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RESEARCH OFFICE

in partnership with the
CENTER FOR GRADUATE STUDIES

3rd

International
Research Forum

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THEME:

**Bridging the Research Chasm:
Transforming Development
in the New Normal**

KEYNOTE SPEAKERS



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ADVENTIST UNIVERSITY OF THE PHILIPPINES
3rd International Research Forum
April 22, 2021

Theme:

“Bridging The Research Chasm: Transforming development in the new normal”

Objectives:

1. Create a venue for sharing multidisciplinary research findings.
2. Provide opportunities for researchers to build collaborative networks.
3. Uphold the culture of research across international institutions of higher learning.

PROGRAMME

8:30 – 8:35	OPENING PRAYER	DR. SALVADOR T. MOLINA Vice-President for Student Services AUP
8:36 – 8:45	PHILIPPINE NATIONAL ANTHEM & UNIVERSITY SONG	AUP ACADEMY CHORALE Cyril Punay, Conducting Faculty, AUP Academy
8:46 – 9:05	INSPIRATIONAL MESSAGE	DR. RUEL ALMOCERA Director, DMin Program AIIAS
9:06 – 9:10	WELCOME REMARKS	DR. FRANCISCO D. GAYOBA President, AUP
9:11 – 9:25	ROLL CALL OF PARTICIPANTS	DR. VICKY C. MERGAL Asst. VP for Graduate Studies, AUP
9:26 – 9:30	MUSICAL RENDITION	AUP ACADEMY CHORALE Cyril Punay, Conducting Faculty, AUP Academy
9:31 – 9:35	INTRODUCTION OF THE SPEAKER	DR. MIRIAM P. NARBARTE Vice President for Academics, AUP
9:36 – 10:05	KEYNOTE SPEAKER	DR. SAMUEL GAIKWAD Professor, Curriculum & Instruction Adventist International Institute of Advanced Studies
10:06 – 10:10	CLOSING PRAYER	PASTOR REX M. MANGILIMAN Senior Pastor Philippine International Church, AUP
10:11 – 10:13	ANNOUNCEMENTS	MODERATOR
10:14 – 10:20	BREAK	
10:21 – 12:00	PARALLEL SESSIONS I	
	10:20 – 10:40 First Presentation	
	10:40 – 11:00 Second Presentation	
	11:00 – 11:20 Third Presentation	
	11:20 – 11:40 Fourth Presentation	
	11:40 – 12:00 Fifth Presentation	

PROGRAMME

12:01 - 1:30	LUNCH BREAK
1:31 - 3:50	PARALLEL SESSIONS II 1:30 - 1:50 First Presentation 1:50 - 2:10 Second Presentation 2:10 - 2:30 Third Presentation 2:30 - 2:50 Fourth Presentation 2:50 - 3:10 Fifth Presentation 3:10 - 3:30 Sixth Presentation 3:30 - 3:50 Seventh Presentation
3:50 - 4:00	BREAK

4:00 PM – 5:00 PM AFTERNOON PLENARY SESSION

4:00 – 4:05	OPENING PRAYER	DR. LORCELIE B. TACLAN Research Consultant, AUP
4:06 – 4:10	MUSICAL RENDITION	AUP ACADEMY CHORALE Cyril Punay, Conducting Faculty, AUP Academy
4:11 – 4:15	INTRODUCTION OF THE SPEAKER	DR. ORLEX B. YLLANO Chair, Biology Department AUP
4:16 – 4:45	SPEAKER	DR. ROWENA R. ANTEMANO Adjunct Professor Mountain View College
4:46 – 4:50	CLOSING REMARKS	DR. JOLLY S. BALILA Director, Research Office AUP
4:51 – 4:55	CLOSING PRAYER	MR. FRANCIS RAY M. GAYOBA Research Consultant, AUP
4:56 – 5:00	ANNOUNCEMENTS	MODERATOR

MASTER OF CEREMONY

DR. JUVY LOU T. BHATTRAJ
Faculty, Development Communications
AUP

SCHEDULE OF PRESENTATIONS

3rd International Research Forum

April 22, 2021

BUSINESS Parallel Session 1A

Session Chair: Mrs. Evelyn G. Lintao

TIME	PRESENTER	TITLE OF PRESENTATION
10:20 – 10:40	Masika Yolande Kabuyaya	The Relationship Between Total Quality Management and Customer Retention
10:41 – 11:00	Sharon Aman Deo	Brankie Rice Bran Cookies in Selected Barangays of Silang, Cavite: A Feasibility Study
11:01 – 11:20	Analeen Frances P. Labrador	Crematorium in San Pedro City, Laguna: A Feasibility Study
11:21 – 11:40	Charmaine Curameng	Vegetarian Restaurant in Puerto Princesa City
11:41 – 12:00		

BUSINESS Parallel Session 1B

Session Chair: Dr. Lowena De Ocampo

TIME	PRESENTER	TITLE OF PRESENTATION
10:20 – 10:40	Keziah Ann B. Lopez	Establishing a Customized Beverage Operated by a Vendo Machine in Magallanes, Cavite: A Feasibility Study
10:41 – 11:00	Michelle C. Bulalaque	Establishing Jiggly Cheesecake Shop in Pamplona Dos, Las Pinas City
11:01 – 11:20	Princess Marycon H. Torres	Establishing a DIY Meal Kit Delivery Service in Sta. Rosa, Laguna: A Feasibility Study
11:21 – 11:40	Lovely Jane G. Mercado	Establishing a Vegetarian Food Kiosk in Angeles City
11:41 – 12:00		

ARTS & HUMANITIES
Parallel Session 1C

Session Chair: Dr. Mylene Gumarao

TIME	PRESENTER	TITLE OF PRESENTATION
10:20 – 10:40	Cheryl N. Bulaqui	Relationship of Emotional Intelligence and Coping skills With Depressive Symptoms Among the Adolescents of Selected Sectarian Academies
10:41 – 11:00	Irelyn C. Gabin	A Mixed Method Investigation of the Life Events Experiences of Marginalized Single Mothers: Basis for A Proposed Intervention Program
11:01 – 11:20	Lucille Jean L. Foja	Case Study on Patients with Leukemia
11:21 – 11:40	Kaye Darlene P. Poblador	Relationship of Attachment to Peer Acceptance and Academic Attitude Among Overseas Filipino Workers' Children
11:41 – 12:00	Danna Faye B. Facto	Prayer-Related Attitude and Experience of Dormitory Residents in a Faith-Based University

SCIENCE & HUMANITIES
Parallel Session 1D

Session Chair: Dr. Myrtle Orbon

TIME	PRESENTER	TITLE OF PRESENTATION
10:20 – 10:40	Viola R. Garduque	Phytochemical Analysis and Antimicrobial Activity of Annona Muricata Linn. Leaves Extract
10:41 – 11:00	Lolina T. Mostaza	Attitude and Personal Factors as Predictors of Solid Waste Management Practices Among the Residents of the Adventist University of the Philippines
11:01 – 11:20	Nenvi Fame T. Dionzon	Lived Experiences of Adolescents as Filipino Biracial
11:21 – 11:40	Janine Raisa R. Guzago	#Sana All Walang Stress: A Stress Management Program at Eastern Residence Hall
11:41 – 12:00		

THEOLOGY & EDUCATION
Parallel Session 1E

Session Chair: Dr. Teofilo C. Esguerra, Jr.

TIME	PRESENTER	TITLE OF PRESENTATION
10:20 – 10:40	Glenn Jade V. Mariano	Perceived Strengths and Areas of Improvement of the Theology Program of a Faith-Based University in the Philippines
10:41 – 11:00	Julio C. Amurao	Survey on the Employment and Institutional Outcomes of the Theology Program Among the Alumni of a Faith-Based Higher Education Institution in the Philippines
11:01 – 11:20	Maria Teresa M. Rodriguez	Stress and Anxiety Levels of the College of Teacher Education Students and Their Motivation to Learn: An Input to an Intervention Program
11:21 – 11:40	Michelle T. Collado	Church Readiness in Adopting Special Needs Ministry: Basis for a Program Development
11:41 – 12:00		

BUSINESS
Parallel Session 2A

Session Chair: Dr. Ruben T. Carpizo

TIME	PRESENTER	TITLE OF PRESENTATION
1:30 – 1:50	Albert Agyei	The Effect of Institutional Pressure on Environmental Reporting of Ghanaian Companies
1:50 – 2:10	Anthony Anyamesem-Poku	Influence of Quality Assurance on Total Quality Management Systems in Education Context in Ghana
2:10 – 2:30	Luther Ntim Adjei	The Effect of Capital Budgeting Practices on Profitability in Manufacturing Companies in the Bono East Region of Ghana
2:30 – 2:50	Sarfo Dickson Marfo	The Effects of Corporate Governance on Financial Sustainability of Mission Institutions in West Africa
2:50 – 3:10	Francis Osei-Kuffour	Balance Scorecard Perspectives and Institutional Performance of Private Tertiary Institutions
3:10 – 3:30	Sanderson Kyeraa Yeboah	The Effect of Organizational Climate on Employee Work Passion
3:30 – 3:50	Sharnie Love C. Zamora	Telemedicine: How Technological Advances During a Pandemic has Paved the Way for Business in the Health-care Sector

BUSINESS
Parallel Session 2B

Session Chair: Dr. Marta B. Macalalad

TIME	PRESENTER	TITLE OF PRESENTATION
1:30 – 1:50	Evans Oteng	The Effects of Cash Management Practices on Profitability of Banks in Ghana
1:50 – 2:10	Evans O. N. D. Ocansey	The Adoption of Computer Assisted Audit Techniques (CAAT): Knowledge and Attitude of Auditors from the Big Four Auditing Firms in Ghana
2:10 – 2:30	Denise Anne C. Zamora	Strategies for Increasing Motivation and Productivity of Work-From-Home Employees During the COVID-19 Pandemic: An Integrative Review
2:30 – 2:50	Abdulai Issaka	Work Engagement in Relation to Innovative Behavior Among University Lecturers in Ghana
2:50 – 3:10	Vera A. Ayitey	The Mediating Effect of Compensation on Organizational Politics, Human Resource Management Practices, and Organizational Citizenship Behavior
3:10 – 3:30	Ebenezer Owusu-Yeboah	Effect of Job Design on Employee Motivation: The Case of MTN-Ghana
3:30 – 3:50	Emmanuel Kofi Minta	Innovative Capabilities and Efficiency of Selected Financial Institutions in Ghana

