

2nd INTERNATIONAL RESEARCH FORUM

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THEME:

**“Coopetition and
Social Responsibility
in the 21st-Century
Research”**



Adventist University of the Philippines
Puting Kahoy, Silang, Cavite

CENTER FOR GRADUATE STUDIES
in collaboration with the **RESEARCH OFFICE**

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Adventist University of the Philippines
Telephone: (049) 541-1211
Website: www.aup.edu.ph

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The Influence of Resilience Towards Professional Burnout Among Registered Nurses

**Fiskvik Boahemaa Antwi, Simon Akwasi Osei, Arlie Osorio-Reyes, Reynito
Reyes, Karen Ablola, Karen Wu, Dina D. Galang**
Adventist University of the Philippines

Abstract

It has been widely acknowledged that healthcare is demanding due to the increased workload and shortage of nursing staff. In health care facilities, nurse burnout is a major concern and has caused adverse effects on clinical outcomes. This descriptive-correlational study sought to determine the influence of resilience towards professional burnout among registered nurses. One-hundred and fifty (150) qualified nurses were conveniently sampled to answer a self-constructed survey questionnaire. The mean, standard deviation, t-test, Pearson correlation, and analysis of variance (ANOVA) was used in the treatment of data. The findings of the study revealed that resilience among nurses was high and an average level of professional burnout in the workplace. Analysis of the sub-variables of professional burnout showed that nurses experience an average level of emotional exhaustion and personal achievement and a low level of depersonalization. There was a negative significant relationship between resilience and professional burnout while no significant difference in professional burnout in terms of sex and age was found. Nurses working in the accident and emergency units experienced a higher level of burnout compared to other clinical units. Also, nurses with a clinical experience of 10 years and above have a high level of burnout. The study recommends that nursing administrators conduct continuous professional education to enhance resilience among nurses. Secondly, nursing administrators should create a work environment according to the nurse-patient ratio, appropriate working hours, and appropriate workload. Further research can be done using a qualitative research design to better understand the effect of burnout on nursing staff wellbeing.

Keywords: *resilience, professional burnout, registered nurses, emotional exhaustion*

Cognitions, Food Preferences and Breakfast Practices among Clinical Nursing Students

**Erlyn May C. Galas, Nilmar L. Sapungan, Mark Ollie M. Arguelles, Gladys
Mae R. Laborde, Maribel C. Balagtas, Miriam R. Estrada, Ruchel G. Oasan,
Beryl Ben C. Mergal**

Adventist University of the Philippines

Abstract

Clinical nursing students have early morning duties that might affect their breakfast practices, hence this study was conducted. The main purpose of this study was to determine the relationship of cognition in terms of knowledge, locus of control, and self-efficacy and food preferences in terms of health, sensory quality, convenience, cost, and familiarity to breakfast practices of the clinical nursing students. Purposive sampling was utilized to recruit 121 clinical nursing students. Descriptive and inferential statistics were used to treat the data. Results revealed a low knowledge, high self- efficacy in terms of cognition. As to the locus of control, respondents reported a strong internal locus of control, weak external locus of control. Overall, respondents have good breakfast practices. Analyses showed a negative significant relationship between external locus of control and breakfast practices, a negative significant relationship between food preferences and familiarity. No differences were found in the breakfast practices of the respondents considering their sex, year level, meal arrangement, and food allowance. Food preferences in terms of familiarity and health, cognition in terms of external locus of control and meal arrangement are the significant predictors of breakfast practices contributing 23.5% of the total variability of their breakfast practices. Results only established correlations between the cognitions in terms of external locus of control, and food preferences in terms of sensory quality, convenience, and familiarity and breakfast practices but not causal links. Further study is recommended to identify other determinants of breakfast practices and causality.

Keywords: *breakfast, cognitions, food preferences, nursing students, practices*

Knowledge, Attitude, and Practice on the Use of Herbal Medicine Among Mothers of the Highlands of San Andres, Quezon: Basis for an Herbal Medicine Promotion Program

Errol Clint B. Reyes
Manila Adventist College

Abstract

The World Health Organization has recognized the importance of herbal medicine for the purpose of treating common ailments. However, this practice is now starting to fade as the usage of synthetic medicine is becoming more popular. This research investigated the knowledge, attitude, and practice (KAP) on the use of herbal medicine among mothers residing in the highland area of San Andres, Quezon. This study was guided by socio-cognitive theory which claims that behavior is changed when there is a positive attitude, also known as self-efficacy. A descriptive-correlational research design was utilized in the study. Participants were sampled through stratified sampling. The data was analyzed using percentage and Spearman's rho correlation method. Result showed that the respondents have high knowledge, positive attitude and poor practice; moreover, significant relationship was noted between knowledge and attitude as well as knowledge to practice. Further, there was a significant difference in the practice of the respondents considering their age and number of children. An herbal medicine promotion program was developed based on the results of the study. This study recommends testing the effectivity of the herbal medicine promotion program.

Keywords: *herbal medicine, KAP, highland area, poor access*

Contemporary Religious Music as a Supplemental Intervention to Reduce Postoperative Pain

Heidy S. Gouveia, Mell Andrea M. Vista, Ivy Mae C. Entero, Maria Thea Adeline G. Robles, Haree M. Hustaya, Humber A. Rivalal, and Mafel C. Falcatan

Adventist University of the Philippines

Abstract

Post-operative pain can range from moderate to severe intensity for 80% of the patients undergoing surgical procedures. As a result, methods to alleviate pain have ranged from the traditional medical approach of providing medications to the relatively more recent non-pharmacological methods, such as music therapy. This study utilized a quasi-experimental design aimed to determine the effects of contemporary religious music as an intervention to post-operative pain for patients ranging from 50-60 years old. Thirty respondents were asked to be part of the study wherein 15 patients were included in the experimental group and the other half were assigned to the control group. Numeric Pain Scale (NPS) was used to measure the level and intensity of pain before and after the intervention. Results showed that the control group and the experimental group had the same level of pain at 7.0. Post-intervention results revealed the same level of pain scale for the control group at 7.0 whereas the experimental group showed a decreased level of pain at 5.40. A significant difference was found between the pre-intervention and post-intervention pain scale with a p-value of .000 and t-value of 2.048. Therefore, contemporary religious music could be used as an effective intervention to lessen pain among post-operative patients. It is therefore recommended to use contemporary music in post-operative patients along with the standard post-operative interventions to decrease the level of pain among post-operative patients.

