



Adventist University of the Philippines
RESEARCH OFFICE

5TH INTERNATIONAL RESEARCH FORUM

OPTIMIZING INNOVATIVE DISCOVERIES FOR COMMUNITY DEVELOPMENT

April 20, 2023 | 8:30 AM (PHT)

LIVE



KEYNOTE SPEAKERS



Dr. Lisa R. Roberts

Director for Research, Loma Linda University &
Professor, Loma Linda University - School of Nursing
Loma Linda, California, U.S.A.



Dr. Richard O. Nelson

Vice President for Academics
Adventist International Institute of Advanced Studies
Silang, Cavite, Philippines



Dr. Marilou P. Lucas

Professor IV, College of Business, Economics and Accountancy &
Community Extension Director, Mariano Marcos State University
City of Batac, Ilocos Norte, Philippines

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ADVENTIST UNIVERSITY OF THE PHILIPPINES

5th International Research Forum

April 20, 2023

Theme:

“Optimizing Innovative Discoveries for Community Development”

Objectives:

1. Foster a culture of innovation among researchers.
2. Promote cooperation and collaboration between the University and nearby communities.
3. Create and enhance partnerships between universities and businesses and facilitate the transfer of knowledge and technology between the two sectors.

PROGRAMME

8:30 – 8:35	OPENING PRAYER	DR. LEONARDO B. DORADO Dean, College of Education AUP
8:36 - 8:45	PHILIPPINE NATIONAL ANTHEM & UNIVERSITY SONG	
8:46 - 9:05	INSPIRATIONAL MESSAGE	PR. CERELITO L. CADA Faculty, College of Theology, AUP
9:06 - 9:10	WELCOME REMARKS	DR. ARCELI H. ROSARIO President, AUP
9:11 - 9:25	ROLL CALL OF PARTICIPANTS	DR. VICKY C. MERGAL Assistant VP Academics - Graduate Studies AUP
9:26 – 9:30	MUSICAL RENDITION	MUSIC SOCIETY OF NURSES AUP College of Nursing
9:31 - 9:35	INTRODUCTION OF THE SPEAKER	DR. SUSY A. Jael Dean, College of Nursing AUP
9:36 - 9:56	KEYNOTE SPEAKER #1	DR. LISA R. ROBERTS, FNP-BC, FAANP, FAAN Research Director, Professor Loma Linda University – School of Nursing Loma Linda University, CA, U.S.A.
9:57 - 10:02	VOTE OF THANKS	DR. MIRIAM R. ESTRADA Dean, College of Health AUP
10:03 - 10:08	INTRODUCTION OF THE SPEAKER	DR. GRACEL ANN S. SABAN Vice President for Academics AUP
10:08 - 10:28	KEYNOTE SPEAKER #2	DR. RICHARD O. NELSON Vice President for Academics AIIAS
10:29 - 10:34	VOTE OF THANKS	DR. DORIS A. MENDOZA Dean, College of Medicine AUP
10:34 – 10:39	CLOSING PRAYER	PR. LANI T. ESTEVES Senior Pastor Philippine International Church, AUP
10:40 – 10:45	ANNOUNCEMENTS	MASTER OF CEREMONY

PROGRAMME

10:46 - 11:00	BREAK
11:01 - 12:00	PARALLEL SESSIONS I 11:01-11:20 First Presentation 11:21-11:40 Second Presentation 11:40-12:00 Third Presentation
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 - 4:00	BREAK

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

4:00 – 4:05	OPENING PRAYER	DR. ROWENA IMELDA A. RAMOS Research Consultant, AUP
4:06 – 4:10	MUSICAL RENDITION	MU GAMMA CHI AUP College of Arts and Humanities
4:11 – 4:15	INTRODUCTION OF THE SPEAKER	DR. EDWIN A. BALILA Dean, College of Science and Technology AUP
4:16 – 4:45	KEYNOTE SPEAKER #3	DR. MARILOU P. LUCAS Professor IV, College of Business, Economics and Accountancy & Community Extension Director Mariano Marcos State University City of Batac, Ilocos Norte, Philippines
4:46 – 4:50	VOTE OF THANKS	PR. FELIXIAN T. FELICITAS Dean, College of Theology AUP
4:51 – 4:55	CLOSING REMARKS	DR. JOLLY S. BALILA Director, Research Office AUP
4:56 – 5:00	CLOSING PRAYER	PR. RYAN J. MARTINEZ Faculty, College of Theology AUP
	ANNOUNCEMENTS	MASTER OF CEREMONY

MASTER OF CEREMONY

DR. BERYL BEN C. MERGAL, RN
Research Consultant

SCHEDULE OF PRESENTATIONS

5th International Research Forum

April 20, 2023

MORNING SESSIONS

ALLIED HEALTH

Parallel Session 1A

Session Chair: Dr. Gladys Mae R. Laborde

TIME	PRESENTER	TITLE OF PRESENTATION
11:00 – 11:20	Rachel Serwaah Antwi	ALH001 Ethical Work Climate and Professional Moral Courage among Registered Nurses in Adult Care Settings
11:21 – 11:40	Rhomel L. Bautista	ALH002 Internet Gaming Attitude and Lifestyle Practices among High School Students in a Private Sectarian Academy in Lucban, Quezon
11:41 – 12:00	Armand P. Burda	ALH003 What Makes Nurses Stay: A Conjoint Analysis

ALLIED HEALTH

Parallel Session 2A

Session Chair: Dr. Joyosthie B. Orbe

TIME	PRESENTER	TITLE OF PRESENTATION
11:00 – 11:20	Lilibeth Cordova	ALH004 Nurses' Job Satisfaction: Its Influence on Intent to Leave as Mediated by COVID-19 Anxiety
11:21 – 11:40	Maria Athenna T. Mallari	ALH005 Mind Hacks: A Stress Management Program for Public School Teachers in Las Piñas during the COVID-19 Pandemic
11:41 – 12:00	Melanie A. Manalo	ALH006 Nurses' Role Performance and Quality of Life during the COVID-19 Pandemic

ALLIED HEALTH

Parallel Session 3A

Session Chair: Dr. Carmela L. Malabat

TIME	PRESENTER	TITLE OF PRESENTATION
11:00 – 11:20	Luzil Joy F. Pontanar	ALH007 A Qualitative Study on the Perceptions of the Use of Nursing Informatics Among Philippine Nurses Working Abroad
11:21 – 11:40	Cryslie L. Romero	ALH008 Health Profile and Health-Promoting Lifestyle of the Employees of a Selected University in the Philippines
11:41 – 12:00	Mildred O. Sunga	ALH009 Factors Contributing to Occurrence of Suture Needle Prick Injury among Operating Room Health Care Workers: A Literature Review

BUSINESS
Parallel Session 4A

Session Chair: Mrs. Precious R. Tayaben

TIME	PRESENTER	TITLE OF PRESENTATION
11:00 – 11:20	Jhonalaine Z. Gabrido	BUS001 A Feasibility Study of Establishing Golden Hand Massage Spa in Front of AUP
11:21 – 11:40	Kyle Laurenz Gandalera	BUS002 Business Consultation Firm in the National Capital Region
11:41 – 12:00	Rodel Jr. L. Rodriguez	BUS003 Perceived Effects of Customer Relationship Marketing Practices to Customer Loyalty of Online Businesses in Nasugbu, Batangas