ARTS & HUMANITIES
Parallel Session 2C

Session Chair: Dr. Eunice Aclan

TIME	PRESENTER	TITLE OF PRESENTATION
1:30 – 1:50	Gwayne F. Aclon	Me, Myself, and I During Pandemic: A Mixed-Method Approach in Analyzing the Impact of Emotional Intelligence to Academic Performance
1:50 – 2:10	Ruth P. Javien	Work Education Program: Experiences and Lessons Learned by the Students of a Faith-Based Higher Education Institution
2:10 – 2:30	Teofilo C. Esguerra, Jr.	Graduate Attributes as Perceived by the Graduating Students of a Faith-Based Higher Education Institution: An Exit Survey
2:30 – 2:50	Mahlon, J. Nyongesa	Grit: Developing Domain-Specific Aspects of Grit for Prisoners in Criminal Justice System in Kenya
2:50 – 3:10	Rhalf Jayson F. Guanco	Thriving Amidst the COVID-19 Pandemic: The Role of Mental Toughness
3:10 – 3:30	Teddy Binarao and Sabina Pariñas	Spiritual Maturity and Grit Among the Students of a Faith-Based University
3:30 – 3:50		

ALLIED HEALTH
Parallel Session 2D

Session Chair: Dr. Raymond Caagbay

TIME	PRESENTER	TITLE OF PRESENTATION
1:30 – 1:50	Putri Sari Pertiwi Siahhaan	Knowledge, Attitude, and Practices of Graduates Students on Herbal Medicines
1:50 – 2:10	Ma. Estrella H. Sales	Employment and Graduate Attributes Survey Among the Alumni of Bachelor of Medical Laboratory Science of a Faith-Based HEI in the Philippines
2:10 – 2:30	Donna May D. Rodriguez	Level of Addiction to Gaming and Risk of Depression among 15-29-Year-Old Gamers in Cavite, Philippines
2:30 – 2:50	Urielle D. De la Paz	The Relationship of Eating Habits and Lifestyle Choices on the Prevalence of Lifestyle-Related Diseases Among Call Center Agents
2:50 – 3:10	Jose Ray Pierre Taton	Prevalence of Sedentary Lifestyle Among Middle Class Employees: Basis for a Physical Activity Program During the Pandemic
3:10 – 3:30	Medjeh C. Cometa	Laboratory and Internship Performances Among the Bachelor of Medical Laboratory Science Students of Higher Education Institution
3:30 – 3:50	Ibbis Malaitom	Health and Well- Being Survey of Construction Workers in a Private University in the Philippines

EDUCATION
Parallel Session 2E

Session Chair: Dr. Michelle Collado

TIME	PRESENTER	TITLE OF PRESENTATION
1:30 – 1:50	Arjem Noryn C. Agum	Perceptions on the Flexible Learning Webinar Conducted by a Faith-Based Institution in the Philippines
1:50 – 2:10	Jackielyn A. Co	Second Language Anxiety and Coping Strategies of Students in Virtual English Classrooms
2:10 – 2:30	Elmie Lynn V. Lagajino	Digital Literacy of Pre-service Teachers: A Basis for Curricular Enhancement
2:30 – 2:50	Cryslie L. Romero and Judy Mae J. Corpuz	Perceived Effects of Professional Development Program on the Knowledge, Skills, and Attitude of University Employees
2:50 – 3:10	Wenjuan Dong and Leonardo B. Dorado	Influence of Physical and Social Environment in Relation to Academic Performance of University Students in the New Normal Context
3:10 – 3:30	Josephine Pepra-Mensah	Teachers and Psychological Ownership: A Matter of 'Fit' Person-Organization
3:30 – 3:50		

ABSTRACTS

Level of Addiction to Gaming and Risk of Depression Among 15-29-Year-Old Gamers in Cavite, Philippines

Donna May D. Rodriguez*, New Yik Shen, Micaela Gouveia, and Miriam Estrada

Adventist University of the Philippines

Abstract

Addiction to gaming is becoming a public health issue and its prevalence among adolescents is not abating but escalating. Literatures are largely unanimous when it comes to its negative effects on mental health. There are several studies related to gaming and depression done in countries of Korea, China, Hong Kong, and Singapore but there are limited data available in the Philippines. Therefore, this correlational study investigated the level of addiction to gaming and its relationship to depression among gamers in Cavite. Purposive sampling using an adopted questionnaire from the World Health Organization was employed to gather data among the 84 respondents who play video games. Of 84 gamers, 10.7% are severely addicted ($M = 3.56, \pm .32$) and 44% are moderately addicted ($M = 2.90, \pm .38$). Using Pearson correlation, the results revealed that gaming has a positive relationship with depression ($r = .248, p\text{-value} = 0.023$). Result of independent t-test showed that male gamer is more prone to addiction ($t = 2.77, p\text{-value} 0.007$). However, it is the female gamer who is more at risk to suffer from depression ($t = -2.34, p\text{-value} = 0.024$). The results of the study implied that the more time spent in gaming, the higher the risk of the gamer for depression. The risk for depression is higher among female gamers compared with male gamers. Based on the result, it is recommended that more descriptive research regarding the prevalence of gaming in Cavite should be conducted for the creation of intervention program.

Keywords: *gaming, addiction, depression*

Health and Well- Being Survey of Construction Workers in a Private University in the Philippines

Ibbis Malaitom

Adventist University of the Philippines

Abstract

There is a very strong relationship between ill health and socio-economic position of individuals. Studies have proven deteriorating health and its determinants due to unemployment and poverty. It is documented that all governments must focus to improve the health and well-being of its citizens in fulfillment of the WHO SDG by 2030. Philippines does well, as revealed by its recent 2020 report. In this study, twenty construction workers were surveyed to determine whether being employed as construction worker has impacted their health and well-being. The health and well- being under flourishing scores a mean of 26.20 (SD =3.71), mental and physical health 16.45 (SD = 6.59), quality life and satisfaction 8.90(SD = 3.22), productivity 9.50 (SD = 2.67), and substance abuse 6.05 (SD = 2.56). The results showed that the construction job is significantly impacting the health and well-being of the construction workers. Many studies have confirmed that unemployment, poverty, and health are related and occupation has a moderate to strong influence on health and well-being.

Keywords: *flourishing, mental health, physical health, quality of life, productivity*

Prevalence of Sedentary Lifestyle Among Middle Class Employees: Basis for a Physical Activity Program During the Pandemic

Jose Ray Pierre H. Taton

Adventist University of the Philippines

Abstract

COVID-19 pandemic has brought many challenges to employees. As the world experienced lockdown, employees have no choice but to work from home. With this new method of working, employees maybe of greater risk for a sedentary lifestyle. This study determined the prevalence of sedentary lifestyle among middle class employees as a basis for a physical activity program during this pandemic. The study was founded upon the trans-theoretical model which posits that individual's behavior can be changed depending upon the stages of change where he/she is at. The study utilized descriptive design using survey questionnaire as a tool. Purposive sampling was employed in choosing respondents who are professional employees working from home this pandemic time. Only 29 of the 60 distributed questionnaires were retrieved. Among the 29 respondents, 17 (58.6%) were females and 12 (41.4%) were males. Their ages were between 24-43 years old with 21 out of the 29 (72.4%) having earnings of between Php20,000-Php60,000 per month. Out of 29, 19 (65.5%) of them believe that physical activity is only for overweight and obese. Additionally, 23 (79.3%) spend most of their time sitting while working. As a result of this study, a module entitled "Kick the Pandemic: Promoting Physical Activity among Employees Working from Home" was created and conducted. "Kick the Pandemic" is a lifestyle medicine program designed to address the knowledge, attitudes, and practices of the participants to make them adopt a more physically active lifestyle. This study was conducted in the context that employees were working from home with minimal means of physical activity (PA). Further research is recommended to assess sedentary lifestyles after the pandemic where employees have better means for PA.

Keywords: *sedentary lifestyle, employees, working from home, physical activity*

Employment and Graduate Attributes Survey Among the Alumni of Bachelor of Medical Laboratory Science of a Faith-Based HEI in the Philippines

**Ma. Kristine H. Mendoza, Sabina L. Pariñas, Ferdinand E. Mendoza,
Ma. Estrella H. Sales*, Julie Anne A. Panghulan, Kurt G. Gatus**
Adventist University of the Philippines

Abstract

This online tracer study surveyed the employment status and assessed the perceptions related to graduate attributes among the Bachelor of Medical Laboratory Science (BMLS) alumni who graduated from 2014 to 2020. The frameworks used in this survey are the program outcomes of the BMLS which are imbedded in the five graduate attributes with acronym of PASSB: 1) Professional Competence (P); Active Faith (A); Social Responsibility (S); Selfless Service (S); and Balanced Lifestyle (B). Utilizing a cross-sectional descriptive quantitative design, 101 purposively sampled alumni answered an online Likert-type survey questionnaire using a 4-point response scale. Results showed that 47.5% secure their first job within six months after passing the board exam. Currently, 40.7% are employed, 43.6% are enrolled in medical schools, and 15.8% are unemployed. The mean of the alumni's perceived adequacy of education received to develop the graduate attributes were all very adequate: P = 3.51, A = 3.73, S = 3.52, S = 3.64, and B = 3.47. The mean of the extent such attributes are practiced are very high: P = 3.53, A = 3.57, S = 3.52, S = 3.47, and B = 3.44. Also, the perceived help received and the extent of their practice are positively correlated. Results suggest a successful achievement of the program and institutional outcomes of the university among its graduates. However, the attributes with lowest mean scores, service and balanced lifestyle, imply what student development programs to strengthen. For future studies, the perception of the employers on the performance of the alumni in the workplace may be explored using the program and graduate attributes as the framework.

Keywords: *tracer study, medical laboratory science program, graduate attributes, institutional outcomes*

Laboratory and Internship Performances Among the Bachelor of Medical Laboratory Science Students of Higher Education Institution

Ma. Kristine H. Mendoza, Sabina L. Pariñas, Medjieh C. Cometa*

Adventist University of the Philippines

Abstract

This study investigated the relationship between the laboratory and internship performances of the Bachelor of Medical Laboratory Science (BMLS) senior students of class 2019-2020. This is the first correlational study on laboratory and internship performances conducted for the program. Using quantitative design and purposive sampling technique, 85 students were included in this study, of which 22 were male and 63 were female. Using the IBM SPSS version 23, frequency, mean, standard deviation, t-test, and Pearson's r were performed to analyze the data. Ethical considerations were observed to ensure confidentiality and anonymity in handling the data. The results showed that there is a higher mean score for laboratory performance ($M = 88.17 \pm 2.32$) than internship performance ($M = 84.34 \pm 3.69$) and that there is a positive, moderate, and statistically significant relationship between them ($r = .547$, $p < .001$). To add, students' performances in all of the laboratory courses are significantly correlated with their internship performance, with Chemistry and Urinalysis/Parasitology having the highest correlation. Further, there is no significant difference on the laboratory performance and internship performances of the students according to sex. Results suggest that the higher the laboratory performance, the higher the internship grade. Results are relevant to the faculty of the BMLS program in ensuring that the laboratory trainings of the students before they are deployed for internship are effective.