Keywords: *music therapy, post-operative pain, pain scale*

Cardiovascular Diseases Risk and Health Status Among Workers of Local Government Unit in Catanauan, Quezon: Basis for a Workplace Health Promotion Program

Zarah Joy Z. Madrigal and Mary Jane Botabara-Yap

Adventist University of the Philippines

Abstract

The Sustainable Development Goal number 3 targets to ensure healthy lives and promotes wellbeing for people all ages. This includes the fight against non-communicable diseases including Cardiovascular Diseases (CVD); which happens to be the number one cause of death globally, taking an estimated 17.9 million lives each year. In the workplace, it has been said that creating a culture of health by encouraging and supporting healthy behaviors can help attract and retain high quality employees. This study aimed to investigate the CVD risk factors and health status of workers. This study was guided using precede-proceed model. Convenience sampling was used among 70 respondents, assessed using the CVD Risk Assessment form, and were interpreted using the World Health Organization/International Society of Hypertension (WHO/ISH) prediction chart. Findings revealed that respondents have a CVD risk level of 10-20%; 15.7% of the respondents are in stage 2 hypertension, 38.6% are overweight, and 12.9% have pre-diabetes. Results also showed that CVD risk is not significantly correlated with BMI ($r = -.001$; $p = .994$) and RBS ($r = .063$; $p = .605$). CVD risk has significant relationship to Blood pressure ($r = .238$; $p = .047$). Female and male showed significant difference in terms of BP ($u = 229.00$, $z = 3.226$, $p = .001$) but not in BMI and RBS. There is no significant difference of age in terms of BMI. Meanwhile, there is significant difference of age in terms of RBS and BP. Furthermore, there was no significant difference in health status in terms of educational attainment and type of work.

Keywords: *cardiovascular diseases (CVD), CVD risk assessment, workplace*

Level of Effectiveness on the Implementation of Diabetes Control Program (DCP)

Christian Jay S. Orte and Ruby S. Matibag

Systems Plus College – College of Nursing

Abstract

The study aimed to identify the factors affecting the effectiveness of the Diabetes Control Program (DCP) implementation in one of the Rural Health Units in Bataan, Philippines. The descriptive-correlational method was used as its design. It involved a total population sample of 211 (185 DM clients and 26 healthcare providers). A self-made non-standardized survey questionnaire was used as its study tool which is validated by 3 experts. Pearson's product-moment of correlation was utilized for its data analysis. Results revealed that healthy lifestyle-related factors were statistically nonsignificant with the level of effectiveness of the DCP ($r = 0.82$) while the RHU-related factors revealed moderate-high relationship ($r = 0.63$) with regards to the administration of the DCP. Regular evaluation of services must be strictly implemented to sustain the effectiveness of DCP for the benefit of the people in the community, particularly among diabetic clients.

Keywords: *Diabetes Control Program, diabetes mellitus, healthy-lifestyle, Rural Health Unit*

Understanding the Life-World of Multi-Drug Resistant (MDR) Clients Through Phenomenology

Hazel D. Tanagon, Christian Jay S. Orte, and
Jose Maria Pelayo III
Systems Plus College

Abstract

This study aimed to understand, analyze, and reflect on the lived experiences of Multi-Drug Resistant (MDR) clients currently undertaking treatment in a satellite health center facility in Pampanga, Philippines. Descriptive phenomenology was used as its design. It involves seven (7) key informants with the following inclusion criteria: (a) A Multi-Drug Resistant Client; (b) at least 18 years old, (c) currently undertaking treatment in Satellite Treatment Center for MDR, and (d) willing to participate which were recruited via purposive sampling technique and through the help of a gatekeeper. An open-ended semi-structured interview guide was utilized as its instrument. Cold and warm analyses were employed in analyzing the data. Results revealed seven (7) significant patterns: (a) adverse effects of medication, (b) awareness of medical programs, (c) process of identifying MDR patients, (d) willingness to undergo treatment, (e) impact of treatment to MDR patients, (f) creating relationship between MDR patients and (g) satisfaction of MDR patients with health workers and medical program. Understanding, encouragement, comfort, and motivation from the community and especially family members are the keys to strengthening the quality of lives of those who were under the treatment program of a satellite health center for MDR clients.

Keywords: *Multi-Drug Resistant Clients, MDR, descriptive phenomenology*

Knowledge, Attitude, and Practices on Primary Health Care Services Among Barangay Health Workers of San Andres Quezon: Basis for an Enhancement Program

Jose Lorenzo M. Robil

Adventist University of the Philippines

Abstract

Community Health Workers (CHW) or locally known as Barangay Health Workers (BHW), are people who have undergone training programs under any accredited government and non-government organization; they voluntarily render primary health care services in the community after having been accredited to function as such by the local health board in accordance with the guidelines promulgated by the health department. Currently, there are 229,830 registered BHWs in the Philippines. The study investigated the knowledge, attitude, and practices (KAP) of BHWs in terms of the use of the Primary Health Care Services. The study utilized the statistical percentages to indicate the extent of the knowledge, attitude, and practices whereas the spearman method was used to test for relationships. The basis of the study was the Change Theory which underpins that for a change to occur, one should know the level of knowledge, attitude, and practice of the people. Results showed that BHWs have a better knowledge (86.7%) and attitude (87.5%) but has poor practice (37.8%). Further, knowledge ($r = 0.174$, $p = 0.105$), and attitude ($r = -0.089$, $p = 0.412$) were not significantly related to practice. The result of the study was a basis of a Primary Health Care program to enhance the knowledge, attitude, and skills of the BHWs.

Keywords: *Barangay Health Workers (BHW), Primary Health Care Services, KAP*

Healing Touch: A Perception study of massage among Filipino professionals.

Jose Ray Pierre H. Taton
Adventist University of the Philippines

Abstract

Relaxation techniques such as a massage is usually an alternative activity for Filipinos. It is used mostly in provinces where people have less access to conventional medicine. But given its wide use in the Philippines, there is lack of information on the perception of Massage Therapy (MT) among professionals. This study investigated the perception of Massage Therapy among Filipino professionals. The utilized a phenomenological qualitative research design. Purposive sampling was used to select 13 respondents through an online survey. Member checking was done to validate the results of the study. The data were analyzed using content analysis and six themes were formed such as: (a) massage promotes relaxation, relieves stress, reduces pain, and improves blood circulation; (b) massage is generally very effective; (c) massage is time consuming and can cause further injury if not done properly; (d) other effects of massage are better overall mental health and good sleep. Based on the result, it is recommended that massage should be further researched for its benefits to add value to its practice and massage should be practiced in hospitals given its effectiveness for pain management.

