lower their performance will be. On the other hand, as they stay longer with the organization, their performance will be higher.

All the variables on "performance-based initiatives" directly and significantly correlate with employee performance. The possible impact of the level of their understanding and acceptance of the performance management shows that some of the variables have a direct and significant relationship

with their performance. Therefore, the organization's administration shall devise a strategy to increase the employees' understanding of the importance of the IPPMS for them to be able to increase their acceptance of the processes.

On the level of implementation of the four-stage cycle process, there seems to be laxity in how the management undertakes the performance management process. To maintain the credibility of the performance evaluation, strict implementation of such policies is encouraged. Close monitoring and coaching shall help the workforce increase their confidence in doing their tasks.

The top, pressing challenges or problems encountered in implementing the IPPMS are internal. If needed, these concerns can be quickly addressed by revisiting and revising the processes and strategies for conducting performance management. The administrators should set the tone by practicing "management by example." They should show their subordinates their sincerity in implementing the policy and processes of IPPMS.

Towards the Philippine Army Plantilla-Based Position Congruency Framework

Mary Antonette E. Destua

Abstract

The researcher aimed in this research work to propose the Philippine Army Plantilla-Based Position Congruency Plan.

The researcher will determine the following: (1) the current status of the Philippine Army Civilian Human Resources in terms of the Table of Organization and Equipment; and the approved Department of Budget and Management Plantilla Positions. (2) The differences between Philippine Army major Units (PAMUs) and offices in their readiness condition based on the approved Philippine Army Table of Organization and Equipment of Civilian Human Resources with the approved Department of Budget and Management plantilla positions. (3) The challenges encountered in the incongruence of the approved Philippine Army Table of Organization and Equipment of Civilian Human Resources and the Department of Budget and Management approved plantilla positions. (4) The measures available to address the challenges above. (5) The congruency framework can be proposed for the Philippine Army Plantilla-based Position?

The researchers have found that the Department of Budget and Management approves only 1550 Plantilla Positions compared to the 3,088 plantilla positions requested by the Philippine Army using the Table of Organization and Equipment. Relatively, the approved plantilla position of the Department of Budget and Management is around 49% of what is needed in the Philippine Army Major Units and the whole organization.

Several mechanisms were done to cope with the needs of the Philippine Army Major Units and the organization as a whole, such as the use of military personnel to augment the civilian workforce, overtime services without the corresponding overtime pay, working outside their prescribed jobs, and sourcing out people to work in contractual basis. These issues bring low morale to civilian human resources and even create and develop work-related stress.

Five significant challenges were identified in this study. These are the following: low readiness condition rating, job disparity, a high turnover rate of civilian human resources, quality of work, and the realization of organizational mission, vision, aims, and objectives.

Measure to be placed to address the challenges mentioned above in the approved plantilla position of the Department of Budget and Management vis-a-vis the approved and submitted Table of Organization and Equipment by the Armed Forces of the Philippines, notably the Philippine Army. The Philippine Army should request and secure additional approved plantilla positions for the Department of Budget and Management following the documentary requirements for budgetary requests organization, staffing, compensation, and position classification set by the department.

BIR's Letter of Authority Effect to Taxpayers under RDO 38 North Quezon City: Basis Towards Tax Compliance Framework

Mary Grace P Alonzo, CPA

Abstract

This study investigated the effect of taxpayers' awareness of Letter of Authority (LA) issuances on their attitude toward tax compliance. It indicated the profile of the subject companies in terms of a form of business; average annual revenue; length of business operation; and status as LA recipient or not.

It also focused on the level of awareness of the respondent taxpayers about the Letter Authority issuances in terms of the basis of LA issuances, guidelines and procedures in handling LAs, and the effect of failure to settle LA.

The study involved 150 registered business taxpayers of BIR RR No. 38 – North Quezon City as respondents.

The following statistical tools and techniques were used for the interpretation and analysis of the findings of the study: frequency and percentage, weighted mean, t-test for independent samples, ANOVA by factors, and regression equation analysis.

It was revealed that the level of awareness of LAs is, to a great extent, significant. The moderating variables that significantly affect LAs and compliance are the form of business, number of years in operation, and as the recipient of an LA.