Keywords: *laboratory performance, internship, medical laboratory science program*

Knowledge, Attitude, and Practices of Graduates Students on Herbal Medicines

Putri Sari Pertiwi Siahaan*, Melarnie June A. Jacinto
Jorgita Maravilha Xirimimbini

Adventist University of the Philippines

Abstract

Herbal medicine has been commonly used for treatment and prevention of disease for enhancement of the span and quality of life. Professional medical care is rarely accessed first since most families or individuals have limited access to it. This descriptive study determined the knowledge, attitude, and practices of 45 graduate students toward herbal medicine. The results revealed that most of the participants are 28 years old (n = 5), married (n = 23), Filipinos (n = 28), SDA (n = 36), enrolled in the MBA program (n = 16), with occupations besides teacher, physician, psychologist, and accountant (n = 21), and go to hospitals to seek health care services (n = 20). The results revealed that the respondents have high knowledge, good practice, and moderately positive attitude on herbal medicines. This implies that most of the respondents have a good knowledge about the function of herbal plants as medicine; sometimes use herbal plants as medicines; and agreed in adopting the use of an herbal plants to help improve and maintain their health. Further study must be conducted to broaden the development of knowledge, attitude, and practice of graduate students on herbal medicine.

Keywords: *herbal medicines, knowledge, practice, attitude*

The Relationship of Eating Habits and Lifestyle Choices on the Prevalence of Lifestyle-Related Diseases Among Call Center Agents

Reynaldo A. Agawa, Mackie R. Mendoza, Urielle D. De la Paz
Adventist University of the Philippines

Abstract

This study determined the eating habits, lifestyle choices and prevalence of the lifestyle related diseases among selected call center agents in Metro Manila. A survey questionnaire collected socio-demographic profiles, lifestyle characteristics, and eating patterns and habits from 103 purposively sampled respondents. Data was subjected to descriptive correlational analysis to determine how socio-demographic profile and lifestyle and eating practices predict lifestyle-related diseases among the respondents. The results revealed that the socio-demographic profile and lifestyle related diseases among call center agents in Manila were found to have a strong positive correlation ($r = 0.725$, $p < 0.05$) which validates that lifestyle related diseases are common in individuals who have unhealthy practices towards food, physical activity, and vices. More research is needed to re-evaluate the call center agents' health status, risk of and prevalence of lifestyle related diseases among them after the pandemic, considering the current work from home set up which may have or not have aggravated their eating habits, lifestyle choices, and physical activity.

Keywords: *lifestyle related diseases, call center agents, business process outsourcing, eating and lifestyle practices*

Relationship of Emotional Intelligence and Coping Skills with Depressive Symptoms Among the Adolescents of Selected Sectarian Academies

Cheryl N. Bulaqui

Adventist University of the Philippines

Abstract

Depression is becoming a preeminent public health menace, and adolescents are being affected prevalently, and their manifestations can be different to adults. Nearly half of the people with depression are from the Southeast Asia and Pacific Regions, and Philippines has the highest number of depressed people in Southeast Asia. To contribute to the efforts in creating awareness in mental health in the Philippines, this study was conducted to identify the relationship of emotional intelligence and coping skills with depressive symptoms among adolescents. Using quantitative research design and convenient sampling technique, 30 junior and senior high school students enrolled in the academic year 2020-2021 participated. The survey questionnaires were adapted and modified. Data were gathered through online platform and were analyzed using the IBM SPSS Statistics version 23. Results showed that students' emotional intelligence scored average on self-regulation and motivation, and scored high on self-awareness, social skills, and empathy. Meanwhile, in terms of coping skills, they scored low on emotion-focused coping, and average on problem-focused coping. The depressive symptoms' severity is interpreted as moderate ($M = 10.30$). Moreover, there is a statistical negative moderate relationship between self-regulation and depressive symptoms ($r = -0.596$, $p = .001$). There is also a positive moderate relationship between self-awareness and problem-focused coping ($r = .409$, $p < .001$), and social skills and problem-focused coping ($r = .490$, $p < .006$). Recommendation includes utilizing a large sample population, and exploring other factors that predicts or influence depressive symptoms can be considered.

Keywords: *emotional intelligence, coping skills, depressive symptoms, adolescents*

Prayer-Related Attitude and Experience of Dormitory Residents in a Faith-Based University

**Rhalf Jayson F. Guanco, Danna Faye B. Facto,
Janine Raisa R. Guzago, and Nenvi Fame T. Dionzon**
Adventist University of the Philippines

Abstract

Most of the studies about prayers are conducted to elderly and adults; however, prayer life of students has limited studies, and most are surveys about prayer liberty conducted in public schools which left students in faith-based institutions. Thus, this study aimed to know the prayer attitude and prayer experiences, determine the prayer practices of residence hall students in a faith-based university, and see the relationship between their prayer attitude and prayer experiences. A total of 155 students from twelve dormitories participated in this correlational study. A non-probability sampling known as purposive sampling was utilized for sample selection. One-page self-constructed questionnaire that contains four sections was used to acquire the needed data. Result showed that majority of the residence hall students have satisfactory prayer attitude and prayer experience. Prayer of confession was found to be the most common prayer style. The study also revealed a moderate positive linear correlation between prayer-related attitude and experience. This implies that as the level of attitude towards prayer increases, the degree of prayer experience also increases. In conclusion, recognizing that they are sinful beings is a possible reason for prayer of confession to have the highest percentage for the respondents' prayer style. Meanwhile, if an individual will have a properly settled way of thinking or feeling regarding prayers, then they will be able to have an agreeable level of prayer experience.

Keywords: *prayer life, prayer attitude, prayer experience, dormitory students*

Me, Myself, and I During Pandemic: A Mixed-Method Approach in Analyzing the Impact of Emotional Intelligence to Academic Performance

Gwayne F. Aclon

Mercedes M. Ibanez

Adventist University of the Philippines

Abstract

Due to Covid-19 disease, school closures and social isolation have increased the pre-existing academic stressors of the students. This requires an examination and immediate intervention. Impact of Emotional Intelligence (EI) to Academic Performance (AP) during online classes this time of pandemic were examined among 387 adolescents. The study used a convergent parallel mixed method wherein quantitative and qualitative data were collected and analyzed in parallel to answer the same research questions. Online questionnaires and focus group interviews were used to gather the necessary data. The result of the study indicated that the participants' perceived EI is at an average level, they have an adequate positive impression and social functioning including coping with daily demands and pressures, however, have an excellent AP. Furthermore, EI does not significantly affect their academic. Focus group interview revealed that integration of technology in the classroom and supports from family, teachers, and peer have a positive impact on their academics. The result of the study implies that being surrounded by people who are caring and supportive helps person in dealing with stresses that life brings and cope with the challenges in their daily endeavor. The study suggests to extend the current findings by examining the EI and AP of the students in public schools and consider their socioeconomic status.

Keywords: *emotional intelligence, academic performance, online classes, pandemic*

A Mixed Method Investigation of the Life Events Experiences of Marginalized Single Mothers: Basis for A Proposed Intervention Program

Irelyn C. Gabin

Adventist University of the Philippines

Abstract

Many studies highlighted the lives of single mothers but few studies have comprehensively examined the experiences of marginalized single mothers. Their lives are linked with poverty, excessive workload, health threats, parenting difficulties, stigma, and discrimination. This paper investigated the life events experiences of marginalized single mothers needing assistance and intervention. Mixed method was employed in this study: qualitative (n = 14) which used thematic analysis and triangulation and quantitative (n = 267) which compared and confirmed the qualitative results through a checklist increasing the reliability of the findings. Emergent themes for life events were issues on finances, excessive workload, poor housing conditions, and threats to health. Along with this are challenges such as economic strain, dual parenting, blaming and discrimination, and parenting difficulties. The quantitative component of this study found out a no significant difference in the life events experiences of marginalized single mothers considering their age, educational attainment, and number of children. The study concludes that marginalized single mothers faced stressful life events regardless of their age, educational attainment, and number of children. They are challenged with providing basic needs including food, clothing, shelter, education, and health care; however, they have coping strategies that make them resilient. An intervention program was proposed to address their needs and improve their quality of life. Findings suggest that future studies explore on initiatives uplifting the wellbeing and standard of living of marginalized single mothers.

Keywords: *life events, marginalized, single mothers, economic strain, excessive workload*

#Sana All Walang Stress: A Stress Management Program at Eastern Residence Hall

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Abstract

College students who have high level of stress tend to experience academic difficulties, substance abuse, and emotional problems. To enhance stress management and health-promoting behaviors, a stress management program called #Sana All Walang Stress was developed and implemented to 40 students of Eastern Residence Hall. This study utilized mix method research design and used purposive sampling technique in selection of appropriate sample. Upon the approval of Student Services Office, data gathering started in administering self-constructed survey questionnaire which composed of 15 items quantitative question and five qualitative questions. Quantitative data was analyzed by getting the percentage of a Yes and No question and the qualitative is by thematic analysis. Result showed that 90% of the participants are under stress, however, it also showed that 60% are not aware about stress management technique. Furthermore, this result was supported by the qualitative data as the theme (burnout, exhausted, pressure, stressful) comes out. For the program implementation, a one-week series of lectures, group activity, discussions and testimony were executed. Meanwhile the evaluation showed that after attending the program, participants become more aware on how to handle stress, learned more coping strategies, and applied stress management technique. Also, the data showed that 97% of the participants agreed that the program is effective. Hence, the result suggests that conducting stress management program may be effective in reducing stress among college students.

Keywords: *stress management, coping strategies, academic stress, stress management technique*

Relationship of Attachment to Peer Acceptance and Academic Attitude Among Overseas Filipino Workers' Children

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Abstract

Most studies focused on the parents' feelings of being far away from their children and only few studies take into account the effects of it to the children, thus this study was conducted to know the matter. The main purpose of the study was to determine the relationship of attachment, the style of attachment, to peer acceptance and academic attitude among overseas Filipino workers' children. The researchers used purposive and snowball sampling among 162 respondents from higher educational institutions. A self-constructed questionnaire measured the attachment style, peer acceptance level, and academic attitude level of the respondents. It was used to determine the relationship of attachment to peer acceptance and academic attitude. Statistical treatment such as Pearson-r correlation was used to measure the relationship of attachment to peer acceptance and to academic achievement. T-test and one-way analysis of variance (ANOVA) was used to measure the difference of attachment and peer acceptance to attachment and academic attitude. The result showed that there is a significant positive relationship between attachment to peer acceptance ($r = 0.394$, $p = 0.001$) and academic attitude ($r = 0.362$, $p = 0.000$). In conclusion, secure attachment predicts high peer acceptance and high academic attitude. Secure attachment needs to form in the family to help the members cope with the environment.