BUSINESS
Parallel Sessionn 5A

Session Chair: Mr. Gaudevic Lloyd N. Rivera

TIME	PRESENTER	TITLE OF PRESENTATION
11:00 – 11:20	Amparo Nicole T. Dacillo	BUS004 Effects of Occupational Status on Women's Buying and Cooking Habits in the Municipalities of Lian, Nasugbu, and Balayan, Batangas
11:21 – 11:40	Capiendo, Raiza Angela	BUS005 Establishing a Women's Dormitory in San Fernando, Bukidnon: A Feasibility Study
11:41 – 12:00	Oliver Joe Budayao	BUS006 The Establishment of Cafeteria in Mountain Provinces Mission

BUSINESS
Parallel Sessionn 6A

Session Chair: Mr. Giovanni Mercado

TIME	PRESENTER	TITLE OF PRESENTATION
11:00 – 11:20	Maximino P. Cadalig	BUS007 Multipurpose Gymnasium at Mountain Provinces Mission
11:21 – 11:40	Abel Gregorio	BUS008 Car Wash Service Center in Quirino, Ilocos Sur: A Feasibility Study
11:41 – 12:00	Neljoy M. Bacasnot	BUS009 Expansion of Services of Adventist Hospital-Davao Through Establishing a Diabetes Clinic: A Feasibility Study

BUSINESS
Parallel Session 7A

Session Chair: Mr. Jeffrey A. Amoguis

TIME	PRESENTER	TITLE OF PRESENTATION
11:00 – 11:20	Donaida Bernardo-Ramos	BUS010 Establishing Pickled Ampalaya (Bitter Gourd), Papaya, and Mango in San Ildefonso, Bulacan: A Feasibility Study
11:21 – 11:40	Amelia S. Bicaldo	BUS011 Sales Leaders' Competencies as Perceived by the Stakeholders of Different Direct Selling Companies in Quezon Province
11:41 – 12:00	Twinkle Maramot Calinao	BUS012 Mapping of Revised Organization and Staffing Standards and Succession Plan: Basis of Training and Development in a Higher Education Institution in Batangas City

BUSINESS
Parallel Session 8A

Session Chair: Dr. Chester Owen B. Diokno

TIME	PRESENTER	TITLE OF PRESENTATION
11:00 – 11:20	Dalrymple D. Camanzo	BUS013 Establishment of Hydroponics Vegetable Farm in Bangkal, Talomo District, Davao City: A Feasibility Study
11:21 – 11:40	Maricris N. Dialde	BUS014 Establishment of a Mobile Dog Grooming Station in Barangay Pulong Santa Cruz, Santa Rosa City
11:41 – 12:00	Marvin C. Hernandez Julius P. Hernandez	BUS015 Perceived Effects of COVID-19 Pandemic on Employee Engagement of Municipal Government Employees in Balayan, Lemery, and Nasugbu, Batangas

BUSINESS
Parallel Session 9A

Session Chair: Mr. Reynaldo P. Abas, Jr.

TIME	PRESENTER	TITLE OF PRESENTATION
11:00 – 11:20	Jasper Riconeil B. Iting	BUS016 Establishing a Water Refilling Station in Brgy. Balite, Villaba, Leyte: A Feasibility Study
11:21 – 11:40	Marlinda Garbin	BUS017 Establishing a Water Refilling Station at Concepcion Adventist Academy: A Feasibility Study
11:41 – 12:00	Brian Dale F. Pollito	BUS018 Massage Center at Mountain Provinces Mission

BUSINESS
Parallel Session 10A

Session Chair: Dr. Edwin A. Balila

TIME	PRESENTER	TITLE OF PRESENTATION
11:00 – 11:20	Mark Joshua R. Jugo	BUS031 Challenges of Having Diversified Setup for On-the-Job Training of Batangas State University TNEU ARASOF Nasugbu Students Amidst COVID-19 Pandemic
11:21 – 11:40	Hyre Tangonan	BUS032 Establishment of a Multi-Level Parking at Mountain Provinces Mission: A Feasibility Study
11:41 – 12:00	Buenas L. Ramos	BUS047 Establishing a Milk Tea Shop in Sitio Muzon, Barangay Puting Kahoy, Silang, Cavite: A Feasibility Study

EDUCATION
Parallel Session 11A

Session Chair: Dr. Michelle T. Collado

TIME	PRESENTER	TITLE OF PRESENTATION
11:00 – 11:20	Mercedes M. Ibanez	EDUC001 Association of Teachers' Feedback to Learning Motivation of Senior High School Students
11:21 – 11:40	Rinny Lientje Kambey	EDUC002 The Relationship of Teachers' Instructional Strategies on Students' Academic Achievement During the Pandemic Period
11:41 – 12:00	Maybelline M. Onate	EDUC003 Lifestyle Practices of the Graduating Seniors of a Faith-Based Higher Education Institution

EDUCATION
Parallel Session 12A

Session Chair: Dr. Cecilia F. Ronia

TIME	PRESENTER	TITLE OF PRESENTATION
11:00 – 11:20	Mysel G. Orongan	EDUC004 Teachers' Adherence to the Code of Ethics
11:21 – 11:40	Twinkle Mie Rose Dinero & Jonathan M. Ronia	EDUC005 Exploring Pre-Service Teachers' Challenges in their Community Education Program Participation during the Pandemic
11:41 – 12:00	Thang Tung Mang	EDUC006 Ethical Behavior as a Predictor of Job Performance

HUMANITIES
Parallel Session 13A

Session Chair: Dr. Rhalf Jayson F. Guanco

TIME	PRESENTER	TITLE OF PRESENTATION
11:00 – 11:20	Danna Karyl Jane C. Talde	HUM001 Kolori, Sirkuli: Semantic Relations of the Indigenized English Lexemes in Cebuano
11:21 – 11:40	Silvestre D. Yraola III	HUM002 The Theory of Planned Behavior and Influences on Willingness-to-Pay for Green Air Travel: A Values Orientation Perspective
11:41 – 12:00	Arianne S. Alvarez	HUM008 The Effects of Forgiveness Therapy Intervention on Emotional Intelligence and Subjective Distress Among Women Who Experienced Abuse