The critical areas needing immediate interventions are Level of Awareness about Letter Authority Issuance - Basis of Letter, Authority Issuances [All taxpayers are possible candidates for audit of the bureau.], Level of Awareness about Letter Authority Issuance – Effect of Failure to Settle LA [Issuance of eLA under certain situations and Preliminary Assessment Notice (PAN)/Final Assessment Notice (FAN).], and Level of Awareness about Letter Authority Issuance - Guidelines and Procedures in Handling Letter Authorities.

It can be concluded that the average annual revenue is not a significant moderating factor in LA. Moreover, a form of business, number of years in service, and recipient of LA are significant moderating factors.

It is recommended to revisit and review existing LAs to determine how these can be strengthened to have more "teeth" in their implementations.

Keywords: taxpayers' level of awareness, Letter of Authority(LA), guidelines and procedures in handling LAs, the effect of failure, attitude toward tax compliance

Tax Compliance Verification of Business Establishments in the City of Manila Towards High-Performance Level of Collection Model

Michael Anthony G. Alonzo, CPA

Abstract

This study examined the effect of the Tax Compliance Verification Drive (TCVD) of the Bureau of Internal Revenue (BIR) on taxpayers' awareness and attitudes toward tax compliance. It also determined the respondent taxpayers' compliance level with BIR business rules and regulations in terms of registration and invoicing, and bookkeeping requirements.

Findings revealed that all the compliance requirements are complied with to a moderate extent.

It was also noted that the following compliance requirements are found to be critical, to wit: All receipts and invoices issued contain the prescribed information, namely: date of transaction, quantity, unit cost, and description of merchandise or service; Books of Accounts/CRM sales books/computerized accounting system for existing business are registered with the BIR on or before December 31 of the current year. Moreover, registration is required for every separate or distinct establishment or place of business, including facility types where sales transactions occur and warehouses where the inventory of goods for sale is kept before the commencement of business and payment of any tax due.

It can be concluded that the listed compliance requirements have been practiced to a moderate extent highly significantly. Hence, the null hypothesis is not accepted.

It is highly recommended that strict monitoring, controlling, and feedback are necessary. There is also a need to monitor the rest of the compliance requirements since they can become critical issues when they are taken together.

Keywords: tax awareness, tax compliance, tax revenue, tax verification, tax requirements

Self-Concept Perceive Effects in the Classroom Performance of The Business Administration Students

Modesta Wilma A. Permison, PhD

Abstract

The research focused on the extent of the effects of self-concept in the classroom performance of the students of Business Administration in terms of specific domains related to self-concept: Social, Affect, Physical, and Family, and challenges encountered by the students in attending their classes.

The researcher purposively selected respondents from the Catholic College of Business Administration using the descriptive quantitative method.

Findings revealed that Adamson University's Business Administration students generally manifest self-concept domain social, affect, physical, and family moderate extent in effect. Self-concepts developed during their younger age are consistent and responsive inside the classroom. It means that a well-built self-concept domain such as social, affect, physical, and family are anticipated among university students to perform well in class academically and in all aspects of being a student. It can also be attributed that the students need other considerations and concerns that the academe needs to address through the proposed enhanced self-concept program.

In resolving the different challenges on the self-concept of the business administration students, recommendations were made to address these negative experiences and effects. Finally, a program was developed from the result of the study on the self-concept of business administration students.

The Theatre of the Absurd As Depicted in Selected Plays in the Canon of World Literature

Ning Kangjian

Abstract

The Theatre of the Absurd is not famous in China. Still, the dynamic zero policy is popular in China. Because of the covid-19, many Chinese have to stay home for their safety, sometimes without enough food and supply. The world has become absurd because of the pandemic, so the proponent seeks answers through The Theatre of the Absurd and finds that life can be had in an absurd society despite the hopelessness.

The method employed is descriptive-qualitative content analysis. This research technique objectively examines the manifest content of written materials like plays, novels, magazines, newspapers, textbooks, etc.

The research has presented the life's meaning of five plays, the illogical development of the plot of the five plays, the essence of existentialism analysis of five plays, and the use of symbolism and irony to reveal the views of absurd society. Chapter five is about a summary of findings, circumstances and recommendations, including a summary of findings, conclusions, and recommendations.