Keywords: *peer acceptance, OFW children, academic attitude, attachment, secure attachment*

Attitude and Personal Factors as Predictors of Solid Waste Management Practices Among the Residents of the Adventist University of the Philippines

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Abstract

Solid waste management has been a perennial problem that besets communities worldwide. Despite various initiatives, ordinances, and legislations, how people think or feel about these environmental issues result to certain practices. This study used quantitative approach to describe the attitude, personal factors, and solid waste management practices of the employees and students of a selected faith-based university in the Philippines. It also explored what significantly predicts solid waste management practices. There were 293 participants selected by purposive sampling, of which 122 were students and 171 were employees. Using the Ecological Solid Waste Management Act of 2000 as the framework, the 23-item survey questionnaire was created which was answered by the participants online using a 5-point Likert-type response scale. Results showed that the respondents have high levels of attitude ($M = 3.91 \pm 0.42$) and practices ($M = 4.11 \pm 0.57$) on solid waste management and that there is a statistically significant positive moderate relationship between them ($r = .530$, $p < .001$). Also, there is a statistically significant difference between students and employees' practices on solid waste management when personal factors such as age, education, and category being employed or being a student are considered. Lastly, multiple regression analysis shows that 33.4% (r^2 change = .334, $p = < .001$) of the variance in solid waste management practices can be accounted for by attitude and personal factors; 66.6% predictor remains unknown. Results may be used as bases for an institutional solid waste management program. For future studies, other variables may be included to explore further the other predictors of solid waste management practices.

Keywords: *solid waste management, attitude, and practices*

Case Study on Patients with Leukemi

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Abstract

Most studies focused on the case control, causes, and prediction on early-stage diagnosis of leukemia and only few studies consider an in-depth study on what is the quality of life and how these patients cope in day-to-day basis, thus this study was conducted to know the matter. The study determined the quality of life and coping mechanism of patients with leukemia among individuals from Metro Manila. The researchers used case study design using purposive sampling of 2 outpatients by using a semi-constructed interview guide to meet the objectives of the study. The data were categorized and utilizing thematic analysis, themes were formed. The result showed that low immune system, heredity, fear, sadness, limited socialization, and forgetfulness affect their quality of life. The researchers concluded that the leukemia patient's quality of life did not meet the degree to which a person must enjoy the possibilities of life, yet they cope by having a strong trust in God and well-built relationship with family. As for future research, it is recommended to focus on how their quality of life is affected by their food diet and ways on how to help them have a positive outlook in life on day-to-day challenges.

Keywords: *quality of life, leukemia, coping mechanism, research observation, medical records*

Grit: Developing Domain-Specific Aspects of Grit for Prisoners in Criminal Justice System in Kenya

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Abstract

Grit – defined as perseverance and passion for long-term goals has been considered a prognosticator and requisite trait of success and achievement and has been utilizing the domain-general Grit-S - for its good internal consistency, test-retest stability. The domain-specific aspects of grit are required, and a valid tool has been an imperative need. This quantitative study introduced Prison Grit Scale (P-GS) to recidivists (N =418) selected through purposive and systematic random sampling to ascertain the reliability and validity using the partial least squares structural equation modelling. The results demonstrate that P-GS possesses good psychometric properties. The factor loadings of courage, conscientiousness, excellence, resilience, and optimism were between 0.754 - 0.836, thus acceptable. P-GS's composite reliability of 0.895 is acceptable; a value greater than the recommended 0.70, and the rho-a value of 0.857 falling between Cronbach's Alpha (0.853) and composite reliability (0.895). The convergent validity's average variance extract was 0.631; above the accepted threshold of 0.50. Lastly, discriminant validity using Fornell and Larcker indicator loadings scored 0.794 and fell between 0.65 and 0.85. The conclusion is that P-GS has good internal reliability, convergent and discriminant validity. This implies the support domain-specific aspects of grit and can benefit positive psychology researchers in criminal justice system. A convergent parallel design in a mixed method is recommended for future research, utilizing more women respondents.

Keywords: *recidivism, scale development, grit, prisoner*

Lived Experiences of Adolescents as Filipino Biracial

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Abstract

Because of the increasing number of interracial marriages, the number of biracial individuals is also increasing. Filipinos are not excluded in such phenomena. However, studies were limited to Western race and geographic location. Because research surrounding Filipino biracial experiences is lacking in-depth understanding and is in need of further investigation, this study created and provided an in-depth, comprehensive, and profound inquiry with regards to the experiences encountered by the Filipino biracial living and studying in the Philippines. This research explored the self- concept, interpersonal experiences, and challenges of Filipino biracials. Using a qualitative design with a phenomenological approach, the researchers interviewed 6 Filipino biracials currently residing in the Philippines as students. The saturated and analyzed data resulted in 11 different themes specifically accepting biracial identity, privileged, positive about biracialism, and different for self-concept; being supported, bullying, discrimination, and being accepted for interpersonal experiences; and language barrier, difficulty adjusting, and balancing two cultures for challenges. In the experiences of Filipino biracials, both negative and positive have a possibility to occur. Moreover, the researchers also concluded that both the positive and negative experiences of biracials may result in their need to balance their status and this balance may also be attained by the help of social groups from both co-biracials and mono-racials. Future researchers could consider a further exploration of the experiences of biracials born and raised in the Philippines.

Keywords: *biracial, half-Filipino, Filipino biracial, adolescent*

Thriving Amidst the COVID-19 Pandemic: The Role of Mental Toughness

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Abstract

The COVID-19 pandemic has led to a dramatic change to students' life. The sudden shift to online classes because of COVID-19 placed a unique and serious strain on students, thereby posing psychological challenges and pressures such as anxiety of various concerns. But there remains much to be learned about them and what can be done to lessen their negative effects on student's academic journey. Through multi-stage sampling technique, 830 college students from public and private higher educational institutions in the Philippines participated in the study. Mediation analysis was conducted to understand the role of mental toughness between COVID-19 related anxiety and thriving quotient where it revealed a significant mediation effect. Specifically, the total effect of COVID-19 related anxiety (COV-19) on Thriving quotient (TQ) was significant ($\beta = -0.139$, $t = 5.587$, $p = .000$). With the inclusion of mental toughness as a mediating variable (MT), the impact of COV-19 on TQ became insignificant. But the indirect effect of COV-19 on TQ through MT was found significant ($\beta = -0.139$, $t = 0.025$, $p = .000$). The result suggests that building mental toughness among students is paramount to confidently endure the specific challenges such as COVID-19 related anxiety caused by the pandemic, and thus, move toward their goals and thrive. Strong support from the educational authorities and parents is recommended to help students develop a commendable level of mental toughness during the COVID-19 pandemic.

Keywords: *thriving quotient, mental toughness, COVID-19, pandemic*

Work Education Program: Experiences and Lessons Learned by the Students of a Faith-Based Higher Education Institution

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Abstract

This study explored the experiences and reflections of students on work education in a faith-based higher education institution while taking online classes at home during COVID-19 pandemic to know whether the purpose and the aim of this work education program is being achieved by the University despite the present COVID situation. Using descriptive qualitative research design and purposive sampling technique, 80 students were included in the study. The experiences and reflections of each student were coded to ensure anonymity. Thematic analysis was used to analyze the data. The reflections of the students revealed that each student had two or more tasks assigned by their parents or guardians. There were 16 different tasks identified from the reflections of the students such as cleaning the house, wash the dishes, cook, wash clothes, gardening/planting, care for pets, errand, cashiering in business, babysitting, delivering products, disinfecting furniture, budgeting, construction work, tutoring, and hair styling. Out of the lessons learned mentioned by the students, five themes emerged: (a) students learn time management, (b) formation of noble character, (c) develop abilities/skills and cooperates with others in unselfish service to humanity, (d) provides physical balance for symmetrical development, and (e) brings family together/value family. The results of the study showed that the basic purpose of the work-experience education program and the aim of this program to enhance the development of character and the development of work competency or a skill in trade were achieved. For future research, a quantitative survey may be conducted to investigate the perceived impact of work education in the holistic development among the students.

Keywords: *work education, lessons learned, higher education institution*

Spiritual Maturity and Grit Among the Students of a Faith-Based University in the Philippines

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Abstract

Perseverance for long-term goals is an essential attribute that students should possess as they face challenges. This study determined the influence of spiritual maturity on the grit of college students in a faith-based university in the Philippines. This cross-sectional, correlational study utilized 316 purposively sampled respondents to participate in an online survey anchored on Spiritual Growth and Grit Scales with a 5-point Likert-type responses. Results revealed that the students have a very high level of spiritual maturity ($M = 4.22 \pm 0.63$) and a high level of grit ($M = 3.44 \pm 0.59$) and that a positive significant relationship exists ($r = .275$, $p = <.001$). Also, one-way ANOVA showed a significant difference on the grit levels when the frequency of exercise is considered, $F(3, 312) = 4.212$, $p = .006$, $\eta^2 p = .04$. Post hoc comparison using LSD test indicated significant differences exist between those who exercise thrice a week ($M = 3.57 \pm 0.52$) and those who exercise only once ($M = 3.30 \pm 0.56$) or no exercise per week ($M = 3.37 \pm 0.59$), and between those who exercise twice a week ($M = 3.55 \pm 0.64$) and those who exercise only once a week ($M = 3.30 \pm 0.56$). However, when age and sex are considered, there are no significant differences on grit levels. Lastly, there is a significant difference on the grit levels when time spent with God for personal devotion is considered. It means that those who spent 31 minutes to 1 hour per day were grittier than those who did not. Findings are relevant to inform student development programs. A study may be conducted to determine the effects of an intervention program on the spiritual maturity and grit of college students.

Keywords: *spiritual maturity, college students, grit, exercise, personal devotion*

Graduate Attributes as Perceived by the Graduating Students of a Faith-Based Higher Education Institution: An Exit Survey

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Abstract

This research surveyed the perceptions related to graduate attributes among the graduating students of a faith-based university whether adequate help was received or if they are practiced. A descriptive quantitative design was utilized to gather the 178 responses using an online 4-point Likert-type survey questionnaire. The coefficients of the internal consistency reliability tests of the scales used are highly desirable ($\alpha = .88-.97$). Results showed that the mean of the perceptions on adequacy of help received from the university by the graduating students in developing the graduate attributes are all very adequate except for balanced lifestyle which is adequate: Professional Competence (3.35), Active Faith (3.44), Social Responsibility (3.42), Selfless Service (3.44), and Balanced Lifestyle (3.25). The mean scores of the extent such graduate attributes are practiced are all high: Professional Competence (3.49), Active Faith (3.58), Social Responsibility (3.60), Selfless Service (3.56), and Balanced Lifestyle (3.40). Lastly, there are significant positive relationships between the perceived help in developing with the extent of their practice: Professional Competence ($r = .483, p < .001$), Active Faith ($r = .549, p < .001$), Social Responsibility ($r = .484, p < .001$), Selfless Service ($r = .362, p < .001$), and Balanced Lifestyle ($r = .567, p < .001$). Results imply that the higher the perceived help received from the university in developing the graduate attributes, the higher the extent such attributes are practiced by the graduating students. Findings are relevant to institutional reporting and planning. A research exploring the perceptions of the employers on the alumni's practice of such attributes in the workplace may be conducted.