Keywords: *massage, massage therapy, perception study*

Antioxidant Activity of Dayak Onion (*Eleutherine americana* Merr.), Bombay Onion (*Allium cepa* Linnaeus), Shallot (*Allium cepa* Var. *sscalonicum*) Extracts Using 1,1-Diphenyl2-picrylhydrazyl (DPPH) Method

Putri Sari Pertiwi Siahaan*, Joshua H. L. Tobing,

Marvel R. Suwitono

Adventist University of the Philippines

Abstract

Free radicals are reactive and unstable compounds that cause damage to the cells of the human body. Antioxidant activity had been done on Dayak onion, Bombay onion, and shallot using DPPH (1,1-diphenyl-2-picrylhydrazyl) method. This study investigated the antioxidant activity of the 3 types of onion in helping ward off free radicals in the body. Simplicial was extracted using methanol, dichloromethane, and hexane. The macerate was then concentrated using vacuum rotary evaporator. The data showed that Bombay onion extracted with methanol gives the highest yield (61.27%) and shallot extracted with hexane gives the lowest (0.27%). On the antioxidant test, DPPH method was used where extracts were diluted using ethanol making them into 7 various concentrations which are 12,5, 25,0, 50,0, 100,0, 200,0, 400,0, and 800,0 ppm. Antioxidant activity was measured using spectrophotometric at a wavelength of 517. The data obtained were analyzed using 3 x 3 x 7 factorial Analysis of Variance (ANOVA). The results showed that there were significant differences in antioxidant activity based on the type of plant, variety of solvents and variations in concentration of the extracts with a value $p = 0,000$. It was shown also that there is a significant difference in the interaction between those three variables with $p = 0,000$. Duncan's multiple range test results showed that Dayak onion has the highest antioxidant activity with mean percentage of 35,003%, followed by Bombay onion (15,362%), and Shallot (10,904%). The result also showed that methanol is the best solvent which give antioxidant activity with mean percentage of 25,576%, followed by dichloromethane (23,495%) dan hexane (12,198%). Therefore, this study concluded that Dayak onion and methanol provide the highest antioxidant activity. Further study must be conducted to determine the antioxidant activity of the 3 types of onions.

Keywords: *Dayak Onion, Bombay Onion, Shallot, Antioxidant Activity, DPPH (1,1-Diphenyl-2-Picrylhydrazyl)*

A Training Program on the Implementation of 5S in Selected Micro Businesses

Gracia Josefa P. Ilao

Adventist University of the Philippines

Abstract

The implementation of 5S (Seiri –Sort, Seiton-set in order, Seiso-shine, Seiketsu-standardize, and Shitsuke-Sustain) is found helpful to improve the processes and strategies of business services, however it has been an issue in the workplace. This study determined the implementation of 5S in selected micro-businesses. Convenience sampling was utilized in the study. The questionnaire consisted of 20 items that can determine the implementation of 5S in 30 selected micro-businesses. Of the 30 service business, 12 were food businesses and 18 were service businesses. Descriptive statistics were used for data classification such as percentages and frequency count. The results showed that majority (>80%) of the business respondents had sorted (Seiri) their supplies, equipment, and other items. The implementation of Set in order (Seiton) varied among business respondents. Color coding and other visual controls were least (10%) implemented. Further, the business respondents implemented Shine (Seiso), except that only 53.33% of the employees have cleaning schedules. The Standardize (Seiketsu) were implemented by the 100% of the business respondents particularly on the clear rules and responsibilities by management and encouragement to maintain high standard in the workplace. Only 6.67% of the business respondents claimed that their staff are conversant with 5S program. Finally, Sustain (Shitsuke) was the least implemented among the 5S. Around 66.67% or less of the business companies are implementing it. Based on the result, the a training program of 5S in the selected micro business particularly on two 5S, the Sustain and Standardize, was implemented.

Keywords: 5S, workplace management, productivity, organized environment

Influence of Interpersonal Relationship and Satisfaction on Customer Loyalty at a University Store

Amyman Gulshan Mattu and Saw Eh Do
Adventist University of the Philippines

Abstract

Customer loyalty provides the basis for the sustainable competitive edge of an organization. New customers tend to buy more than existing customers and not spend as much on rehabilitation. Commerce victory is critical to keeping customers coming back for more. The research was conducted among the customers of the University store in Silang, to determine if there were significant relationships existing between the following: (a) interpersonal relationship and customer loyalty and (b) customer satisfaction and loyalty. Also, this study determined if there is a significant difference in customer loyalty considering age, sex, and occupation. One hundred customers of the university store were chosen randomly to answer the self-constructed questionnaires. The study used Pearson correlation, t-test, and Analysis of Variance (ANOVA) to analyze the difference and relationship among variables. This study revealed a positive significant relationship between the following: (a) interpersonal relationship and customer loyalty, and (b) satisfaction and customer loyalty. There was, however, no significant difference in customer loyalty when age, sex, and occupation are considered. Due to the better interpersonal relationship they received; the customers buy things at the university store. Both male and female customers are loyal which means they patronize the University store products. The customers buy products from the University store regardless of their age and occupation. The study advises that the University store maintain good interpersonal relationship with the customers, so in the future the University store can promote more products for the benefit of the customers and for the growth of their business.

Keywords: *working capital, profitability, liquidity, current ratio, cash ratio*

Challenges and Benefits of Outsourcing Firms

Jeffrey Amoguis, Floribel Doplon and Juanita Limjoco
Adventist University of the Philippines

Abstract

Global outsourcing services continue to grow and have contributed to economic growth, but some practices challenge their progress. This study determined the challenges and benefits of outsourcing firms in Cavite, Laguna, and Metro Manila. The study employed a qualitative methodology particularly the case study design. A total of 15 participants from outsourcing firms were interviewed; three owners and managers of outsourcing agencies, six employees from different outsourcing companies, and six organizations who contract services. These participants were chosen using purposive sampling. To establish the credibility, triangulation by theory was used. Data were transcribed and thematic analysis were employed to generate themes. It showed in the results that there were considerable number of challenges in outsourcing which include lack of strategic flexibility, negative external environment, and impact on human resources and innovation. On the positive side, benefits include new skills and technology, an increase in competitiveness, and focus on core activities. It is recommended based on the results that the outsourcing industry should firmly establish their strategic mission and vision that a client shares with the outsourcing entity. They should set standards so organizations can resolve and mitigate the risks and challenges of outsourcing. As an effect, strategic management which is the core of strategic outsourcing may achieve profitability and competitive advantage of both entities.