AFTERNOON SESSIONS

ALLIED HEALTH
Parallel Session 1P

Session Chair: Dr. Mylene S. Gumarao

TIME	PRESENTER	TITLE OF PRESENTATION
1:30 – 1:50	Alonesto D. Regio	ALH010 Assessment of Hypertension Knowledge, Lifestyle Factors, and Blood Pressure of Selected Residents of Cabangaan Community: Basis for an Intervention Program
1:51 – 2:10	Shirley M. Lerasan	ALH011 Determinants of a Spiritual Program Satisfaction among Selected Patients in a Private Sectarian Hospital in Davao City
2:11 – 2:30	Jon Nevin Dizon	ALH012 Nutritional Knowledge, Beliefs, and Practices among Indigenous People in Mindoro: Basis for a Nutrition Education Program
2:31 – 2:50	Ma. Agnes P. Hernandez	ALH013 Knowledge, Beliefs, and Practices in Screening, Assessing, Evaluating and Reporting of Leprosy Cases among Community Health Workers in Atimonan, Quezon
2:51 – 3:10	Redante Honorica	ALH014 Knowledge, Attitude, and Lifestyle Practices as Factors Related to Smoking Tendency among Grade 5/6 Elementary School Pupils: Basis for a Program
3:11 – 3:30	Xy-pa P. Esdrelon	ALH015 Leadership Styles, Attitudes Towards the Leader, and the Performance of Healthcare Workers in a Private Sectarian Hospital in Davao

ALLIED HEALTH
Parallel Session 2P

Session Chair: Dr. Maria Julita San Joaquin-Sibayan

TIME	PRESENTER	TITLE OF PRESENTATION
1:30 – 1:50	Domingo B. Serafica Jr.	ALH016 Knowledge, Attitude, and Practices Regarding Fastfood Consumption among Parents and Children
1:51 – 2:10	Graciella O. Ramos	ALH017 Factors Associated with Maternal Lifestyle Practices During the First 1000 Days and Stunted Growth in Children Under Five Years in a Barangay in Quezon Province
2:11 – 2:30	Michelle G. Riosa	ALH018 Knowledge on Healthy Lifestyle, Physical Activity Engagement, Lifestyle Practices and Belief on the Risk of Polycystic Ovary Syndrome among Women in Santa Rosa City, Laguna, Philippines: A Basis for a Lifestyle Program
2:31 – 2:50	Subagiyo	ALH019 Knowledge, Attitudes, and Practices Regarding Rabies Prevention in a City in Bali, Indonesia
2:51 – 3:10	Harris Acero	ALH020 Knowledge, Attitude, and Practices on Healthy Lifestyle and the Weight of Residents in a Selected Community: A Basis for a Lifestyle Modification Program
3:11 – 3:30	Leonard A. Pehid	ALH021 Financial Insecurity and Job Demands as Indicators of Stress among Teachers and Staff of a Private Sectarian Elementary School in Puerto Princesa City, Palawan

BUSINESS
Parallel Session 3P

Session Chair: Dr. Ruben T. Carpizo

TIME	PRESENTER	TITLE OF PRESENTATION
1:30 – 1:50	Hana Demi Dee	BUS019 Establishing a Rage Room in Santa Rosa, Laguna: A Feasibility Study
1:51 – 2:10	Aliester C. Kimmayong	BUS020 Establishing an Online Fish Store
2:11 – 2:30	Dennis Arthur S. Leonor	BUS021 Organizational Commitment and Management Styles of Business Executives in Relation to Organizational Performance of Microfinance Institutions in Quezon Province
2:31 – 2:50	Lowen Marjory Alcorin Simborio	BUS022 Expansion of Adventist Hospital - Davao by Establishing a Mobile Pharmacy in Talomo District: A Feasibility Study
2:51 – 3:10	Manilyn M. Franche	BUS023 Establishing Hydroponic Lettuce Farming
3:11 – 3:30	Femae Love P. Bellosillo	BUS024 Establishing a Dialysis Center in the Municipality of Narra, Palawan: A Feasibility Study

BUSINESS
Parallel Session 4P

Session Chair: Dr. Marta B. Macalalad

TIME	PRESENTER	TITLE OF PRESENTATION
1:30 – 1:50	Jeffrey A. Amoguis	BUS025 Influence of Proactive Behaviors and Organizational Learning Culture on Employee Work Performance
1:51 – 2:10	Charlene C. Maniego, RN	BUS026 Expansion of Adventist Hospital-Davao by Establishing a Wellness Center: A Feasibility Study
2:11 – 2:30	Crisanto S. Ramirez	BUS027 Records Management Practices of Coastal Barangay in Camarines Norte
2:31 – 2:50	Jan Paulo P. Santos	BUS028 Expansion of Soymilk Products of Northern Luzon Adventist College: A Feasibility Study
2:51 – 3:10	Wilkinson G. Ayangdo	BUS029 Triple J's Furniture Manufacturing Business: A Feasibility Study
3:11 – 3:30	Khryzz Claudine M. Cabañero	BUS030 Travel Agency Business in Silang, Cavite: A Feasibility Study

BUSINESS
Parallel Session 5P

Session Chair: Dr. Lowena G. De Ocampo

TIME	PRESENTER	TITLE OF PRESENTATION
1:30 – 1:50	Elmer B. Macalingay	BUS033 H100 Plant-Based Meat Alternatives Processing Center in Baguio City: A Feasibility Study
1:51 – 2:10	Kyhle B. Mesina	BUS034 Perceived Issues of Work from Home Setup and Coping Mechanism of BPO Employees During Pandemic in Nasugbu and Lian, Batangas
2:11 – 2:30	Camille E. Moron	BUS035 Moderating Effects of Age and Sex on the Relationship Between Trader's Style and Technical Analysis
2:31 – 2:50	Marikit Anne M. Gayoba-Valenzuela	BUS036 Self-Service Frozen Yogurt Shop at Adventist University of the Philippines: A Feasibility Study
2:51 – 3:10	Jenny V. De Lara	BUS037 The Effects of Interpersonal Relationships and Communication to the Job Performance of Employees in a Healthcare Organization
3:11 – 3:30	Illoza Joy P. Bellosillo-Palacol	BUS038 A Birthing Center in Barangay Tiniguiban, Puerto Princesa City, Palawan: A Feasibility Study

BUSINESS
Parallel Session 6P

Session Chair: Dr. Evely G. Lintao

TIME	PRESENTER	TITLE OF PRESENTATION
1:30 – 1:50	Meynard Kaynes C. Abadilla Abegail T. Merciales Leomar C. Miano	BUS039 Awareness, Knowledge, and Perception on the Implementation of 105-Day Expanded Maternity Leave Law among Women Employees of LGU, Tayabas City
1:51 – 2:10	Jeanne Maika Virtudazo	BUS040 Exploring Sustainable Value Co-creation in the Philippine Food and Beverage Packaging Industry Using Narrative Analysis
2:11 – 2:30	Elbert M. Esperanzate	BUS041 Freight Services at Philippine Publishing House
2:31 – 2:50	Angerreyfie C. Masinas	BUS042 Investment Behaviors and Preferences of School Teachers in Lucena City
2:51 – 3:10	Novel Balang	BUS043 Children's Park in Tadian, Mountain Province: A Feasibility Study
3:11 – 3:30	Kelvin Ryan D. Palacol	BUS044 Cold Taho Production in Barangay San Pedro, Puerto Princesa City, Palawan: A Feasibility Study