Keywords: *graduate attributes, institutional outcomes, exit survey higher education institution*

Work Engagement in Relation to Innovative Behavior Among University Lecturers in Ghana

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Abstract

Ghanaian universities are facing challenges such as incapable graduates, heavy reliance on foreign curriculum and teaching materials and offering bad customer service to students. These issues might be as a result of low level of innovative behavior among its employees but studies in innovative behavior is rare in the Ghanaian context and is particularly non-existent in the Universities context. This study therefore assessed the relationship between work engagement and innovative behavior of lecturers in Ghanaian universities through a descriptive correlational study. A simple random sample of 370 respondents were drawn and the data were analyzed quantitatively. The results showed a moderate to high significant, positive relationship ($r = 0.482$; $p = 0.00$) between work engagement and innovative behavior at 95% confidence level. Additionally, work engagement significantly predicts innovative behavior ($R^2 = 0.335$; $p = 0.00$). The findings suggest that work engagement is a critical factor that can help achieve innovative behavior in the Ghanaian Universities setting. Universities in Ghana therefore needs to pursue work engagement policies and programs to help them deal with the innovative behavior of their employees. The study has contributed to the understanding of work engagement as an antecedent of innovative behavior and it is also a rare examination of the Ghanaian context. Future research may explore other factors that contribute to innovative behavior such as leader member exchange, organizational culture and person-organization fit.

Keywords: *work engagement, innovative behavior, Ghanaian universities*

The Effect of Institutional Pressure on Environmental Reporting of Ghanaian Companies

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Abstract

Damage to the environment may be irreversible. It is therefore essential that humans take care of the environment for the generations to come. Consequently, companies need to report the impact of their activities which could have an effect to the environment. Thus, this study examined the effect of institutional pressure on environmental reporting of Ghanaian companies. The study used a population of 552 comprising of manufacturing, construction, mining, and oil and gas sectors. The sample size comprised 281 respondents who were purposively selected. The respondents were accountants or chief finance officers of the randomly selected companies. A self-constructed questionnaire was used for institutional pressure, while questions on environmental reporting were adapted and modified from the Global Reporting Initiative framework. The study revealed that the level of institutional pressure was high ($M = 3.49$, $SD = 0.686$) which was represented by coercive, mimetic, and normative pressures while the level of environmental reporting was moderate ($M = 3.23$, $SD = 1.061$). Additionally, the study found a moderate positive significant correlation between institutional pressure and environmental reporting ($r = 0.416$, $\text{sig} = 0.000$). Lastly, it was found that institutional pressure predicts environmental reporting. It is therefore recommended that top management of companies within manufacturing, construction, mining, and oil and gas sectors pay particular attention to the pressure from the institutional environment.

Keywords: *environmental reporting, institutional pressure, global reporting initiative, coercive pressure*

Crematorium in San Pedro City, Laguna: A Feasibility Study

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Abstract

With the growing number of COVID-19 related deaths in the Philippines, cremation has become more practical and safer. More local government units are mandating the cremation of the deceased despite the administrative option of either cremation or traditional burial for a 12-hour duration at most. This gave rise to the limited supply of crematoriums within the City of San Pedro in Laguna and its neighboring towns. Employing a descriptive and exploratory research design, data were collected from 387 respondents from the cities of San Pedro, Biñan, and Sta Rosa, Laguna. Information focused on the business functions were also gathered through unstructured interviews from a crematorium supervisor and a funeral parlor owner. Using the results of the survey, it revealed an optimistic demand and market share from the population. The interview helped in determining the 1,440 annual business capacity which was used to determine the average 12% unmet market demand or 450 cremation procedures a year. The unmet market demand was further translated into revenue which is increasing at an average of 27% every year. The annual revenue exhibits the ability to cover related costs and operating expenses resulting to an average of 50% income per year. The optimistic outcomes were consistent for the five-year projection resulting to P3,702,598, P5,651,528, P7,683,884, P9,777,968, and P11,981,665, respectively. Various financial analyses were also performed to rationalize not only its profitability but also its liquidity, efficiency, and investment returns. The overall study proved that establishing a crematorium in San Pedro City is a highly feasible project.

Keywords: *crematorium, COVID-19, funeral, pandemic, viability*

Influence of Quality Assurance on Total Quality Management Systems in Education Context in Ghana

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Abstract

Drawbacks of quality assurance practices appeared to be the major challenge that affect total quality management systems in education context in Ghana for continuous improvement and desired customer satisfaction. Therefore, this study investigated the influence of quality assurance on total quality management systems in Ghana's education context. The study was conducted in the universities and colleges of education in the Ashanti Region of Ghana. The study adopted descriptive and explanatory research designs with quantitative approach, and purposive sampling technique. to determine the sample size. The study used questionnaire for data collection. The total population was 826 with the sample size of 394 but 380 respondents were interviewed. The study used Statistical Package for Social Scientists (SPSS), version 10 and decision rule for data analysis. The major findings were that the extent of the overall quality assurance for the total sample was very high (Mean = 3.5811) and there was no statistically significant difference ($p\text{-value} = 0.673$) between quality assurance practices in Colleges of Education and universities. Based on the major findings, the study concluded that the tertiary institutions in Ghana have excellent total quality management systems. It could be indicated that quality assurance practices have a positive relationship with total quality management systems. Total Quality Management Systems in Education Context in Ghana is seen as the only way to ensure continuous improvement and desired customer satisfaction once adequate attention is given to quality assurance. The study recommended further research on total quality management systems in the education context.

Keywords: *total quality management systems, quality assurance, education context, continuous improvement, desired customer satisfaction*

Strategies for Increasing Motivation and Productivity of Work-From-Home Employees During the COVID-19 Pandemic: An Integrative Review

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Abstract

Ever since the World Health Organization (WHO) declared a global pandemic in March 2020, many businesses were forced to cease operations and many employees lost their jobs. Businesses that could afford to continue had to implement Work-From-Home (WFH) arrangements for their employees to reduce the risk of transmitting the virus. However, one of the biggest challenges faced by WFH employees is motivation. What once was a coveted work arrangement now seems to negatively affect employees. Without clear physical boundaries of work and their personal lives, employees struggle with staying focused and motivated as they work from home. As a result, workers become less productive. This research explored the different theories of motivation, such as the content theory and process theory, and how they can be applied in practical ways in WFH setups. This research is an integrative literature review of various sources from 2014 to 2021 discussing motivational theories and practical applications. Ideas of authors were gathered and added to a synthesis matrix then organized by theme through thematic analysis. The most common themes were analyzed by synthesizing, comparing, and contrasting the different ideas and comparing them to existing theories of motivation. The results revealed that some of the most important ways to increase motivation in WFH setups involve location, scheduling, communication, self-care, attire, and distraction management. The researcher recommends future research to be conducted with employees of existing businesses in a locality to determine which of the WFH techniques mentioned in this research are practiced by their employees.

Keywords: *work from home, employee motivation, COVID-19*

Effect of Job Design on Employee Motivation: The Case of MTN-Ghana

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Abstract

Human capital plays a significant role in achieving successful business results in every business entity. Despite this pressing need, the impact of job design on employee motivation has remained a very much under-researched topic in Ghana. This study investigated the effect of Hackman and Odmans job characteristics model on employee's motivation. The effectiveness of job design to 219 employee's motivation was calculated using a 5-point Likert scale questionnaire. Quantitative data was analyzed using correlation and multiple regression statistical treatment to establish the type of relationship that exists between job design and employees' motivation. From the results obtained, there was an association among skill variety, task identity, task significance, autonomy, and feedback to employees' motivation. Findings from the stepwise multiple regression analyses indicated that job design dimensions predicts 66.8 percent of employee level of motivation. It further explained that autonomy can predict up to 45.7 percent of employee motivation whilst skill variety, task significance, task identity, and feedback predicts of 12.1%,5.3%,1.7%,2% on variance accounted for respectively. The study therefore recommended that much attention be devoted by leaders to their employees' autonomy and task variety to enhance job motivation.

Keywords: *job design, employees' motivation, autonomy*

Innovative Capabilities and Efficiency of Selected Financial Institutions in Ghana

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Abstract

In a dynamic business environment characterized by financial instability and corporate governance flaws that jeopardize the efficiency of financial institutions, developing robust innovative capabilities in an organization is becoming increasingly important. This study offered new insights regarding the impact of innovative capability on organizational efficiency. Specifically, this study explored the impact of the dimensions of innovative capability- marketing, learning, and research and development capabilities on financial institution's efficiency. This descriptive correlational and prediction study was conducted to purposively sample 290 Ghanaian financial institutions. Self-constructed questionnaire based on the related literature reviewed was used to collect data from the respondents and the data were analyzed by statistical tests of Pearson correlation coefficient and linear regression. The findings revealed that Ghanaian financial institutions have high innovative capability. Further, a strong positive correlation between the dimensions of innovative capability, and operating efficiency ratio and quality of service. The study also showed a strong positive significant correlation between innovative capability and organizational efficiency. However, the correlation between the dimensions of innovative capability and asset turnover was not significant. In addition, the study revealed that marketing and learning capabilities, dimensions of innovative capability, significantly predict organizational efficiency. This study suggests that managers and policy makers of financial institutions consider investing to and developing in marketing and learning potentials of the firm since they enhance the firm's efficiency.

Keywords: *innovative capability, organizational efficiency, asset turnover, quality of service, research and development*

The Adoption of Computer Assisted Audit Techniques (CAAT): Knowledge and Attitude of Auditors From the Big Four Auditing Firms in Ghana

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Abstract

The use of information technology in the business world has grown exponentially. Besides, the recent outbreak of COVID-19 globally and its attendant challenges call for the need to minimize physical contact using information technology. This research therefore, assessed the adoption of, the attitude to, and the knowledge of computer assisted audit techniques (CAAT) of auditors from the big four auditing firms in Ghana. A sample of 60 auditors was used for the study. Data was collected through a five-point Likert scale questionnaire. Data was analyzed through descriptive statistics (frequency distribution tables, mean, and standard deviation) and correlation. It was found that all the audit firms have adopted some computer assisted audit techniques but most of the elements under the knowledge level of auditors have low mean, which implies that auditors have high knowledge in using CAAT. Assessing auditors' attitude towards the use of CAAT, it was further found that they have good attitude toward the use of CAAT. However, there is high initial cost in setting up and operating CAAT. Moderately, components of CAAT are difficult to operate. It was also realized that system challenges and too many controls over passwords delay access to information. Lack of visibility of audit trail is also a challenge faced by auditors. It is recommended that auditors increase their understanding on the use of CAAT by organizing more training programs especially in this era of COVID-19 outbreak where many work from home.