Keywords: *farm entrepreneurship, entrepreneurial practices, farm profitability, extension programs*

Expansion of Adventist Hospital Parking Space

Charney J. Valdez
Centro Escolar University

Abstract

Parking shortage in hospitals is a pivotal issue that the Adventist Hospital in Palawan (AHP) is currently facing. The continuous lack of parking spaces has contributed to illegal parking and road obstructions; it also affects the customer satisfaction rating and profits of the hospital. Thus, this study was conducted to determine the feasibility of expansion of parking space to address the shortage of parking spaces for hospital customers. This descriptive study used questionnaire as the main data gathering tool. The questionnaires were administered to 146 customers which include physicians and hospital employees. The data gathered were analyzed using projection method and other financial analytic tools. The survey revealed that 90% of the respondents parked in their designated parking area, 83% used the parking area for less than two hours, 73% customers were willing to patronize the proposed expansion of AHP parking space, 43% of the customers were willing to park their vehicle between 2-4 hours per day, and 83% of the customers were willing to pay a minimum parking fee of P20 per hour. The proposed expansion of AHP parking space will be headed and supervised by the hospital's Director for Operation, with six personnel for the first three years of operation, two full time employees, two personnel in-charge of utilities, and two security personnel. There is no market share of the proposed expansion of AHP parking space. The total cost of investment is 13,188,855 and the Net Present Value, Internal Return Rate, and Benefit-Cost-Ratio are acceptable with payback period of 15 years. The proposed parking space can accommodate more than 120 cars per day. The proposed expansion can be implemented immediately after the pandemic outbreak.

Keywords: *expansion, parking space, customers*

Perceived Effects of Professional Development Program on the Knowledge, Skills, and Attitude of University Employees

**Cryslie L. Romero, Judy Mae J. Corpuz, Maricar F. Lamputi
and Jeffrey Magbojos**

Adventist University of the Philippines

Abstract

Professional Development Program (PDP) is part of the university's annual plan to enhance the knowledge, skills, and attitude of its employees. A lot of studies have been done on the effects of this program to the quality of teachings; however, little research has been done to relate its effect on the knowledge, skills, and attitude of the university employees. Thus, this study aimed to evaluate the perceived knowledge gained, level of skills enhanced, and level of attitude developed after the PDP attended by the university employees. Using cross-sectional survey design, 562 purposively sampled university employees answered a 26-item 4-point Likert-type survey questionnaire. There was also a section for comments every item which were thematically analyzed to add depth to the study. Mean and standard deviation were used to address the objective of the study and thematic analysis for the qualitative responses. Ethical considerations were observed to ensure confidentiality and anonymity in handling the data. Results showed that the employees' perceived effects of the professional development programs they attended were very high: knowledge ($M=3.79 \pm 0.34$), skills ($M=3.84 \pm 0.36$), and attitude ($M=3.78 \pm 0.44$). The qualitative responses proved that through the PDPs they attended, the employees (a) gained factual, substantial, insightful, and empowering knowledge; (b) acquired skills such as expertise, readiness, and productivity; and (c) developed confident, grateful, optimistic, and open-minded attitude. Findings suggest that the professional development program of the university for its employees has been effective. Therefore, it is highly recommended to continue the program. Future research to correlate trainings attended with their work performance or productivity be conducted.

Keywords: *challenges, acquisition, human resource, employer, Cavite*

The Viability of a Multidisciplinary Wound Care Center in Puerto Princesa

Paul Castillo

Adventist University of the Philippines

Abstract

The best approach in managing a chronic wound is via a multidisciplinary team in a facility that is dedicated to such. It has been proven in countries around the world and is slowly gaining ground in the Philippines. At present, there is no dedicated wound care center in the city of Puerto Princesa, hence this study was conducted. Descriptive research design was used in this study. A total of 37 doctors which represent the 30% of the 122 population were chosen purposively to participate in this study. Their responses were used to calculate the demand for the business. Various profitability ratios such as the Break-Even Analysis, Payback Period, Liquidity Ratio, Return on Investment, Return on Assets, Net Present Value, Internal Rate of Return, and Benefit Cost Ratio was used to determine viability of the proposed establishment. The research showed that there is a demand for wound care services in the city; however, there is currently no facility that can meet that demand which is increasing annually. The study also revealed that the proposed location is ideal, considering the cost involved and its proximity to other establishments. The personnel requirement is minimal and the equipment and machines needed are basic. The initial investment can be recovered after two years and the center is profitable. The mission and vision set is achievable and readily evaluable regularly. Lastly, the community, society, government, and the church will benefit from this undertaking. The wound care center will be the first and only institution that will cater to outpatient wound care in the whole province of Palawan. Being the only player in the market, it is predicted to get 100% of the market share. It is therefore recommended that the establishment of a dedicated wound care center be undertaken immediately.

Keywords: *viability, wound care, wound care center*

Strategies of Outsourcing Job in the Changes of Organizational Structure and Organizational Chart of the Company

Juanita Villar- Limjoco

Adventist University of the Philippines

Abstract

Outsourcing is known as a 'strategic aid' for businesses seeking to improve productivity and minimize costs. This strategy also made confusion and problem in terms of designing and proper presentation in the organizational structure and organizational chart of the company affecting other operational aspects such as the budget. Thus, this study was conducted to determine the strategies of outsourcing job in the changes of organizational structure and organizational chart of the company. The research was conducted through a case study design Thirty-one (31) interviewees who are proven experts based on their credentials and experiences in the different business industries participated in the study. The interviewees are within the range of year experience from 6 to 10 years Thematic approach was used to generate themes. The researcher is focused on the new strategies and methods of performing the work, the way the job is carried out in the company by the strategy of outsourcing. These strategies include: status quo of organizational structure and exclusion of the manning personnel in the organizational structure and chart. It solves underlying questions on how changes can be reflected in the designs of the organization structure and organizational chart to contribute smoothly towards proper work direction without prejudice to rules and regulation in executive orders for common understanding in the business organization. It is recommended to consider some of the rules and regulations of the state to avoid confusion in terms of beneficial distinction of permanent versus outsourced employees.

Keywords: *outsourcing, organizational chart, organizational structure*

The Expansion of a Music Center in Puerto Princesa City, Palawan

Charity R. Caagbay

Adventist University of the Philippines

Abstract

The study examined the feasibility of expanding a music center in Puerto Princesa City, Palawan. It considered different aspects of business such as marketing, operations, financial perspective and human resources. Studies from different authors were reviewed to support this study. Validated questionnaires were distributed to high school and elementary students for their parents to answer. A total of 620 parents participated in the survey which was chosen using systematic random sampling. The target market for this music center are elementary and high school students who wants to have lessons in piano, violin, voice, and guitar. The investigation revealed that there is a market share of 84 % for the proposed expansion of a music center even though there are two competitors in the target business location. The instruments, human resources, and music instruction produced better services with lower costs. The total cost of investment is P 2, 500, 000.00 and the calculated Net Present Value (NPV), Internal Rate of Return (IRR) and Benefit-cost Ratio (BCR) are acceptable. Payback period is on the fourth year of operation. Further studies should be explored having more services to the music center to provide a wider range of services that students can choose from.