BUSINESS
Parallel Session 7P

Session Chair: Dr. Annalyn O. Bacolod

TIME	PRESENTER	TITLE OF PRESENTATION
1:30 – 1:50	Exelyn R. Morada	BUS045 Crematory Service in Pasay City: A Feasibility Study
1:51 – 2:10	Sammy O. Tabudlong	BUS046 Renal Care Unit Expansion to 24 Hemodialysis Machines at Adventist Hospital – Davao: A Feasibility Study
2:11 – 2:30	Charilyn A. Bishop	BUS048 Online Job Board Business: A Feasibility Study
2:31 – 2:50	Danielle H. Bug-os	BUS049 Establishing a Pet Day Care Facility in Baguio City
2:51 – 3:10	Angelo A. Almazan	BUS050 Mediating Effect of Working Condition on Conflict Management and Employee Happiness in the Electronics Industry
3:11 – 3:30	Yvonne Matbagan	BUS051 Kalinga Adventist Academy: Establishing an Academy at Casigayan Tabuk City, Kalinga

EDUCATION
Parallel Session 8P

Session Chair: Dr. Sheryl Ann M. Castillo

TIME	PRESENTER	TITLE OF PRESENTATION
1:30 – 1:50	Zhou Shuangshuang	EDUC007 Safety Culture Measurement Among Chinese Undergraduates at a Private University
1:51 – 2:10	Maria Chello L. Gregorio	EDUC008 Online Learning Climate in Relation to Knowledge, Attitude and Laboratory Skills in Genetics of Undergraduate Biology Students as Mediated by Teaching Performance
2:11 – 2:30	Maria Eloisa D. Ponce	EDUC009 Factors Related to Career Preference of Industrial Technology Students at LSPU: Effects on Academic Performance
2:31 – 2:50	Amada C. Yllano	EDUC0010 Empowering Communities Through Values Education Program: An Impact Study
2:51 – 3:10	Yu Lou	EDUC0011 Challenges and Successes in Learning Second Language among Chinese Students: A Phenomenological Study
3:11 – 3:30	Channell Florence Ann M. Pedrosa	EDUC0012 Students' Learning and Satisfaction Towards a Stress Management Program During the Covid-19 Pandemic

EDUCATION & HUMANITIES
Parallel Session 9P

Session Chair: Ms. Cutie B. Cañesares

TIME	PRESENTER	TITLE OF PRESENTATION
1:30 – 1:50	Moses S. K. Azameti	EDUC013 Effect of Organizational Culture on Faculty Performance of Private Universities in Selected Countries in West Africa
1:51 – 2:10	Isabel P. De Leon	HUM004 Determining the Influence of Self-Efficacy, Ascribed Responsibility, and the Theory of Planned Behavior on Pro-Environmental Behavior Among the Youth
2:11 – 2:30	Myron Jenzo Sarno	HUM005 Experiences of Bereaved Family Members During the Pandemic: Results from a Phenomenological Study
2:31 – 2:50	Faye Nadine D.S. Tungcul	HUM006 Applying the Theory of Planned Behavior to Carpooling as a Form of Collective Action
2:51 – 3:10	Hyacinth Jane H. Sales	HUM007 Schema and Attachment Styles: Their Relationships to Interpersonal Functioning of Young Professionals as Mediated by Coping Style
3:11 – 3:30		

SCIENCE AND TECHNOLOGY
Parallel Session 10P

Session Chair: Dr. Orlex B. Yllano

TIME	PRESENTER	TITLE OF PRESENTATION
1:30 – 1:50	Michelle Dulay	SCI001 The Effectiveness of Okra Mucilage (Abelmoschus Esculentus) as a Binding Agent to Organic Pigment
1:51 – 2:10	Abraham Perral Racca	SCI002 Classical EOQ Model that Allows Shortage Due to Inefficiency in Production
2:11 – 2:30	Merbeth Christine L. Pedro	SCI003 Substrates and Sand Dollar Cactus: An Analysis of Growth, Germination, and Survival Rates
2:31 – 2:50	Claudya E. Tafari	SCI004 Modifying Bass Diffusion Model to Study COVID-19 Vaccine Adoption
2:51 – 3:10	Joseph Malaluan	TECH001 Comparative Analysis of String Similarity Metrics as Utility for Legacy Database Object Mapping to a New Database Structure

ABSTRACTS

ETHICAL WORK CLIMATE AND PROFESSIONAL MORAL COURAGE AMONG REGISTERED NURSES IN ADULT CARE SETTINGS

Rachel Serwaah Antwi

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ABSTRACT

Moral courage is the foundation for nurses, whereby nurses possess an ethical-moral duty in delivery of safe and quality patient care. However, 64% of nurses experience a greater degree of ethical issues compared to other healthcare professionals. Studies have reported that organizational factors are associated with moral courage during ethical conflicts. Therefore, this correlational study aimed to determine the relationship between ethical climate and professional moral courage among nurses. A significant difference of moral courage among nurses when years of experience was also considered. One hundred and seven nurses from four selected hospitals in Ghana were recruited using simple random sampling technique to answer the structured questionnaires. The statistical treatment utilized were Pearson correlation and ANOVA. The results showed that there was a *moderately significant positive relationship* between ethical work climate and professional moral courage ($r=.375, p=.000$). The study also showed a *statistically significant difference* ($p=.001, F=7.658$) in moral courage when considering years of experience. Nurses with over 10 years of experience had a higher level of moral courage ($M=3.072, SD=.3351$). This study concludes that to enhance and sustain the healthcare organizational ethical climate, nurses should practice positive moral courage. Support strategies such as multi-professional collaboration, ethics training, administrative support, and mentorship are recommended to strengthen nurses' moral courage in ethically challenging situations, influencing their ethical climate. Further research should also be conducted employing a qualitative research design to gain nurses' insights and perception of the influence of ethical climate on moral courage.

Keywords: *ethical work climate, professional moral courage, nurses, ethical dilemmas*

INTERNET GAMING ATTITUDE AND LIFESTYLE PRACTICES AMONG HIGH SCHOOL STUDENTS IN A PRIVATE SECTARIAN ACADEMY IN LUCBAN, QUEZON

Rhomel L. Bautista

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ABSTRACT

Internet gaming is defined as an electronic game played over a computer network. Internet gaming addiction affects most teenagers as they easily access today's common gadget like the cellphone. In 2017, there are 29.9 million gamers recorded but as of 2022 there are 43 million gamers in the Philippines. Moreover, there is a rapid and fast-growing gamers in the Philippines. The study aims to investigate the determinants of internet gaming addictions among 70 High School students chosen via purposive sampling. Statistical mean and percentages to assess the levels of the variables and the Spearman Rank Correlation to determine the significant relationship between knowledge, lifestyle practices and hours spent in online gaming. Result of knowledge on online gaming attitude was positive ($M=7.26$; $SD=1.76$), while lifestyle practices negative ($M=3.05$; $SD=0.36$). Moreover, 50% of the respondents spent more than three hours each day in gaming. A significant negative significant relationship between lifestyle practices and the hours spent in internet gaming was found ($r=-.289$; $p=.015$), which denotes that the better the lifestyle practices, the lower time spent in gaming. In considering the demographic data, it showed no significant difference in terms of hours on internet gaming except the age which shows that there is a significant difference among older respondents. The result of the study is a basis of a program planning module to enhance the knowledge and improve the lifestyle practices of the teens so that they will be prevented from online gaming addiction. The study recommends that the students should spend less time in gaming, instead, focus on developing and practicing healthy lifestyle.