Keywords: *computer assisted audit techniques, big four auditing firms, adoption of CAAT, knowledge on CAAT, attitude of auditors*

The Effects of Cash Management Practices on Profitability of Banks in Ghana

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Abstract

In today's economy, despite achievements and advances in the banking and financial institutions, there are challenges that will require intensive attempts on the portion of the banks in Ghana. Perceived decline in profitability of banks seem to have emanated from cash mismanagement. Hence, this study looked at the effects of cash management practices on profitability of banks in Ghana banks. This descriptive-correlational study was conducted to 116 purposively sampled bank finance officers in Ghana. Self-constructed Likert scale questionnaires were administered to the finance officers of the banks. The results revealed good cash management practices ($M = 3.40$, $SD = 0.38$) among banks in Ghana; hence, banks have strong liquidity position to avoid bank run. The correlation coefficients showed that cash management has small positive correlation with profitability but statistically not significant ($r = .058$, $sig. = .538$) so as cash management improves, profitability is projected to improve marginally. As the banking industry retains its best practices and discusses the areas that require change, the findings provide objective proof to banks. Future researchers can consider other factors beyond cash management such as financial innovation.

Keywords: *cash management, profitability, liquidity position*

Balance Scorecard Perspectives and Institutional Performance of Private Tertiary Institutions

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Abstract

Business managers around the globe have tested the effectiveness of the Balanced Scorecard (BSC) model since its inception in the early 90s in their bid to enhance business performance to achieve financial sustainability and transform developments in their economies. Other sectors of world economies have tried to emulate the BSC concept to achieve institutional goals for financial freedom. Research on the investigation of the replicability of the BSC model and its effectiveness in addressing the continued financial sustainability challenges of educational institutions, especially the private ones, is scarce. This study aimed to increase awareness on the influence of BSC application in addressing financial performance challenges besetting the private educational sector. This descriptive-correlational study examined the relationship between BSC perspectives and institutional financial performance of private tertiary institutions. Forty-five out of the 77 private tertiary institutions in the Greater Accra, Ashanti, Central, and Western Regions of Ghana were randomly sampled to answer self-constructed survey. Data were analysed through the use of descriptive statistics based on the central tendency with SPSS and Regression Process v3.2 by Hayes model. The extent of BSC application in private tertiary institutions' performance reviews was small. The study also revealed low levels of financial performance for sustainability. The study, however, revealed a moderate, positive significant relationship between BSC perspectives and institutional financial performance. The study recommends that private tertiary institutions should, as part of their strategic evaluation, review institutional performance based on BSC perspectives to enhance financial performance for sustainability and development in the new normal.

Keywords: *balanced scorecard, financial performance, learning and growth, internal business processes, customers*

Establishing a Customized Beverage Operated by a Vendo Machine in Magallanes, Cavite: A Feasibility Study

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Abstract

With the continuing growth in the industry, tastes and sensibilities are ever-changing and are fueling greater customization that drives toward authenticity and innovation. There is a strong demand for products that can be classified as convenient such as snack foods and ready-to-drink beverages but few sizable players in the market and there is no business yet that provides a non-alcoholic customized beverage operated by a vendo machine. Therefore, this study is designed to determine the feasibility and viability of establishing a customized beverage operated by a vendo machine in Magallanes, Cavite. This feasibility study was conducted to 274 randomly sampled respondents from selected barangays in Magallanes, Cavite. Quantitative data were evaluated using the statistical parabolic method and computations of various financial ratios such as capital budgeting, profitability, liquidity, and solvency. Using a convenience sampling method, interviews with five managers and four staff from the beverage-related businesses were also employed and analyzed through content analysis to further study the different functions of the business. The researcher utilized technology to gather data through different platforms such as Google forms, Messenger, and emails. Based on the survey results, 89% are willing to patronize the product offered by the business. This favorable result leads to a positive outcome for the business. The results drawn from the financial analysis suggest that it is profitable, liquid, and stable for five years of operations. Based on the results, it is concluded that the proposed business is feasible and recommended to be established by 2022.

Keywords: *feasibility, customized beverage, vendo machine*

Establishing a Vegetarian Food Kiosk in Angeles City

Lovely Jane G. Mercado

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Abstract

People nowadays became conscious of their health because of the pandemic that struck the world. Some became mindful of the food they eat and many turns into vegetarians not just for religious reasons but because they want to have a healthy diet. But at present, only a few vegetarian restaurants exist in Angeles City. Therefore, the researcher wants to add an affordable but healthy food kiosk so that health enthusiasts will have another option where they can buy vegetarian food. This study determined the viability of establishing a vegetarian food kiosk in Angeles City, Pampanga by identifying who have tried vegetarian food and who are willing to patronize the proposed business. This quantitative research distributed online survey questionnaires through Google form since it is inexpensive, generates fast results, and practical in the current situation of the pandemic. Through simple random sampling, 410 Angeleño aged 16-60 years old participated in the study conducted within Angeles City. Descriptive statistics were utilized for data classification and simple percentages and frequency count. The results revealed that only 36% have already tried vegetarian food and there are 94% are willing to patronize the business. There is only 11.41% supply available in the market and there are still 88.59% unmet demand. Moreover, 88.60% want to try vegetarian sisig, 83.70% to vegetarian barbeque, 41.90% to pininyahan, 78.80% to plant-based chicken skin, and 71.10% wants to try plant-based chicken fillet. Based on the results, several people want to try eating vegetarian food. Hence, the proposed business has potential in the market.

Keywords: *vegetarian, food, kiosk, health, pandemic*

The Effect of Capital Budgeting Practices on Profitability in Manufacturing Companies in the Bono East Region of Ghana.

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Abstract

Business managers are mandated to make decisions that require proper planning, evaluation and implementation to enhance financial expenditure. Many managers by pass these capital budgeting decisions and invest in projects which look attractive but scientifically and economically are not viable causing companies to perform poorly, funds from genuine investors to sink and other negative effects. This descriptive study, therefore, investigated the common capital budgeting techniques used by companies to ascertain if there is a significant relationship between the various techniques and profitability. The population for the study consisted of 10 manufacturing firms in Bono East Region with 2 respondents selected from each using the purposive sampling technique. Data collection was done using questionnaires as the main instrument. The data were analyzed using the Pearson Correlation and supported it with the Pearson Chi-Square Tests to determine the relation that existed between capital budgeting practices and profitability. The results showed that there was a weak positive and statistical significant correlation ($r = 0.326$ and $p = 0.160$) between capital budgeting practices and profitability. The chi-square results also showed that there is a weak positive relationship suggesting also that the profitability of a firm do not depend on the capital budgeting practices as has been indicated earlier on. It can be concluded that profitability does not depend on the capital budgeting practices and so it is recommended that in determining the profitability of a firm, other factors other than capital budgeting practices can be considered for further studies.

Keywords: *Profitability, capital budgeting, capital budgeting techniques*

The Relationship Between Total Quality Management and Customer Retention

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Abstract

The goal of every organization is to keep on attracting new customers and retain them. Customer retention is the collection of activities a business uses to increase the number of repeat customers and to increase the profitability of each existing customer wherein Total Quality Management (TQM) is the business world's leading management method. This correlation study examined the relationship between TQM and customer retention and determine if there is a significant difference on customer retention when considering employees' sex, age, and work experience. Using t-test, analysis of variance (ANOVA), and Pearson Correlation, 101 organization employees were purposely selected to answer a self-constructed questionnaire employing a 4-point Likert scale. The result showed a very good result of total quality management ($M = 3.805$, $SD = .3471$), with a very good customer retention ($M = 3.749$, $SD = .3856$). It also showed that there is a significant relationship between TQM and customer retention. There is no significant difference in customer retention of respondents when grouped according to sex, age, and work experience. The result is an information to organization to keep on practicing total quality activities that will always help the company to retain their customers. For future studies, the use of different variables, respondents' characteristics and moderators can result different results than the present study that can help organizations.

Keywords: *total quality management, customer retention, incorporation employees*

Establishing Jiggly Cheesecake Shop in Pamplona Dos, Las Pinas City

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Abstract

The world is currently facing the quarantine situation around the world and people are taking this opportunity to create their own businesses to survive. There are newly discovered products around the world, one of these is the jiggly cheesecake from Japan. Since Filipinos love food like desserts, the researcher decided to bring the jiggly cheesecake in the country and add this product with the spirit of Filipino taste. This study determined the viability of establishing a jiggly cheesecake shop in Pamplona Dos, Las Pinas City by identifying who is willing to patronize the proposed business. The quantitative research distributed the survey questionnaire face-to-face through random sampling to 385 households and 376 or 98% are willing to patronize the product. Descriptive statistics were utilized for data classification and simple percentage and frequency count. There is only a 12% supply of cheesecake available in the market and 88% unmet demand. The shop will start operating with two staff, two bakers, and the manager (owner) and will be paid based on the minimum wage required and proper compensation. The proposed business has the capacity to serve 240 cheesecakes per day. The initial capital needed for the business is amounting to P4,475,946.12 and the financial ratios are acceptable with payback period of 8 months. After formulating the financial analysis tools and capital budgeting techniques, it turns out that the financial status of the proposed business was proven profitable, liquid, and stable for the next five years of business operation.

Keywords: *jiggly, cheesecake, bake, cream cheese, household*

Establishing a DIY Meal Kit Delivery Service in Sta. Rosa, Laguna: A Feasibility Study

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Abstract

The emergence of meal kit industries has been seen a potential to thrive in the food industry as an alternative to dine-in restaurants in the country especially in the new normal. Hence, this study aimed to reduce the stress of food preparation in terms of providing the customers pre-proportioned ingredients, recipe, and step-by-step procedures that they will need for easy cooking of home-cooked meals. To test this proposition, a survey was conducted from a sample of 398 households based from the population of households in Sta. Rosa City, Laguna. The results revealed that only 41% of the population is familiar with DIY meal kit and 72% of them are willing to buy the product. An average market share of 22% is computed based on a maximum qty of 450 order demand per day. The business is proposed to be located at South Hampton Commercial Building, San Lorenzo Road, Barangay Balibago, Sta. Rosa Laguna. The operation schedule is Monday to Saturday and will begin from 8:00 am to 5:00 p.m. The business will be a sole proprietorship consisting of 7 employees in the positions of production and inventory staff, sales and marketing staff, the delivery and procurement staff, and an accountant. The computed capital requirement is P2,513,595.25. Moreover, contingency plans have been laid out to help minimize the inconvenience of unforeseen circumstances and socio-responsibility activities have been stated showing the community's potential benefits in this proposed business. From the results of the analyses, it has been concluded that the proposed business is feasible and profitable.

Keywords: *DIY meal kit, meal kit, food preparation, food delivery, meal services*

The Effect of Organizational Climate on Employee Work Passion

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Abstract

There is a case to be made that there is a pivotal relationship between organizational climate and employees work passion. This paper addressed the employee's needs and expectation from the employer and therefore, provides an explanation of the relationship between organizational climate and employee work passion in private universities in Ghana. The study used random sampling to sample 372 respondents, out of which 371 was used for the analysis. This study utilized a correlational research design and applied bivariate analysis in SPSS version 23 on self-constructed questionnaires with Cronbach Alpha of 0.901 for organizational climate and 0.959 for employee work passion. The results showed that there is a moderate significant positive relationship between organizational climate and employee work passion ($r = .387$, $p = .000$, $N = 371$). The study shows that organizational climate has a positive impact on employee work passion in private universities in Ghana. To further this understanding, more research into the construct of employee work passion in relation to organizational climate is recommended.