Keywords: *music, Broadway music. Classical music, Kundiman music, sacred music*

The Viability of the Expansion of Dialysis Center of Adventist Hospital Palawan

Christy Melanie M. Gonzales

Adventist University of the Philippines

Abstract

Dialysis center is one of the services of the Adventist Hospital Palawan that addressed the need of the community. However, the number of patients with kidney disease increases yearly, so it is with dialysis patients. The machines and space in the existing dialysis center of the hospital are not sufficient. For this reason, this study was conducted to examine the viability of expanding the current Adventist Hospital Palawan dialysis center. This market study utilized the physicians as the primary target market, and their patients as the secondary target market. The researcher used the survey questionnaire to gather data from the four adult nephrologists practicing in the locality. Other information used in this study were taken from their medical records. Straight-line depreciation, break-even, payback period, net present value, internal rate of return, benefit-cost ratio, profit margin, return on assets, current ratio, and operating cash flow were the techniques used to identify the profitability of the proposed project. Despite the existence of three dialysis centers in the locality, market demand is higher than the capacity of the existing dialysis center. The total cost of expansion is about 68 million. The payback period is in the fourth year of operation. This study benefits the customers, workers, creditors, owners, community, society, government, and the church. Implementation of the proposed project is best when there are no other ongoing projects to support the operation while earning is for the recovery of the investment. The feasibility of the dialysis center by adding the provision of food to the dialysis patient is recommended for future study.

Keywords: *dialysis center, dialysis patients, kidney disease*

Expansion of Goat Farm in Palawan Adventist Academy

Florie Ann C. Fonte

Adventist University of the Philippines

Abstract

The demand for goat's meat increased as supported by the increase in the total disposition of goat in 2018 by 0.95 percent. However, based on statistics there is a continuous decline on the goat supply in the Philippines. Thus, this market study was conducted to evaluate the viability of establishing an expansion of the goat farm in Palawan Adventist Academy, Narra, Palawan. The study utilized descriptive research. The data were collected using survey questionnaire to a total population of 20 sellers. The data were analyzed using financial analysis tools. The results show that the proposed business will be profitable and successful if established. The demand of farm supplies generates income to the suppliers. The production and operations study give assurance that the propose business can produce good quality goats that the target market needs. The proposed business requires five capable personnel to start its operations. The financial study shows that from years 1 – 5, the profitability of the business is increasing although the number of goats sold is constant. The proposed business had a Net Present Value (NPV) of P79,091.84. The Internal Rate of Return (IRR) is 8.53%. In five years, the proposed business will contribute to the employees, suppliers, community, society, government, and the church. The proposed business be implementation by 2020. Further study can be conducted to assess the feasibility of additional number on the capacity and new products such as goat milk and cheese as addition to the proposed business.

Keywords: *viability, net present value, internal rate of return, goat farm*

Fitness Gym at the Adventist Hospital in Palawan

Joesamel G. Tadlas

Research Office, Adventist University of the Philippines

Abstract

Activities in the Fitness Gym play a very important part in achieving health and wellness. As people become more health conscious, this paved the way for fitness and wellness industry where the fitness gym belongs; thereby, dramatically contributing to 5.3 percent of the global economy in 2018. Although establishing a Fitness Gym in most areas in the Philippines has proven to be viable, this market study was conducted to evaluate if this is also feasible at the Adventist Hospital Palawan. The study utilized descriptive research. The data were collected using survey questionnaire to 285 workers who were purposively sampled and were analyzed using financial management formulas. The results showed that the proposed business will be profitable and successful if established. The total demand in units and in peso is greater than the demand in units in peso of the proposed business. The service and operations study give assurance that the proposed business can provide good service that the customers need. The proposed business requires five capable personnel to start its operations. The financial study shows that from years 1 – 5, the profitability of the business is increasing although the number of customers is constant. The proposed business had a Net Present Value (NPV) of 4,185,274. The Internal Rate of Return (IRR) is 44.36%. In five years, the proposed business will contribute to the employees, suppliers, community, society, government, and the church. The proposed business can be implemented by 2020 and further study should be conducted to assess the feasibility of expanding the Fitness Gym and opening it to the public.

Keywords: *viability, Net Present Value, Internal Rate of Return, Fitness gym*

Viability of Establishing an Apartment Business in Palawan Adventist Hospital

Nelly Joy A. Orpilla

Adventist University of the Philippines

Abstract

Palawan Adventist Hospital in Puerto Princesa has no existing apartment for its employees and families who lived outside the city. For this reason, the study was conducted to provide a reference of establishing apartments for employees and families who need shelter near the hospital. This study used survey questionnaire to gather the needed information. The study was conducted to 245 respondents. Data were analyzed using straight line method and financial analysis tool such as Return on Investment (ROI) and Cost-volume-profit (CVP) analysis. The results revealed that the demand for the proposed service is high, while the existing supply could not cater the needed demand. Total demand, supply and market share in peso has projected to increase yearly. The operation of the business in delivering the service is simple and easy and that the needed equipment, machinery, furniture, and fixtures are at an affordable value. The building has enough capacity to cater the demands for a 30-year useful life. The most effective form of ownership for the proposed business is sole proprietorship. The proposed business only needs two (2) employees for its operation and maintenance. The mission and vision were formulated with contingency plan in case the business does not prove viable in 5 years. The financial returns of the organization are in good value and promises success to the organization. Lastly, it is concluded to have a good impact to the stakeholders with its socio-economic responsibilities strategy. The proposed business can be implemented in the year 2020. Factors affecting customer loyalty to the business is recommended for further study.

Keywords: *knowledge management, organizational culture, total quality management*

Viability of Tutorial Services in Palawan

Noemi Bacomo Janoras

Adventist University of the Philippines

Abstract

The demand for tutorial services increased, as supported by a research done by Asian Development Bank, where two thirds of families in the Asia Pacific Region spend money for tutorial lessons of their children. However, based on a study, there is a continuous decline in the quality of education in the Philippines. Thus, this market study was conducted to evaluate the viability of establishing a tutorial center for elementary students who want to improve their learning in Mathematics, English, and Science. The study utilized descriptive research. The data were collected using survey questionnaire to 309 elementary students in the town of Brooke's Point, Palawan. Data were analyzed using liquidity and profitability ratio, working capital, break-even analysis, payback period, and capital budgeting. The results revealed that the production and operation study give assurance that the proposed business can provide tutorial services that the target market needs. The proposed business requires five capable personnel to start its operations. The financial study shows that from years 1-5, the profitability of the business will be increasing although the number of students remains constant. The proposed business had a Net Present Value (NPV) of P379,598.20. The Internal Rate of Return (IRR) is 9%. In five years, the proposed business will contribute to the employees, suppliers, community, society, government, and the church. The proposed business will be profitable and successful if established in 2020. Further study can be conducted to assess the feasibility of adding more courses and number on the capacity of the proposed business.