Ultimately, the research has shed light on the fact that people suffer a lot in life, search for the meaning of life, and find that living means staying alive. The proponent does not know whether staying alive means a life that can be accepted, and he will try to work for it. Readers of literature need to have a comprehensive understanding of the "true" nature or philosophy of the Theatre of the Absurd; hence professors of literature and students of literature must continue to conduct research studies on the Theatre of the Absurd. Appreciating the Theater of the Absurd is one way to free the readers' comprehension of the true meaning of life, which can be accomplished through this method. Maintain your support for the world of drama and theater by working to improve educational programming and increasing the number of plays that are produced. It is not easy to answer the question of what the meaning of life is, but it is something that should be given people's attention and time.

Philippine National Police (PNP) Mandatory Training Towards an Enhanced Officer Candidate Course Curriculum

Pamela P. Zaldriaga

Abstract

The alignment of the Curriculum with an institution's Vision should serve as the foundation upon which schools or training institutes build their understanding of what experiences, information, and skills will aid students' development and why. Schools and practitioners should have the Vision to create a curriculum that incorporates students' voices and reacts to students' needs, experiences, and suggestions (Smith, 2021). In keeping with its Vision 2030, the Philippine National Police (PNP) aspires to develop capable, effective, and credible police officers who can engage with a responsive community to make the Philippines a safer place to live, work, and conduct business. With the community's active cooperation, the PNP will enforce the law, prevent and control crimes, preserve peace and order, and safeguard public safety and internal security (PNP, 2021).

The study's findings suggested improvements for the Public Safety Officer Candidate Course (PSOCC). The findings also led to a suggestion for improving the OCC Curriculum. The OCC Point-of-Instructions firmly integrate human rights subjects (POI). However, delivering themes in social psychology, research and statistics, education, ecology and environmental protection, and GAD requires reinforcement. Delivering teachings on police disciplinary practices is weak, as is instructing students in briefing procedures, administration, and IACPSP preparation. Determining whether management concepts can be applied to police operations is the primary goal of integration in the delivery of management courses. However, it falls short when instructing the students on job transition, dispute resolution, and other managerial factors. Since enforcing laws regarding people and family relationships forms the basis of police activity, this is where the law subjects are centered.

The Local Government Code and the Philippine Constitution contain significant sections related to police tasks, so it is vital to reinforce this knowledge with the students. Teaching police operations is at the forefront of intelligence operations, but investigation subjects and community immersion must be improved. Less focus is placed on immersion exercises, learning drills, and policing rituals, and more emphasis is placed on acquiring skills. While both groups have the same viewpoint on the remaining study variables, they disagree on integrating the strengths and limitations of law and management themes.

The delivery of themes in social psychology, research and statistics, education, ecology, environmental protection, and GAD for General subjects is a priority for curriculum planners for the OCC POIs. Delivering lectures with a primary emphasis on police disciplinary practices, briefing processes, administration, and Integrated Area Community Public Safety Plan (IACPSP) preparation is also made available under Management themes for Police Administration. Under the heading of "Police Operation," instruction on job transition, conflict settlement, and other managerial issues needs to be emphasized. In the non-academic phase, investigation topics and community immersion must be improved. The Local Government Code and the Philippine Constitution contain significant sections related to performing police tasks, so it is imperative to reinforce this knowledge with the students under Law topics. The PNPTI should put more emphasis on providing efficient delivery methods, such as case-based scenarios, experiential learning opportunities, role-playing, and reflective techniques, so that immersion exercises, learning drills, and policing rituals are less important and more emphasis is

placed on skill acquisition; and the integration of law and management themes' advantages and disadvantages. The PNPTI should consider the offered proposed enhancements in the OCC curriculum if they are to install a more effective training program for their students.

Illegal Drug Prevention Program of Quezon City Towards a Mitigation Implementation Model

Primrose C. Felicidadario

Abstract

The drug menace in the Philippines continued evolving through the years. The problem requires an intensive and enhanced drug prevention method through influential core factors and scientific interventions tailored to fit existing programs within the social contexts. Investing in efforts that deter people, especially the youth, from using illicit drugs would greatly benefit society. Drug abstinence can lead to more beneficial learning outcomes, healthier families, a more productive workforce, safer communities, and longer life expectancy. Investing in drug supply and drug demand reduction programs will pay dividends in the future. It will determine the future of the following generation of Filipinos and dramatically transform the Philippine security landscape.