Keywords: *private tertiary institutions, organizational climate, employee work passion*

The Effects of Corporate Governance on Financial Sustainability of Mission Institutions in West Africa

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Abstract

Despite the existence of corporate governance in West Africa, there are still cases of collapse of many mission institutions. Therefore, this study examined the relationship between corporate governance and financial sustainability of mission educational and health institutions in West Africa. Accountability, disclosure and transparency, and board practices were chosen as proxies for corporate governance and financial sustainability was measured by self-support ratio, working capital ratio, debt ratio, and liquidity ratio. Specifically, the study explored the respondents' perceptions of corporate governance and its relationship to financial sustainability of mission institutions in West Africa. The study used a descriptive correlational research design. Survey data were collected from 900 respondents from 300 institutions and a multiple linear regression analysis was performed using Smart PLS. Results showed a small, negative statistically significant correlation between corporate governance and financial sustainability. The results imply that an improvement in corporate governance is associated with a fall in financial sustainability signifying that corporate governance is not managed to a level that can improve financial sustainability. The overall perception of corporate governance was poor and suggests that corporate governance structures in mission educational and health institutions are generally weak. The study has therefore revealed the need for future qualitative study to explore respondent's perception on corporate governance and financial sustainability.

Keywords: *corporate governance, accountability, disclosure and transparency, board practices, financial sustainability*

Telemedicine: How Technological Advances During a Pandemic has Paved the Way for Business in the Healthcare Sector

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Abstract

Access to telemedicine is not new as it has existed for more than 40 years in many countries. Even before the Coronavirus Disease (COVID-19) pandemic had existed in the first quarter of 2020, medical professionals have already been providing care to persons in rural areas through the use of technology. Telemedicine has given healthcare providers a better response system to the needs of patients who need medical care. However, not all conditions are considered viable for e-consultations, given that it is a newly practiced method in the Philippines which led to this study. This qualitative research explored how telemedicine can be an effective and efficient way to reach those needing non-urgent medical care, focusing on the necessary requirements to start telemedicine and how e-consultations can help in today's fast-paced digital-aged society. The research employed an integrative review of literature and a meta-synthesis of papers and journals accessible from 35 online sources. Results of the study indicated that there is a need for further research, policy adjustments, training, and development for healthcare providers if telemedicine is to be considered as one of the major platforms for the continuity of patient care in the country. The researcher recommends further research to maximize the utilization of a central app or program that can be used to increase the ease of delivering secured healthcare through e-consultation in the Philippines.

Keywords: *telemedicine, e-consultation, COVID-19*

Brankie Rice Bran Cookies in Selected Barangays of Silang, Cavite: A Feasibility Study

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Abstract

Brankies are a special kind of cookie that is nutritious, healthy, guilt-free yet satisfying. It is a brown cookie made from rice bran, 4 inches in diameter, and weighs 45 grams. The Brankie Rice Bran cookie is packaged into a box with 18 pcs in one set. This product is labeled with the company logo, product logo, and tagline. Brankies are uncommon in the market, has qualities that cannot be found in other ordinary cookies. It is organic, rich in fiber, and full of antioxidants. Thus, the study was conducted to determine the viability of producing Brankie Rice Bran Cookies in Barangays Puting Kahoy, Tartaria, and Lumil, Silang, Cavite. Survey questionnaires were distributed to selected households of the target markets. A total of 379 samples were included in the study. The results of the analysis revealed that based on the projected demand for Brankie Rice Bran Cookies in Peso, the average increase in demand in peso by 3.44% in 2021 to 2025. The average increase in demand of 64,947,032. A capital requirement of about 2,444, 479.00 will be needed for the venture to start with the production and operation and register the business as sole proprietorship. The proposed business will have the ability up to an average rate of return of 84% given a good market condition to operate in. The payback period for the proposed business is 2 years and 16 days. The financial tools used for the evaluation of the viability of the business showed remarkable results, reaching the determined cut-off rates, which makes it a financially acceptable venture for its profitability, liquidity, and stability, therefore it is recommended to pursue with the proposed business to operate in the year 2022.

Keywords: *rice bran, cookies, health lifestyle, organic*

The Mediating Effect of Compensation on Organizational Politics, Human Resource Management Practices, and Organizational Citizenship Behavior

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Abstract

Tertiary institutions in Ghana need engaged and committed employees to ensure their success. To increase the engagement in discretionary work activities, institutions need to encourage positive influence and improve human resource management practices, especially compensation. This study examined the role of organizational politics and human resource management practices in predicting compensation and employee engagement in discretionary work efforts. It also evaluated the intervening role of compensation in the influence of organizational politics and human resource management practices on organizational citizenship behavior of employees of Ghana's private tertiary institutions. This quantitative study adopted the descriptive correlation and mediation research. Three hundred and thirty-four respondents were conveniently sampled to answer a self-developed research instrument. The statistical treatment for the prediction was regression and Smart PLS was used to determine the mediation effect. The result showed that the total variance in compensation explained by organizational politics and human resource management practices is 54.6%, $F(331) = 198.961$, $p < .000$. The total variance in organizational citizenship behavior explained by organizational politics is 24.4%, $F(332) = 107.188$, $p < .000$. Human resource management practices did not predict organizational citizenship behavior as it was not significant. Compensation partially mediated organizational politics' path to organizational citizenship behavior while it fully intervened in the path of human resource management practices to organizational citizenship behavior. The study recommends improvement in human resource management practices and enhancement in compensation packages of employees as it is a positive intervener in enhancing voluntary work behavior.

Keywords: *private tertiary institutions, organizational politics, human resource management practices, organizational citizenship behaviors*

Vegetarian Restaurant in Puerto Princesa City

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Abstract

The demand for restaurants is more pressing in Palawan, Philippines because of the growing number of tourists visiting the province. There were many restaurants in the place, but only few vegetarian restaurants were established. This descriptive study evaluated the viability of establishing a vegetarian restaurant in Puerto Princesa City, Palawan. Validated questionnaire was distributed to the 33 travel agencies. The total demand was identified with a 65,184 of costumers and 29,952 business demand for the first year. A total demand of P3,692,000 and demand for proposed business of P 3,356,318 were also calculated. Five-year projection was then derived through linear regression methods. The necessary equipment was P 3,869,406 which is needed and counted as fixed assets. The capacity of the customers per year was calculated at 75,000 customers that amounted a projected revenue of P37,500,00 for the first year of the operation and will increase to P52,500,000 for the 5th year. The revenue was projected at P22,500,000 for the first year which will increase to P52,500,000 for the fifth year. Pre-operating expenses were calculated at P73,000.00. The total capital investment that will be required for this proposed project is P5,000,000.00. The analysis of the financial statement revealed a net income of 8,367,841 for the first year of operation followed by 11,923,991 for the second year, 13,656,241 for the third year, 18,014,621 for the fourth year, and 19,973,071 net income for the fifth year of operation. NPV was 8,185,274 at the end of the 5th year operation. The Internal Rate of Return was 2.16% at the first year and 44.36% at the fifth year of operations. The Benefit-Cost Ratio has a 2.05 percent rate in the fifth year of the operation. The proposed project proves to be financially stable and can sustain the restaurant for a long period of time with identified benefits.

Keywords: *vegetarian restaurant, customers, revenue, expenses*

Perceptions on the Flexible Learning Webinar Conducted by a Faith-Based Institution in the Philippines

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Abstract

Webinars have boomed during the pandemic to educate and reinforce advancement in teaching and learning; however, every webinar has its strengths and weaknesses. On July 28-30, 2020, the Commission on Higher Education Region IV, through a faith-based HEI in Cavite, conducted a 3-day webinar on flexible learning. The host university conducted a survey to know the perception of the participants regarding the strengths and weaknesses of the webinar. Hence, this qualitative research explored the perceptions of the webinar participants for the improvement of future educational programs in the university. Utilizing content analysis, the perceptions of the 225 conveniently sampled participants were encoded, tabulated, and themed. Triangulation through literature was employed to validate the results. The results revealed that the perceived strengths of the webinar are (a) timely webinar content, (b) interactive virtual icebreaker, (c) educational question-and-answer portion, (d) comprehensible delivery, (e) competent speaker, and (f) embedded IFVL. However, the perceived weakness that should be improved and/or addressed are (a) technical issues (power interruption, inaudible audio, and intermittent internet connection on the participants' end and (b) poor time management. The results imply that the webinar have been helpful to the participants, however, technical issues should be minimized, and schedules should be followed. It is recommended that these issues be addressed to improve linkages with other institutions and networks.

Keywords: *webinar, perceived strengths, perceived weaknesses, flexible learning, new normal*

Digital Literacy of Pre-service Teachers: A Basis for Curricular Enhancement

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Abstract

The World Economic Forum predicts that some skills will become outdated because the automatic will take over. With this scenario future vocational teachers must be knowledgeable and involved with developing technologies as much as they can for their sustainability. The problem of the study was to investigate the digital literacy (DL) level of pre-service teachers, to find out if there is a significant difference in the digital literacy levels when pre-service teachers are classified according to year level, and area of specialization; and what curricular enhancement would upgrade their digital literacy level. This cross-sectional quantitative study was conducted to 100 pre-service teachers composed of 87 females and 13 males which were selected through random sampling. The respondents answered an adapted questionnaire, and the data were analyzed using descriptive statistics, t-test, and ANOVA. The results showed that the DL levels of pre-service teachers were average. Moreover, there was no significant difference in gender, year level, and area of specialization. All preservice interns can manage to use digital technology in the trends of learning. Results showed, however, the need for curricular enhancement for prior knowledge; as well as updated resources for upgrading of DL skills. The researchers recommend that teachers integrate digital technology in the classroom, students continually use the digital resources in the library and ICTS, and administrators integrate subjects that will upgrade students' knowledge and practice of current technology in the curriculum. Studies on the upgrading of future vocational teachers' digital literacy level are likewise recommended.

Keywords: *digital literacy, technology, vocational, pre-service, teachers*

Second Language Anxiety and Coping Strategies of Students in Virtual English Classrooms

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Abstract

While language anxiety in the classroom has been studied since the 1980s, few studies have looked at language anxiety in the sense of an online learning environment. Now that the coronavirus pandemic has ushered the world into the “new normal,” it is necessary to examine this phenomenon in the online setting. This descriptive-correlational study investigated the language anxiety levels and coping strategies of junior high school students enrolled in online English classes. Responses were collected using convenience sampling from 217 Grade 9 students enrolled in online English classes collected using structured questionnaires modified from the Second Language Classroom Anxiety Scale (SLCAS) and anxiety coping strategies measures. The research employed descriptive analysis, independent sample t-test, and Spearman rho correlation test to analyze the data. The findings showed that the respondents’ anxiety level is moderate in speaking ($\bar{x}=3.46$), writing ($\bar{x}=3.91$), and listening ($\bar{x}=3.93$) in English, but high ($\bar{x}=4.35$) in reading in English. Although there were differences in the mean and median of the respondents’ anxiety level and coping strategies used by male and female respondents, the Spearman rho correlation results revealed that none of these were statistically significant. Results also revealed that positive thinking strategy is used most often as students cope with language anxiety which implies investigating the strategies of teaching reading in the elementary to the junior high school levels. The study recommends increasing the number of respondents to gain enough evidence in identifying relationships between variables. Furthermore, it challenges language educators to revisit their instruction and employ flow conditions in their virtual classrooms to alleviate the level of language anxiety among their students.