Keywords: *viability, Net Present Value, Internal Rate of Return, tutorial services*

Work Attitude and Management of Stress: Their Relation to Work Performance Among Workers of a Tertiary Hospital

Rebyxel Manalo Regalado and Cing San Lian

Adventist University of the Philippines

Abstract

The work performance of the employees in any organization plays an important role in upholding its mission and vision. A research information found that there is a lack of data and work performance research among health care professionals and employees in the Philippines. It is significant to know the variables that affect the work performance of the institute workers. The researchers want to know whether the work attitude of employees and the ability of employees to manage their stress, significantly affect their work performance. The objective of this study is to identify the relationship of attitude and management of stress on employee's work performance. This descriptive study utilized a thirty-item questionnaire which was developed by the researchers. The data was collected from 51 employees working in a tertiary hospital. Data were analyzed using mean, standard deviation, correlation, and regression. The employee attitude in this organization is positive. The stress management of the workers are also good and the work performance of the employees is high. The results revealed that work attitude and stress management were positively related to work performance. According to regression analysis, 34.7 % (R²) of the variance of the work performance was explained by the work attitude. This study provided data that potential researchers can use to conduct similar studies in other hospitals or organizations, utilizing a larger population size that will add to the knowledge base on work performance.

Keywords: *work performance, work attitude, stress management*

The Effect of ISO Certification on the Stock Performance Ratios and Financial Indicators of Publicly-Listed Companies in the Philippine Stock Exchange

Lemuel C. Bermejo, Ruth S. Estimar and Noemi B. Janoras

Adventist University of the Philippines

Abstract

A certified ISO 9001 quality management system ensures clear processes and structures, tasks, and responsibilities throughout the entire organization. Despite the numerous companies adopting the standard, arguments exist for and against ISO certification. Literature reveals that ISO 9000 certification has resulted in positive and negative impacts on companies' performance. The main purpose of this study was to assess the effects of ISO 9001 implementation on performance of publicly traded companies in the Philippine Stock Exchange. Data of organizations were collected through web content analysis from the Philippine Stock Exchange and Bloomberg. Out of the 134 companies listed in the PSE, only 91 companies had websites and 37 (41%) companies are ISO-certified. Both parametric and non-parametric tools were used to explore the effect of ISO certification on the measured parameters. The results showed that ISO certification is not significantly related to the business sector. However, it is negatively correlated with the year listed in the PSE. ISO certified companies have higher earnings per share, dividend yield, annual net income, and debt to assets ratio while non-certified companies have higher price to earnings ratio, price to sales ratio, year return on stock, and annual profit margin. Further results revealed that there is no significant difference in price to earnings ratio, price to book ratio, price to sales ratio, and year return on stock between ISO-certified and non-certified companies. The earnings per share, dividend yield, annual net income, and debt to assets ratio differ. The ISO certification is recommended to improve company's financial performance indicators.

Keywords: : *ISO 9001, stock performance indicators, financial indicators, Philippine Stock Exchange*

Leadership Behavior and Teacher Motivation in a Faith-Based Educational Institution

Huiyu Wang, Leonardo B. Dorado & Rufina Francisco

Adventist University of the Philippines

Abstract

Numerous studies have been conducted to enhance leadership behavior and employees' motivation in profit organizations; and these studies have helped many profit-organizations to excel in their operations. Yet, there are rare studies on the leadership behavior and employees' motivation in non-profit organization in order to increase motivation and productivity in the employees. Therefore, on these premises, the researcher proposed to undertake a study in a Faith-Based Institution (FBI) concerning leadership behavior and teacher motivation. The purpose of this research project is to examine the efficiency of the leadership behaviors and teacher motivation in FBI. The researcher used descriptive-correlational design. The population of this study was the faculty of the elementary and high school departments. Among the 42 distributed questionnaires, only 32 were retrieved. The results found there was a strong positive significant relationship between principal's transactional leadership style and teacher's intrinsic motivation ($r = 0.759, p < 0.000$). Also, a strong positive significant relationship was found between the principal's transformational leadership style and teacher's intrinsic motivation ($r = 0.741, p < 0.000$). Moreover, a strong positive significant relationship was found between principal's transactional leadership style and teacher's extrinsic motivation ($r = 0.526, p = 0.002$), while, only a moderate positive significant relationship was found between principal's transformational leadership style and teacher's extrinsic motivation ($r = 0.396, p = 0.025$). It was concluded that the higher is the practice of transactional and transformational style among the teacher's head/principal, the higher are their intrinsic and extrinsic motivations. The principal's leadership style has a significant relationship to the teachers' motivation. A further study on leadership and motivations may be conducted in a larger scope which would also explore significant differences and moderating effects of demographic variables on leadership and motivations.

Keywords: *mainstreaming, psychosocial, hearing impairments*

Students' Perception on the Use of ICT in the Alternative Learning System Classes: A Case Study

Arjem Noryn Caringal-Agum, Pauleen Angeli Baloyo, Judy Mae Juayno-Corpuz, Herssel Shaira Capobres, and Michael S. Naidas
Adventist University of the Philippines

Abstract

In the 4.0 era, traditional and digital teaching and learning have been intermarried. However, learners in non-formal education do not have the same privilege of exposure to the use of Information and Communication Technology ((ICT) in the classroom as the students from formal classrooms have. Literature exploring the use of ICT in ALS teaching is also scarce, hence this case study aimed to determine the perceptions of seven purposively sampled Alternative Learning System (ALS) students from the Adventist University of the Philippines-College of Education (AUP-COE) ALS program. The researchers identified the (a) ICTs used in teaching English in ALS and (b) perceptions of the ALS students in the use of ICT in terms of accessibility, cost, effectiveness, and benefits. Data gathered from the interview with the participants, class observations, and the triangulation with two ALS coordinators and two ALS teachers were transcribed and themes for each objective were identified through thematic analysis. Results revealed that PowerPoint (PPT), videos, and online quizzes were the ICTs used by ALS teachers. However, the participants mentioned that the teachers rarely use any ICT in class except for English class. Moreover, the participants perceived that ICT is accessible since most of them have smartphones. The use of ICT for them is both impractical and practical and is effective in learning. Finally, the use of ICT made the participants' learning easier. Based on the results, it is concluded that ALS students should be trained in the use of ICT to easily adapt to formal classroom settings. It is recommended that ALS teachers be equipped with the use of ICT. Conducting an experimental study to test the effectiveness of ICT when used as a medium of instruction and learning in the classroom may be done for future research.