This study employed the descriptive research design, which according to Etheridge (2004), can be explained as a statement of affairs as they are present with the researcher having no control over the variable. This design is appropriate for this study because it determines the assessment of the police officers and their supervisors on the drug prevention program in Quezon City-NCR, which can be explained, described, or identified through a quantitative survey by the prospective respondents of this study.

Prevention can be roughly characterized as non-coercive efforts to prevent, reduce, or delay the onset of drug use or its consequences, such as clinical symptoms of drug dependence and public safety hazards. This paradigm focuses on non-legal, non-coercive techniques to reduce drug usage among communities that aren't yet heavily reliant on drugs. They include efforts to educate people on the consequences of substance use, to modify people's ideas about the acceptability or utility of substance use, and to increase or make the costs of substance use more prominent. It is proven that the evaluation of drug prevention interventions has become pervasive and is now part of everyday activity, either in public, non-profit, or voluntary sectors.

Pieces of evidence imply that Quezon City's illicit drug prevention program was not planned in terms of intervention planning, process evaluation, monitoring system, and outcome evaluation. Law enforcement and rehabilitation are well-planned, but education and information distribution are only partially implemented, with rehabilitation being a low priority. It performs well in process evaluation but falls short in intervention planning and outcome evaluation. The implementation versus support/resource capabilities has a low degree of implementation, but there is a substantial degree of support/resource capabilities. The planned activities have a moderate link with their consequences, whereas the implemented activities have a low degree of relationship. Various elements influence the implementation of these programs, including the development and implementation of the illegal drug-use prevention program, the available support/resource capabilities, and the repercussions of those capacities.

Research Capability of College Education Students and Their Academic Achievement Towards the Development of a Research Framework

Ricardo C. Faldas, Ed.D., LPT

Anabelle C. Faldas, LPT

Abstract

This study assessed the research capability of the College of Education students. It determined its relationship with their academic achievement. It is expected that the result of this study could be used to gauge the development of the research framework.

Likewise, this study focused on 47 respondents from the third-year and fourth-year students of the College of Education of the Iloilo University of Fisheries Science & Technology, San Matias, Dingle, Iloilo City.

The researcher used purposive sampling for the College of Education students in determining the respondents of this study.

The findings revealed that the mean distribution on the Extent of the Research Capabilities of College of Education Students is "To a Moderate Extent" at a calculated mean of 3.10 and standard deviation of 0.674, with the Research Method having the lowest mean of 3.03 and an Interpretation of "To a Moderate Extent." The indicator with the highest mean is "The Nature of Inquiry," with a mean of 3.16 and an interpretation of "To a Moderate Extent." This implies that the participants put more value and importance on the Nature of Inquiry than the three other factors on the extent of the research capabilities of College of Education students.

It can be concluded that there is a significant difference in the research capabilities of College of Education students in terms of the Nature of Inquiry, Understanding of Literature and Studies, and Research Method. Therefore, the decision is to reject the null hypothesis based on the Decision Matrix of the study. On the other hand, there is no significant difference in the research capabilities of College of Education students in terms of Interpreting Results. Moreover, there is no significant difference in the research capabilities and academic achievement of College of Education students. Therefore, the decision is to accept the null hypothesis based on the Decision Matrix of the study.

With all of the above, the researcher highly recommends a research framework that will serve as a benchmark in utilizing a research method. This could help future researchers look into research areas that need strengthening.

The Academic Performance, Learning Beliefs, And Strategies in All Of Medical Students: Inputs to a Proposed Plan

Song Chunyu

Abstracts

A significant amount of research has been done by scholars from home and abroad, focusing on learning beliefs of English learning, learning strategies of English learning and the correlations between them. However, research on the related topic in English learning did not get underway until a relatively late stage in China. Research on the correlation between medical students' English learning beliefs, learning strategies that medical students apply, and medical students' academic performance is rare. Based on the above situation, the author carried out this study.