Keywords: *internet gaming, lifestyle practices, high school*

WHAT MAKES NURSES STAY: A CONJOINT ANALYSIS

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ABSTRACT

The attrition of the nursing workforce has been one of the problems that have long challenged the nursing profession. The study aims to recognize what will make nurses stay in their profession to create a supportive milieu that satisfies their preferences. Conjoint Analysis was utilized to analyze the data to elucidate the nurses' inclinations. Attributes based on literature were clarified and tested for validity employing the orthogonal array and translated to conjoint sorts. Qualifications measures expected members to be licensed registered nurses engaged in their profession for a year. The corpus of the research was accumulated from 104 participants from four (4) randomly selected private sectarian hospitals in Mindanao, Philippines. Four (4) attributes that characterizes nursing retention was extracted from literature such as: work-life balance, career development, working Climate, and benefits. Results reveal that nurses consider work-life balance as an essential variable that makes nurses stay with a general significance of 40%, and whereas career development is the least considered attribute with a significance of 15.3%. Overall, the nurses preferred working conditions that prioritize work-life balance with high regard for shared governance and security of tenure that comes in the form of educational aids, housing incentives, car incentives, medical aides, and insurance. An excellent working climate fosters proactivity and career development by recognizing their strengths. Thus, the study recommends the mixture of these attributes according to the percentage will improve nurses' retention in their profession.

Keyword: *nursing retention, nurses, conjoint analysis*

NURSES' JOB SATISFACTION: ITS INFLUENCE ON INTENT TO LEAVE AS MEDIATED BY COVID-19 ANXIETY

Lilibeth Cordova

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ABSTRACT

Worldwide, there are growing concerns regarding nurses' job satisfaction because of the pivotal role of turnover issues. This study aims to inspect the relationship between job satisfaction on the intention to leave associated with COVID-19-related Anxiety among expatriate nurses working in selected Saudi Arabian primary health care centers. The emphasis of this study is to explore what contributes to nurses' staying in their organizations that can help the nursing managers to formulate strategies to improve the nurses' job satisfaction and reduce their turnover issues. This study was conducted on January 2022 to March 2022 and utilized a purposive sampling using the three standardized scales among the ten selected private healthcare institutions in Jeddah, Saudi Arabia. There were 277 nurses participated in the study, majority were aged 40-52, female participants consisted of 55.2%, and single were 61.4% of the population. The mediation analysis disclosed that the indirect effect of job satisfaction on intent to leave passing through Covid-19 Anxiety was insignificant. It was concluded in this study that job satisfaction and its variables (work-environment, work-culture, relational) influence the respondents' intent to leave. Meanwhile the implication of this study findings is that COVID-19 anxiety does not significantly mediate between nurses' job satisfaction and intention to leave ($\beta = 0.017$, $t = 0.99$, $p = 0.318$). Age and gender are not associated to the intention to leave the organization, while marital status is significantly related to the intention to leave $p = 0.013$, which means that singles have a higher intention to leave compared to those who are married. Therefore, it was recommended to have open channel communications for their retirements in their human resource management. Thus, the nursing managers must support and include them in the organization's decisions making, as well as give enough breaks promptly, which may help reduce the nurses' COVID-19 Anxiety.

Keyword: *nurses, job satisfaction, intent to leave, COVID-19 anxiety*

MIND HACKS: A STRESS MANAGEMENT PROGRAM FOR PUBLIC SCHOOL TEACHERS IN LAS PIÑAS DURING THE COVID-19 PANDEMIC

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ABSTRACT

Stress is a global public health issue more than ever during the COVID-19 pandemic. In the education sector, teachers encountered heavier workloads, inevitable shifting from face-to-face to virtual learning, and isolation that would lead to anxiety and depression. As shown in the needs assessment conducted last January 2022, it was shown that public school teachers in Las Pinas showed severe anxiety, mild stress, and moderate depression. This shows the need for a stress management program. Hence, this study aimed to promote an occupational stress management program for public school teachers in Las Pinas. Public school teachers in Las Pinas participated virtually in this one-group quasi-experimental study. The Depression, Anxiety, and Stress Scale-21 items (DASS-21) were used to determine depression, stress, and anxiety levels. The health belief model is the theoretical framework used in this study. At the end of the program, 86% or 26 out of 30 participants adhered to the “Pinggang pinoy” guidelines and exercised at least 30 minutes twice a week. Seventy-five percent of them could sleep at least seven hours or more. Furthermore, participants improved their stress, depression, and anxiety to a normal level. There is a significant difference between depression, anxiety, and stress. They all participated in the group activity on coping with stress. Eighty-seven percent were committed to participating in a support group that will advocate mental health. Therefore, the “Mind Hacks” stress management program has effectively alleviated the participants’ depression, anxiety, and stress levels. Hence, this program helps improve public school teachers’ physical, emotional and mental health.

Keyword: *depression, anxiety, public school teachers, COVID-19 pandemic*

NURSES' ROLE PERFORMANCE AND QUALITY OF LIFE DURING THE COVID-19 PANDEMIC

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ABSTRACT

The COVID 19 pandemic weakened the health care system around the world that made nurses experience emotional, psychological, and physiological fatigue believed to somehow affect their role performance. This study employed a descriptive-evaluative, descriptive-correlational and descriptive-comparative research design. The study was conducted to determine the nurse's role performance and quality of life during the Covid 19 pandemic. A total of 117 registered nurses working in varying positions, and clinical area, working for 6 months and above in three private hospitals regardless of age, and marital status were purposively sampled. A literature-based questionnaire was used as a survey tool. The tool was validated by experts and its reliability was established. The study found out that nurses have a *very high* level of performance in performing their duties and responsibilities to their patients, significant others of patients, co-nurses, and other health care providers and the nurses' role performance in relation to their superiors was also *high*. The overall level of role performance of the nurses is *very high*. Also, the nurses had a *high* quality of life considering their general, social, emotional, and functional well-being, meanwhile an average quality of life considering their physical well-being. Their role performance towards their patients ($p=.000$; $r = .384$), superiors ($p=.000$; $r = .383$), co-nurses ($p=.000$; $r=.353$) and other health care providers ($p=.001$; $r=.314$) were significantly related to their quality of life, but not with significant others. This means that the higher the level of the nurses' role performance, the better is the quality of their life. The age, number of years of working experience, position, area of assignment, and hospital of employment did not significantly make a difference in their quality of life. Their marital status ($p = .042$) and their gender ($p= .031$ $z = -2.160$) made a significant difference in their quality of life during the Covid 19 pandemic. Those married and male have a better quality of life compared to single and female. It is important then for the hospital administrator to provide opportunities and environment to nurses so they can perform their role appropriately and further to nurses to look into the physical well-being of the nurses, so their quality of life will be enhanced.