Keywords: *Alternative Learning System (ALS), Information and Communication Technology (ICT), formal classroom, non-formal classroom*

Influence of Extrinsic Rewards on Employee Commitment and Retention in SDA Educational Institutions

Echo Wu & Leonardo B. Dorado
Adventist University of the Philippines

Abstract

Employee commitment and retention play a vital role for all organization's success. Factors to improve commitment and retention in SDA educational institutions must be identified. This study answered the following objectives: (a) determine the extent of extrinsic rewards of the employees; (b) determine the extent of employee commitment and retention to the organization; (c) find out if the extrinsic rewards are the motivators to employees. This study employed descriptive correlation design and used purposive sampling in the selection of 104 participants which included administrators, office workers, professors/instructors, and teachers who are working in selected SDA educational institutions in Taiwan Indonesia, and Philippines. The data were gathered using a validated survey questionnaire. The collected data were analyzed by using mean, standard deviation, percentages, ANOVA, Pearson's r. The result showed that the employees in SDA educational institutions perceived high extrinsic rewards in terms of salary, bonuses, promotion, and fringe benefits. Further, the results on employee commitment and retention were also high. The four dimensions of extrinsic rewards are correlated to employee commitment, however only salary and promotion are the related for employee retention. Based on the research findings, it is concluded that extrinsic rewards such as salary, bonuses, fringe benefits, and promotion are motivators to the employee. It recommended to study further the fringe benefit and other non-monetary benefits received by the faculty in the university so that it would have some impact to hold from leaving the organization.

Keywords: *extrinsic rewards, employee commitment, retention, SDA educational institutions*

Barriers of English Language Learning among Chinese Students

Edna B. Esguerra and Teofilo Esguerra
Adventist International Institute of Advanced Studies

Abstract

Teaching and learning the English language pose a number of varied difficulties. Barriers to learning can be defined as the difficulties the learners encounter in their experiences. Much has been studied on second language acquisition; however, little research has been done to explore the barriers encountered in learning the English language. This study aimed to explore such learning barriers among Chinese students in junior high school as framed by Krashen's language acquisition model. Utilizing a qualitative case study method, one-on-one interviews of three Grade 10 students revealed through thematic analysis several of these concepts including (a) general barriers to learning English, (b) coping strategies that were employed, (c) and suggested methods on how the students can learn further in the language. The Chinese participants expressed that vocabulary, pronunciation, and classroom instruction were barriers to their English learning. They said that they cope by watching English movies, listening to English songs and attending to the activities provided by the school such as Week of Prayer. The participants suggested that they be allowed to use their smart phones for translation purposes, as well as for teachers to provide engaging activities. It is recommended that schools enhance programs for ESL learners which includes providing a dedicated ESL teacher. Future researchers can conduct an in-depth study on the barriers encountered by the English language learners using descriptive design.

Keywords: *ESL, language learning, international languages*

Perceived Effects of Classical Music to Teachers

Kim Hyundo & Nerilyn R. Beratio

Adventist University of the Philippines

Abstract

Music is a big part of human life. Listening to music is known to beneficially impact mental health such as stress and other health related issues. Studies on the effect of music has been conducted but few on its effect on teachers. This study aimed to determine the effects of classical music to the teachers. The study was done by choosing teachers of an international school from the Basic Education Program particularly in English as Second Language departments. It used questionnaires in getting the information from 35 teachers who were chosen using convenience sampling. Percentage based on frequency was used to describe the perceived effects. The study was able to identify the top seven perceived effects of classical music: “It makes a person calm”, “It makes a person happy”, “It promotes good sleep”, “It reduces stress level”, “It improves pain management”, “It improves mood in teaching”, and “It improves productivity”. It was found that the effects of classical music are potent factors to combat teaching challenges. The researcher recommends that classical music be used by the teachers to help them overcome the challenges they face in life as a teacher.

Keywords: *classical music, perceived effects*

Influence of Environment, Financial Stability, and Happiness on Academic Well-being of International Students in the Philippines

**Ryan Ray M. Mata, Rysheer P. Quiatchon, Moses S.K. Azameti,
Meslie R. Reguyal, Mylene L. Pelorina, and Jolly S. Balila**
Adventist University of the Philippines

Abstract

With the internationalization of education, there is an increasing number of international students studying in different countries around the world. This scenario portrays that the international students are looking for a school that will shape their academic abilities as well as their well-being. However, looking at the literature review, there are limited studies dealing with possible factors that may influence the academic well-being of international students. Supported by the Ecological Systems Theory, the main purpose of this descriptive-correlational research was to examine the influence of the environment, financial stability, and happiness to the academic well-being of international students. Through purposive sampling, 112 international students from a private higher education institution consented and participated by answering survey questionnaires validated by experts and tested for reliability. Results revealed that the respondents perceived their environment as good ($M = 4.25$, $SD = 0.92$). Financial stability, happiness, and academic well-being of the respondents were high ($M = 4.18$, $SD = 0.85$; $M = 4.07$, $SD = 0.72$; $M = 4.19$, $SD = 1.05$). Moreover, environment, financial stability, and happiness have a positive moderate significant relationship to academic well-being ($r = .697$, $p < .001$; $r = .429$, $p < .001$; $r = .666$, $p < .001$). Happiness, living condition, and community relationship were significant factors influencing academic well-being of international students ($R^2 = 0.444$, $p < .001$; $R^2 = 0.579$, $p < .001$; $R^2 = 0.604$, $p < .011$). Assessment of the living condition, strengthening fellowship programs, and regular academic advising/ monitoring are recommended for future study.