This study included 403 medical students from Youjiang Medical University for Nationalities. In the course of this research, the author used both Oxford's Strategies Inventory of Language Learning (SILL) and Horwitz's Beliefs About Language Learning Inventory (BALLI), modifying each instrument per the specific demands posed by China's educational system. In addition, the author took the latest scores of the English final exam as a reference. The research will: (1) Evaluate the factor structure of the BALLI inventory concerning the aptitude for learning a foreign language, the difficulty of learning a language, the nature of learning a language, learning and communication strategies, and expectations and motivation. (2) Evaluate the factor structure of SILL in terms of memory, cognitive, compensation, meta-cognitive, affective, and social strategies. (3) Test the difference in evaluation in the factor structure of BALLI and evaluation in the factor structure of SILL when grouped to profile variables. (4) Test the relationship between evaluation in the factor structure of BALLI and evaluation in the factor structure of SILL.

The researchers have found that medical students hold various English learning beliefs to learn English. They adopt different categories of English learning strategies to learn English. Moreover, the grade-based grouping does not affect evaluation in the BALLI factor structure. Evaluation of expectations and motivation in the BALLI factor structure varies according to the significance and score of the latest English exam. The evaluation in the SILL factor structure is unaffected by grade. The evaluation of memory strategies inside the SILL structure shifts depending on the student's major and performance on their most recent English exam. Those respondents who scored between 90 and 100 on the most recent English test had a higher evaluation of the SILL factor structure in terms of cognitive, compensation, and meta-cognitive strategies. The greater the assessment in the BALLI factor structure, the higher the evaluation will be in the SILL factor structure.

The results imply developing positive beliefs toward studying English among medical students requires more focus and attention. This will help students build positive learning beliefs, identify the categories and functions of English learning strategies, choose and adopt appropriate learning strategies, and guide them to use them consciously.

Importance of Family Education, School Participation: Determinants of Adolescent Values

Wang Yao

Abstract

The study aims to assess the Importance of Family Education on adolescent values formation among 226 primary and secondary schools in Fuyang City, Anhui Province, China. Descriptive Correlational Analysis shows that the parent's profile comprises all ages, young and old, holders of either primary, secondary, or post-graduate educational qualifications. The children's mother is between 25 and 41 and above. As to the number of children, most had 1-3, and the same number of those studying, some children are already working, others were sent either to public or private schools whose performance was excellent to fair. The Parents agreed in their assessment of family education in terms of conformity, tradition, benevolence, universalism, self-direction, stimulation, hedonism, achievement, power, and security.

There is a significant difference in the assessment regarding parental education participation when grouped with children's school performance. More importantly, the higher the assessment in parental education participation, the higher the assessment of the portrait values regarding conformity. Moreover, there is no significance when grouped into age, highest educational qualification, number of children, number of children studying, number of children working, type of children's school, age of mother, and highest educational qualification of a mother. However, other variables are significant regarding universalism and hedonism, stimulation, conformity, tradition, portrait values, and achievement when grouped to the age number of children's school performance.

This study recommended that Parents and universities need an open line of communication to understand the significant roles of their children. Parental Guidance is much needed; thus, they must strictly monitor and supervise their children's daily tasks. University needs to have a Diary Journal for day-to-day activities and assignments and Long Exams monitoring, and future researchers may do a similar study using other variables.

System Usability and its Relationship on the Practices of Online Banking Services

Zhou Jiali

Abstract

Usability of a system as an interactive process between the user and the system allows the user to get the right information or to perform an activity better in the application. Usability is critical because if a product has good functionality but poor usability, it will not be fully used. Therefore, there is a need to help customers to be satisfied in their online banking transactions, recognizing the vital role of IT specialists in designing, identifying, and helping users to recover from system errors.

This paper analyzes the factors that affect the quality of e-banking services in the commercial banking sector in China. The main objective of this study is to assess the usability of the system and its relationship with online banking service practices. More specifically, it will present a profile of bank customers regarding age, gender, most frequently used mobile banking institutions, mobile banking services, and frequency of using mobile banking. It will determine the system usability assessment of online banking services and satisfaction with online payment methods, remittances, security, technicality, convenience, sociality, and reliability of mobile banking applications. The study will test for significant differences in system usability and online banking satisfaction when grouped by demographic variables. It will further determine system usability and its relationship to online banking service practices and suggest action plans for improving mobile banking.



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