Keyword: *nurses' role performance, quality of life of nurses, COVID-19 pandemic*

A QUALITATIVE STUDY ON THE PERCEPTIONS OF THE USE OF NURSING INFORMATICS AMONG PHILIPPINE NURSES WORKING ABROAD

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ABSTRACT

Within the context of a global village, many nurses from the Philippines have fanned out and emigrated into countries where digitized healthcare has been integral in their delivery, particularly the use of nursing informatics. Using a descriptive qualitative design, this study explores the perceptions of Philippine nurses towards their use of nursing informatics in the health facilities where they work abroad. A series of semi-structured interviews were conducted via Zoom with seven participants from varied nursing backgrounds, scattered all over the world. Thematic analysis of their responses shows Philippine nurses perceive nursing informatics use in their practice abroad as: a collection of inexhaustible data, an avenue for feedback between nurses and software designers, a health service giving patients freedom in their care management, remarkably easy to use, portable and accessible information, and a network providing interconnectivity between health workers. Respondents also report challenges with the use of nursing informatics such as data vulnerability, computer literacy specially for older nurses, and opportunities for professional growth in nursing informatics. In conclusion, the experiences of Philippine nurses with nursing informatics abroad provides for them opportunities and challenges in their practice that appears in step with the current global digital atmosphere. This study has also shown that nursing informatics bring out the adaptability of Philippine nurses towards new work environments. The researcher recommends that nursing informatics be included in the Philippine nursing education curriculum to better prepare Philippine nurses should they work abroad.

Keyword: *Philippine nurses, nursing informatics, descriptive qualitative design*

HEALTH PROFILE AND HEALTH-PROMOTING LIFESTYLE OF THE EMPLOYEES OF A SELECTED UNIVERSITY IN THE PHILIPPINES

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ABSTRACT

A healthy workforce is one of the most important assets of any organization. Having an institutional program to promote wellness is an investment in organizational performance. Thus, this descriptive quantitative study aimed to explore the health profile and health-promoting lifestyle practices of employees as a basis for creating a health and wellness program for the university. Using stratified and simple random sampling, 164 university employees were selected to participate in an online survey of which 61 were male and 103 females. The data gathering instrument consists of a 49-item 5-point Likert-type response scale which was based on the Health Promotion Model and NEWSTART frameworks. , a 49-item survey questionnaire, partially adapted from the Lifestyle Profile II. Results showed that 36% of the respondents have maintenance medications and 33% have health issues. Additionally, the health-promoting lifestyle is *high*. Among the nine dimensions of the health-promoting lifestyle, spiritual growth, stress management, and drinking water were the top three on the list while exercise, health responsibility, and nutrition were the lowest. Further, a *statistically significant difference* in health-promoting lifestyles across sex was evidently such that the males exercise more than the female employees. Results are essential data to inform institutional health and wellness program planning. For future studies, the health challenges and coping strategies may be explored in view of the modified work arrangement due to the global pandemic.

Keyword: *health profile, health-promoting lifestyle, university employees*

FACTORS CONTRIBUTING TO OCCURRENCE OF SUTURE NEEDLE PRICK INJURY AMONG OPERATING ROOM HEALTHCARE WORKERS: A LITERATURE REVIEW

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ABSTRACT

An estimated 600,000 to 800,000 needlestick injuries occur annually worldwide, about half of which go unreported. This study sought to determine the frequency of needlestick injuries among healthcare workers in the operating room and to identify the factors contributing to such occurrence. The qualitative research design specifically literature review was used. In addition, the John Hopkins Evidence-Based Practice Guide was used to identify the problem. Literature included studies for the past 5 years from 2015-2020 using the terms needlestick injury and operating room in the PUBMED Database. The Risk of Bias in Systematic Review (ROBIS) Tool was used to assess risk of bias. The result of the study included 26 studies. One study used a 17-question survey on needlestick injuries that were distributed during training. One quarter did not report their injuries to seek treatment, with the largest percentage from the general survey (53%). The primary reason for not reporting injuries or seeking treatment included time away from patient care and lack of concern about the injury. More than half (64%) of the anesthesiology residents who reported injuries thought fatigue was a contributing factor. Another study used a multidisciplinary prospective survey in which anonymous questionnaires were distributed to all Operating Room (OR) personnel who handle sharps. Also, half of OR residents sustained needlestick injuries which did not get reported. The most valid reason was being too much time away from patient care. Only anesthesiology residents commonly cited fatigue as a contributor to their needlestick/sharps injury. The results shed light on the attitudes of OR personnel by suggesting an improvement on safety and communication. Based on these results, it is recommended that the Behavior Based Performance Excellence (BBPE) checkpoint be implemented to emphasize employee safety and communication.

Keyword: *needlestick injury, operating room, literature review*

ASSESSMENT OF HYPERTENSION KNOWLEDGE, LIFESTYLE FACTORS, AND BLOOD PRESSURE OF SELECTED RESIDENTS OF CABANGAAN COMMUNITY: BASIS FOR AN INTERVENTION PROGRAM

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ABSTRACT

This paper aimed to assess the Hypertension Knowledge, Lifestyle Factors, and Blood Pressure of selected participants of Cabangaan Community. The study utilized a descriptive-evaluative research design. The mean, standard deviation, percentage was used to analyze the collected data. A total of 63 adults were conveniently sampled, aged 18-60 years. Most of the respondents were married (58.7%) followed by widowed which composed 34.9% and the remainder are single which is composed of 6.3%. The study reveals that the respondents had an *above average* hypertension knowledge ($M= 7.29$; $SD= 1.0$). On the lifestyle factors, in the respondents rated themselves as fair in terms of physical activity ($M= 2.5$; $SD= .627$) and sleep ($M= 2.2$; $SD= .412$). Whereas, in terms of diet the respondents were *good* ($M= 2.8$; $SD= .468$). The blood pressure of the participants was assessed and found to have a mean arterial pressure (MAP) of 101.53 which is interpreted as *above normal*. Also, the respondents were classified as hypertension stage 1 category with the mean systolic blood pressure of 132 mmHg and diastolic blood pressure of 86 mmHg. In conclusion, the findings of the study suggest that the hypertension knowledge, lifestyle factors, and blood pressure of participants are suboptimal. Hence, an intervention program entitled “*Galaw- galaw nang Hindi Madaling Pumanaw*” is designed to promote healthy habits. The program components are as follows: hypertension’s introduction, risk factors, and what to do, nutrition, DASH Diet, and meal planning, rest to a good life, active lifestyles and home exercises, and other risk factors. It is therefore recommended that the intervention program be tested for its efficiency in increasing hypertension knowledge, improving lifestyle factors and in improving the blood pressure of individuals.