Keywords: *language learning, second language anxiety, coping strategies, online learning*

Teachers and Psychological Ownership: A Matter of 'Fit' Person-Organization

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Abstract

A school's performance overtime is shaped by the extent to which teachers have a sense of psychological ownership. While a plethora of research have identified multiple predictors associated with psychological ownership of workers in various settings; little is known about how teachers' perception of fit with the school environment may impact psychological ownership. Guided by the Attraction-Selection-Attrition framework, the study investigated the relationship between person-organization fit and psychological ownership of teachers; and whether gender and working experience influenced their levels. Utilizing a descriptive-correlational design, convenient sampling was used to draw 320 basic-school teachers from across the northern zone of the Ghana education service. T-tests, ANOVA, and multiple regression were used to test the hypotheses developed. The study found moderate levels of Person-organization fit ($M = 3.41, \pm 0.69$) among teachers and high levels of psychological ownership ($M = 3.63, \pm 0.80$). A significant positive relationship was found between person-organization-fit and psychological ownership ($\beta = .357, \text{sig.} = .000$). Out of the four 'fit' measures, 'demand-ability fit' was the strongest predictor ($r = .343, p < 0.01$) of psychological ownership. Also, findings showed a significant difference ($\text{sig} = .001$) on person-organization fit when respondents are grouped according to gender. However, psychological ownership values between male and females were not significantly different ($\text{sig} = .195$). Further, no significant difference was found on person-organization fit ($\text{sig} = .344$) and psychological ownership ($\text{sig.} = .163$) with respect to working experience. It could be concluded that improving teachers' 'fit' with organisational attributes could result in a sense of psychological ownership over their profession, classrooms, and their schools.

Keywords: *habitus, soldiers, field theory*

Stress and Anxiety Levels of the College of Teacher Education Students and Their Motivation to Learn: An Input to an Intervention Program

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Abstract

The stress and anxiety experienced by many students during this pandemic affect their motivation to learn in this new normal education set up. Motivation is one of the major concerns irrespective of which study model is adopted whether online, blended, hybrid or a myriad variation. This descriptive-correlational study determined the perceived levels of stress, anxiety, and academic motivation to learn during this COVID-19 pandemic situation of the 191 students selected through simple random sampling of the College of Teacher Education and the relationship between students' level of stress and anxiety and their level of academic motivation. To assess the students' perceived stress, anxiety, and academic motivation, the COVID-19 Student Stress Questionnaire (CSSQ), Generalized Anxiety Disorder (GAD-7), and Academic Motivation Scale were utilized and administered through google forms. Findings revealed that more than 40% of the students perceived that their relationships with their relatives, colleagues, and university professors are somewhat stressful; 40% perceived the risk of COVID-19 as moderately stressful; 20% perceived their academic studying experience very stressful and more than 15% found the risk of contagion and social isolation very stressful. Moreover, 38% exhibit moderate anxiety, 29% are experiencing mild anxiety, 28% had severe anxiety and only 5 % have minimal anxiety level. For future research, same study may be done on other university students enrolled in different programs and adopt the intervention program so the students at the college may cope with the challenges of COVID-19.

Keywords: *stress, anxiety, motivation, pandemic*

Church Readiness in Adopting Special Needs Ministry: Basis for a Program Development

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Abstract

Special Needs Ministry (SNM) has been practiced and implemented in the General Conference for a long time but in the Philippines, it is still not fully implemented. Thus, this study determined the church readiness in adopting SNM as a basis for developing a program in local church. Survey was conducted among Seventh-day Adventist church. The data were collected in eight churches around Cavite Mission. Descriptive research was utilized to determine church readiness in adopting SNM. Eight churches were identified using purposive sampling with 100 respondents who were all church officers. Data were collected utilizing a developed and content-validated research questionnaire. Based on the findings of the study, researchers have reached the conclusion that the churches in Cavite are not ready to adopt a special needs ministry program because it has a low score showing that most churches in Cavite have no programs for PWDs and most officers are not aware of disabilities present inside their churches; hence, they are not practicing and implementing it, plus the conference lacks in promoting this kind of ministry. Therefore, the researchers proposed a program for PWD's that could be utilized and tailored to local church needs. Furthermore, future research may widen the scope of the study by increasing the range of location and number of respondents.

Keywords: *church readiness, special needs ministry program, people with disability, inclusion, church mission*

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

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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. Quantitative data were analyzed using IBM SPSS Statistics version 23 and the qualitative responses with thematic analysis. 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: *professional development program, knowledge, skills, attitude, university employees*

Influence of Physical and Social Environment in Relation to Academic Performance of University Students in the New Normal Context

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Abstract

Educational process of development occurs in the physical, social, and psychological environment. Many researches indicated that physical and social environment have positive influence on the students' performance, but most of them focused on the elementary and secondary schools, only a little research was conducted in higher education especially in the new normal context. Since the COVID-19 was spread in the whole world, learning mode is online mode, and the environment has changed. In this context, this study was conducted to determine the influence of school environment on the academic performance of students in a university. The research used a correlation research design, through online questionnaire which was accomplished by 100 respondents. The study found that there was no significant relationship between school physical and social environment and students' academic performance. Further results revealed that there was no significant age difference ($p = 0.174 > 0.05$ at 5% levels) in students' academic performance, but there was a significant status difference ($p = 0.038 < 0.05$ at 5% levels) in students' academic performance. School is an important setting in the development of individuals, but educators should pay attention to a broader environment related to online learning mode, help students through using the best social work strategies and interventions, so that students can feel comfortable, safe, and happy, devote themselves to learning and improve their academic performance. Future research suggests that more spiritual factors should be considered, and qualitative method will be used too.

Keywords: *school physical environment, school social environment, students' academic performance*

Phytochemical Analysis and Antimicrobial Activity of *Annona Muricata* Linn. Leaves Extract

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UNILAB

Abstract

Guyabano (*Annona muricata* Linn.) which is known for its cancer-killing properties has also been traditionally used as a remedy in stopping growth of bacteria which cause diseases like urinary tract infection (UTI). This study aimed to characterize the constituents of *Annona muricata* Linn. leaves extract and to determine if it exhibits antimicrobial activity against *Escherichia coli*, *Klebsiella pneumoniae*, and *Pseudomonas aeruginosa*, the causative agents for UTI. The study utilized a qualitative descriptive design. Chloroform and methanolic leaves extracts were prepared and analyzed for phytochemical constituents. The solvent extracts were then prepared in five concentrations, 60 mg/mL, 20 mg/mL, 6 mg/mL, 2 mg/mL, and 0.6 mg/mL and were tested against the three gram-negative bacteria using broth dilution method. Results indicated that tannins, carbohydrates, phlobatannins, and glycosides were present, while saponins, flavonoids, alkaloids, and sterols were absent. The solvent extracts showed no growth of the three bacteria in 60 mg/mL, 20 mg/mL and 6 mg/mL concentrations, while with growth in 2 mg/mL and 0.6 mg/mL. The findings demonstrated the potential of guyabano leaves to inhibit antimicrobial activity of *E. coli*, *K. pneumoniae*, and *P. aeruginosa*. Further studies must be carried out to determine the bioactive compound present in guyabano leaves to inhibit antimicrobial activity.

Keywords: *phytochemical analysis, antimicrobial activity, guyabano, Annona muricata, sour sop*

Perceived Strengths and Areas of Improvement of the Theology Program of a Faith-Based University in the Philippines

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Abstract

This study explored the alumni's perception of the effectiveness of the College of Theology (COT) program of a faith-based university of the Philippines. Using a descriptive qualitative design, the study specifically determined the strengths, areas of improvement, and recommendations for improvement of the COT program. Through purposive sampling, 35 COT alumni who graduated from 2015 to 2019 participated in this online study. Ethical considerations were observed to ensure confidentiality and anonymity in handling the data. To analyze the data, thematic analysis was used to arrive at themes and categories. Three strengths of the program emerged namely: (a) teaching excellence with two categories competence of the COT faculty and good quality of mentoring culture; (b) academic and spiritual excellence with three categories Bible-based training, relevant curricular program, and theoretical excellence; and (c) employment assurance. On the areas of improvement and recommendations to improve, the five themes are (a) curriculum and instruction management with three subthemes program and course outcomes setting, enhancing program design and instruction, and upgrading missiological methodology; (b) theoretical application, (c) career guidance with two subthemes guidance on fitness for the program and job placement assistance, (d) faculty competency evaluation, and (e) Christ-like mentoring with two sub-themes faculty's hands-on discipling of students and mentoring beyond academics. Findings suggest effectiveness of the COT program with some areas of improvement. Results are relevant empirical data that may inform institutional planning and decision-making. For future studies, a comprehensive curricular evaluation of the Theology program may be conducted using mixed methods approach.

Keywords: *alumni survey, theology program strengths, curricular program weaknesses*

Survey on the Employment and Institutional Outcomes of the Theology Program Among the Alumni of a Faith-Based Higher Education Institution in the Philippines

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Abstract

This research aimed to survey the employment status of the alumni of the College of Theology (COT) program of a faith-based higher education institution in the Philippines. It also assessed how adequately they were trained in developing graduate attributes or institutional outcomes as well as the extent such attributes are practiced in their lives. Anchored on the five institutional outcomes namely: professional competence, active faith, social responsibility, selfless service, and balanced lifestyle, this descriptive study utilized 35 purposively-sampled COT alumni who graduated from 2015 to 2019. Through Google forms, a 64-item Likert-type survey questionnaire using a 4-point response scale was answered. The results showed that 57.1% secured their first job within six months after graduation. Currently, there are 77.2% employed, 11.4 volunteers, 8.6 students, 2.9 unemployed. Majority (80%) were employed in denominational institutions. The alumni's overall mean for the perceived adequacy of education received in developing professional competence, active faith, social responsibility, selfless service, and balanced lifestyle is 3.17 interpreted as adequate. Also, the overall mean of the extent of which such attributes are practiced is 3.34 interpreted as very high. The results are essential data to for the review and enhancement of the COT program. Future studies may include professional competence in the assessment and a more detailed COT program outcomes as indicators. A study may also be conducted to explore the work experiences of the alumni relative to their academic preparation from the COT.

Keywords: *tracer study, theology program, professional competence, active faith, social responsibility, selfless service*