Keywords: *saints, holy, traditional notion, church, saved*

Causal Attribution, Personality, and Competency of General Education Teachers Handling Students With Special Needs in Selected Schools

Rosdy N. Lazaro, Leonardo B. Dorado and Michelle T. Collado

Adventist University of the Philippines

Abstract

Many children with special needs are being educated in general classrooms in both private and public schools. However, only a few general education teachers are successful in creating quality teaching for their students with special needs. This study intends to investigate the teachers' competency in handling students with special needs and their causal attribution and personality traits in connection to teaching competency. The respondents of the study are the general education teachers handling diagnosed students with special needs. A total of 101 respondents were included in the final analysis of the study. The questionnaires used in the study were the Causal Dimension Scale (CDS), the Big Five Personality Test, and Essential Competencies for Special and General Education Teachers Questionnaires of Dingle. The result indicates that there is no significant relationship between teachers' causal attribution and competency, and the teachers' personality and competency. Age, educational attainment, and sex are also not significant moderator variables. Only the work sector of the respondent is showing a significant difference in their competency in handling students with special needs in selected schools, in favour of teachers in public schools. It is recommended to conduct further study to validate the result to a broader population and to include the psycho-educational aspects of the stakeholder in special education. Also, it is endorsed for future study to use more distinct competency scale for a strong determination of general education teachers' competency handling students with special needs.

Keywords: *casual attribution, personality, competency, general education teachers, students with special needs*

Influence of Spiritual Intelligence on Job Satisfaction, Motivation, and Commitment of Employees in a Faith-Based University in the Philippines

Souphea Phy and Leonardo B. Dorado

Adventist University of the Philippines

Abstract

Job satisfaction, motivation, and commitment are vital measures considered by any organization. Several studies have been done to investigate commitment, motivation and satisfaction at work; however, studies that focused on spiritual intelligence where faith is being emphasized is still scarce. This study investigated the influence of spiritual intelligence on the employee's job motivation, commitment, and satisfaction in a faith-based institution. A total of 120 full-time and part-time employees from a Christian university in the Philippines participated in the study through a voluntary, self-reporting questionnaire survey distributed and collected by the researcher in 2019. The questionnaire consists of five sections including demographic profile, spiritual intelligence, motivation, commitment, and job satisfaction. The questionnaire applied Likert scale as measurement for the analysis of the four variables through correlational analysis. The result showed that spiritual intelligence has a significant correlation with motivation ($r = 0.301$; $p = 0.001$). It is also a significant predictor to motivation ($r = 0.09$; $p = 0.001$). No significant relationship was found between spiritual intelligence and commitment as well as satisfaction. To conclude, spiritual intelligence has a significant positive correlation with job satisfaction. Spiritual intelligence has a significant influence on the job motivation of the employees in a faith-based university in the Philippines. No significant relationship was found between spiritual intelligence and the variables job satisfaction and commitment. Further study is recommended to investigate the relationship between spiritual intelligence and job motivation.

Keywords: *spiritual intelligence, satisfaction, motivation, commitment, religious institution*

Singing Benefit on the Physical, Psychological, Spiritual, and Social Well-Being as Perceived by Senior Citizens: Basis for Program Development

Zhou Yi na and Sherryl Ann De Dios

Adventist University of the Philippines

Abstract

Singing has positive effects in improving activities and lives of people. However, studies of its influence on the wellbeing of senior citizens are sparse. Hence, this study aimed to (a) identify the perceived benefits of singing in the lives of the senior citizens in terms of physical, psychological, spiritual, and social wellbeing; and (b) find the significant difference in the perceived impact of singing on the physical, psychological, spiritual, and social wellbeing of senior citizens in terms of age, sex, educational level, length of singing experience, and religious affiliation. This research is quantitative in nature, utilizing descriptive survey design. A total of 114 senior citizens (65-85 years old) from Jiangsu, China were randomly chosen, of which, 57 were Christians from SDA churches and 57 were non-Christians from community singing groups and geriatric universities and were or are still active in their groups. Results revealed Very high benefits for the respondents on their physical, psychological, spiritual, and social wellbeing. Generally, the demographic profile has no significant relationship to the senior citizens' perceived benefits in singing except for the religious affiliation which affects their physical, psychological, and social aspects. A two-month choir training for the senior citizens was developed to help them find their own sense of value, achievement, honor and team spirit, and encourage other senior citizens to join a singing group. Findings are useful bases for program development which includes music for senior citizen organizations. The study may be replicated using other variables and respondents from another country.

Keywords: *singing, senior citizen, singing group, choir, wellbeing*

Christian Educators Readiness for Inclusive Education: Basis for a Training Program

Jonathan M. Merced and Leonardo B. Dorado

Adventist University of the Philippines

Abstract

The trend in the 21st century is promoting general education teachers to accept students with special needs inside the regular classroom. However, research shows that teachers in regular classroom are not well-prepared to accept students with special needs inside the regular classroom because of the lack of knowledge regarding inclusion. The objective of this study was to identify the knowledge of Christian educators regarding inclusive education. This study used descriptive survey method to investigate Christian educators' knowledge in special education and inclusive education policies, characteristics of students with special needs, inclusive models, and teaching methods in selected Christian schools in Cavite and Manila. A total of 103 elementary and high school teachers participated. The results showed that Christian educators have high knowledge in terms of special education and inclusive policy. They also have high knowledge regarding the different types of students with special needs. However, the respondents have very little knowledge in terms of the inclusive education model and teaching techniques in handling students with special needs. Therefore, there is a need for schools and administrators to provide seminars and trainings about the different inclusive education model and the teaching strategies in handling students with special needs.

Keywords: *knowledge, Christian educators, inclusive education*

Review on the Utilization of Maintenance and Other Operating Expense (MOOE) Fund: A Basis for Annual Implementation Program (AIP) Enhancement

Revelyn V. Pimentel and Jeremiah Fameronag

Adventist University of the Philippines

Abstract

The demand for maintenance of the facilities heightened as schools continue to age. As the enrollment increases, schools need more structures to cater its students, thus personnel and operating expenses also grows. Therefore, this study aimed to review the past utilization of maintenance and other operating expense (MOOE) fund as a basis for the enhancement of the Annual Implementation Program (AIP) of a public high school in the District of Laua-an, Antique. Data were gathered through school records, in-depth interview with the principal, and online interview with teachers for their personal expenses. Data gathered were subjected to descriptive statistics analysis. The findings of the study revealed that repair and maintenance of the school which 26.16% consumes the biggest part of the maintenance and other operating expenses (MOOE) of the school and only 3.16% allotted fund on the school supply for the teacher that's why teachers are spending their own money at least Php5,000.00 to Php10,000.00 every year in the instructional materials, classroom beautification, and expenses in the programs of their department. Moreover, the released MOOE fund of the school for the school year 2019-2020 is Php1,660,000.00 but based on the liquidation, the expenses of the school for the last school year is 1,730,826.41 which means that the budget released by the Department of Education to the school is not enough to support its program for the whole year. It is recommended to reconsider the results as basis in the MOOE funding and to give priority to teacher development program to attain the best quality education.

Keywords: *Maintenance and Other Operating Expense (MOOE), School Improvement Plan (SIP) Annual Implementation Plan (AIP), Program Enhancement*

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