Keyword: *hypertension, knowledge, diet, sleep, physical activity, blood pressure*

DETERMINANTS OF A SPIRITUAL PROGRAM SATISFACTION AMONG SELECTED PATIENTS IN A PRIVATE SECTARIAN HOSPITAL IN DAVAO CITY

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ABSTRACT

The purpose of this study was to determine a relationship between Infrastructure and Processes and Personnel Relationship to the Spiritual Program satisfaction among patients in a private sectarian hospital in Davao City, Philippines. A descriptive-evaluative and descriptive-correlational research design was used in the study. The mean, standard deviation and pearson product moment coefficient was used for the analysis of the data. One hundred sixty-seven patients were randomly selected by the researcher that served as the source of the data. The results of the study revealed that the patients perceived that the infrastructure and processes of the hospital was *good* ($M=-4.49$; $SD=-0.51$), personnel relationship to patients was *very good* ($M=-4.53$; $SD=-0.52$) and the spiritual program as *very good* ($M=-4.55$; $SD=-0.55$). A *highly positive* significant relationship was between infrastructure/processes and spiritual program satisfaction ($r=-0.73$; $p=0.00$). Furthermore, a *highly positive* significant relationship was found between personnel relationship and spiritual program satisfaction ($r=-0.73$; $p=0.00$). This suggests that when patients are satisfied with the infrastructure process and personnel relationship, the patients are also highly satisfied with the spiritual program. The results of this study are crucial for hospital staff at private hospitals because they highlight the variables that matter most in determining patient satisfaction to spiritual program satisfaction. It is therefore recommended that infrastructure processes and personnel relationship to patients must be improved so that patients become more satisfied with the spiritual program implemented by the hospital.

Keyword: *infrastructure, process, spiritual program, patient satisfaction*

NUTRITIONAL KNOWLEDGE, BELIEF, AND PRACTICES AMONG INDIGENOUS PEOPLE IN MINDORO: BASIS FOR A NUTRITION EDUCATION PROGRAM

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ABSTRACT

Nutrition can affect education and livelihood, perpetuating an endless cycle that the less fortunate such as the indigenous people cannot escape from due to the lack of access to resources and lower levels of education. This cross-sectional study aims to determine the nutritional knowledge, belief, and practices among a tribe of Mangyan. The mean, standard deviation and percentages was used to analyze the data. Using purposive sampling, 80 respondents took part in the survey. Results showed that 67 (83.8%) had high level of nutritional knowledge, 7 had a very high level of nutritional knowledge and 6 (7.5%) had a low level of nutritional knowledge. The overall mean for nutritional knowledge is $M=6.27$ ($SD=1.12$), which is interpreted as high. In terms of nutritional belief, 41 respondents (51.2%) have a positive belief while 35 (43.8%) have a *negative* belief. The overall mean for nutritional belief is $M=2.50$ ($SD=1.12$), which is interpreted as positive belief. In terms of nutritional practices with 50 (62.5%) had a good level of nutritional practice, 30 (37.5%) had a fair level of nutritional practice. None among the respondents obtained a very good level of nutritional practice. The overall mean for nutritional practices is $M=2.38$ ($SD=1.12$) which is interpreted as good. In conclusion, the high level on nutritional knowledge, positive belief, and good practice of the indigenous people are promising results. Based on the results of the study, a nutrition education program was developed. It is recommended that the same program will be tested for its effectivity to increase nutritional knowledge, belief and practices among indigenous people in Mindoro.

Keyword: *belief, education, indigenous, knowledge, nutrition, practices*

KNOWLEDGE, BELIEFS, AND PRACTICES IN SCREENING, ASSESSING, EVALUATING, AND REPORTING OF LEPROSY CASES AMONG COMMUNITY HEALTH WORKERS IN ATIMONAN, QUEZON

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ABSTRACT

Hansen's disease or Leprosy is one of the Neglected Tropical Diseases caused by a bacterium, *Mycobacterium leprae*. The World Health Organization 2030 global leprosy targets to zero leprosy cases. In the Philippines, the National Leprosy Control Program 2022 aims to continue the elimination of the disease by carrying-out zero transmission and disability. A comprehensive, integrated and quality leprosy services at all levels of health care in the country should be done and be implemented. Barangay Health workers or the Community Health Workers have significant role in community in achieving this goal. The aim of this study is to assess the knowledge, beliefs and practices of the BHW in screening, assessing, evaluating and reporting leprosy cases in the Municipality of Atimonan Province of Quezon. The Knowledge-Attitude-Practices (KAP) model and the Precede-Proceed model were the theoretical framework used in this study. Results showed that the respondents have low level of knowledge ($M=5.8$; $SD=1.33$), *positive belief* ($M=2.81$; $SD=0.43$) and *poor practices* ($M=2.18$; $SD= 0.87$) in screening, assessment, evaluating and reporting of leprosy. In addition, findings exhibited that there is no significant correlation between knowledge and practice and between beliefs and practices respectively. Moreover, there is no significant difference in knowledge when participants age, marital status and educational background are considered. As a result of the study, it was recommended that a skills enhancement program be conducted to address the poor knowledge and practices of the Barangay Health Workers.

Keyword: *leprosy, barangay health workers, knowledge, beliefs and practices on leprosy disease*

KNOWLEDGE, ATTITUDE, AND LIFESTYLE PRACTICES AS FACTORS RELATED TO SMOKING TENDENCY AMONG GRADE 5/6 ELEMENTARY SCHOOL PUPILS: BASIS FOR A PROGRAM

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ABSTRACT

Smoking is a world epidemic. It is the most modifiable health factor of many non-communicable diseases like cancer, heart disease, type-2 diabetes, stroke and other chronic diseases. In the Philippines, smoking is also an epidemic. In a 2019 Global Youth Tobacco Study (GYTS) in the Philippines, it revealed that 12.5% of students, ages 13-15, have used any tobacco products and 10% have smoke cigarette. This study is done to determine how the level of knowledge, attitude and lifestyle practices relates to smoking tendency among 73 Grades 5 and 6 students chosen through cluster sampling. The study utilized percent, mean, frequencies, and ANOVA as statistical analysis. The result shows that there is a very high level of knowledge about smoking among the surveyed participants with a mean of 12.36 ($M = 12.36$; $SD = 1.12$), where the range of high level of knowledge is 12-13. The level of attitude indicates a positive attitude towards smoking with a mean of 3.49 ($M = 3.49$; $SD = 0.40$), while the practice shows good lifestyle practices thus, leading to a low tendency toward smoking tendency with a mean of 12.05 ($M = 12.05$; $SD = 4.25$), where the low tendency range is 9-13 and the high tendency range is above 13. In this study, the level of knowledge, attitude and practice shows no significant relationship to smoking tendency, which means that the higher the knowledge and better the attitude and practice, the lower the smoking tendency. It also indicates that age, gender, religion, parent's civil status, number of family members and presence of smokers in the house showed no significant difference to smoking tendency. However, among those who tried smoking, age shows at 11 and above. The result of the study is a basis of a program planning module to enhance the attitude and improve the lifestyle practices of the Grades 5 and 6 students to prevent smoking initiation and bring smoking tendency to lowest level. This study is recommended for reference and guide in smoking prevention education and awareness for the school and community. The PRECEED-PROCEDE model is used in this study.

Keyword: *smoking, elementary pupil, lifestyle practices, knowledge on smoking, attitude towards smoking*

LEADERSHIP STYLES, ATTITUDES TOWARDS THE LEADER, AND THE PERFORMANCE OF HEALTHCARE WORKERS IN A PRIVATE SECTARIAN HOSPITAL IN DAVAO

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ABSTRACT

The major objective of this study was to determine how leadership styles and attitudes towards the leaders of healthcare worker affect the performance of healthcare workers in a Private Sectarian Hospital in Davao City, Philippines. The research was conducted using a descriptive-evaluative, descriptive-correlational and descriptive-comparative research design. One-hundred fifty-three out of the 251 workers were conveniently sampled using the slovin's formula. Descriptive statistics such as the mean and frequency were used to determine the leadership styles, the attitude towards their leaders and the healthcare workers' performance. Inferential statistics such as the pearson product moment coefficient and the Z test was conducted to test for significant relationships and significant differences. The study reveals that hospital leaders sometimes use transformational leadership style ($M=3.34$; $SD=1.06$), hospital leaders sometimes use Laissez-Faire leadership style ($M=3.25$; $SD=.88$), hospital leaders sometimes use authoritarian leadership style ($M=2.77$; $SD=0.72$), hospital leaders sometimes use participative leadership style ($M=3.15$; $SD=0.93$, hospital leaders sometimes use transactional leadership style ($M=3.15$; $SD=.766$). The hospital leaders had a good attitude towards their leaders ($M=3.93$; $SD=.90$) but *not very good*. The job performance of the employees was considered as *good* ($M=3.63$; $SD=.80$). There was *no significant relationship* that was found between the leadership style and the performance of the employees ($p=0.27$). However, a *high positive significant relationship* was found between the attitude towards the leader of the hospital and the performance of the hospital employees ($r=0.76$; $p=0.00$). A *significant difference* in the job performance of employees was found considering their age and position but not on gender. The result of the study implies that the better the attitude of the hospital employee towards their leader the better their job performance. This study implies that hospital leaders should device ways to enhance the attitude of their hospital employees to have a better job performance of their hospital employees.

Keyword: *leadership style, attitudes towards hospital leaders, job performance*

KNOWLEDGE, ATTITUDE, AND PRACTICES REGARDING FASTFOOD CONSUMPTION AMONG PARENTS AND CHILDREN

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ABSTRACT

Fast food consumption has developed many adverse effects to humans of all ages. This study aims to examine the knowledge, attitude, and practices regarding fast-food consumption among parents and their children. A total of 444 respondents were conveniently sampled for this cross-sectional study, of which 207 are parents and 237 are their children. Analysis of the data utilized the descriptive and inferential statistics. Results reveal that the level of practice has a mean score of 2.89 ($SD=0.58$) for children and 2.99 ($SD=0.37$) for parents, which are both interpreted as good. Children and parents appeared to have high knowledge result with a mean score of 3.48 ($SD=0.70$) and 3.40 ($SD=0.62$). The attitude for children is negative with a mean score of 2.46 ($SD=0.87$) meanwhile the attitude for parents is 3.00 ($SD=0.62$) which is interpreted as a positive attitude. Using Chi-square test for data analyses of parents and their children, the findings showed that there is a significant relationship between attitude and practices, with a p-value of .039 for children and $<.0001$ for parents. No significant relationship was found between knowledge and practice for both parents ($p=0.734$) and children ($p=0.448$). Among all the demographic profile, only sex at birth showed significant difference in attitude and practices of the parents ($p=0.007$), with females having better practices. The result suggests a health program to enhance the attitude and practices of parents and children regarding fast-food consumption.

Keyword: *fast-food, knowledge, attitude, practices, children, parent*

FACTORS ASSOCIATED WITH MATERNAL LIFESTYLE PRACTICES DURING THE FIRST 1000 DAYS AND STUNTED GROWTH IN CHILDREN UNDER FIVE YEARS IN A BARANGAY IN QUEZON PROVINCE

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ABSTRACT

Malnutrition during the first 1000 days can cause severe and irreversible harm to children's growth and development. This can also affect their human and social potential later in life. Despite substantial efforts, malnutrition remains a significant health problem worldwide. This research paper investigates the factors contributing to malnutrition during this crucial life stage. Guided by the PRECEDE-PROCEED model, a descriptive evaluative, descriptive comparative and descriptive correlational research design was used. Respondents included 100 mothers with children ages 0-23 months old were conveniently sampled. The analysis of the data utilized descriptive statistics and inferential statistics. The result of the study showed that mothers have a *very high* knowledge ($M= 12.09$; $SD=1.84$) positive attitude ($M=3.14$; $SD=0.19$), *fair* infant and young child feeding practices (IYCF) ($M=2.29$; $SD=0.29$) and *good* maternal lifestyle practices ($M=3.00$; $SD=0.33$) in relation to health and nutrition aspects during the first 1000 days. The attitude and maternal lifestyle practices had a low positive significant relationship ($r=.229$; $p=0.22$). Also, supplementary feeding and lifestyle practices had a low negative significant relationship ($r=-.234$; $p=.01$). Furthermore, the study showed that the mothers' knowledge ($p=.947$), and IYCF practices ($p=.217$) are not significantly associated with stunting among children. There is also no significant difference in stunting, healthy lifestyle practices, and demographics among respondents. In conclusion, data shows the need to improve mothers' lifestyles and IYCF practices. Moreover, this study suggests looking at other factors that may be the cause of malnutrition in the community such as the quality of diet, sanitation, and health condition of the mothers during pregnancy.

Keyword: *first 1000 days, malnutrition, stunting, infant and young child feeding practices, maternal lifestyle practices*

KNOWLEDGE ON HEALTHY LIFESTYLE, PHYSICAL ACTIVITY ENGAGEMENT, LIFESTYLE PRACTICES, AND BELIEF ON THE RISK OF POLYCYSTIC OVARY SYNDROME AMONG WOMEN IN SANTA ROSA CITY, LAGUNA, PHILIPPINES: A BASIS FOR A LIFESTYLE PROGRAM

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ABSTRACT

The prevalence of Polycystic Ovarian Syndrome (PCOS) has increased radically in the last ten years, affecting many women worldwide. In the Philippines, a significant PCOS-positive rate has been recorded among Filipino women using the Flo app in recent years. The main objective of the study is to provide a program based on the needs among diagnosed with PCOS in Santa Rosa City, Laguna, Philippines utilizing the theory of planned behavior. The study utilized a quantitative research method specifically the descriptive-evaluative, descriptive-correlational and descriptive-comparative research designs. Descriptive and Inferential statistics such as mean, standard deviation, frequencies, Mann Whitney U Test and Kruskal H Test was used to analyze the data. A total of 72 respondents were involved in the study selected using convenience sampling. Results reveal a *very high* knowledge on healthy lifestyle ($M=9.15$; $SD=0.74$), 54 (75%) had at least 30 minutes of physical activity, 46 (64%) had at least 15 minutes of vigorous activity, 34 (47%) did the muscle strengthening exercises, 26 (36%) had at least 30 minutes of gym time and 50 (69%) had active recreational activities. The respondents had a *very positive attitude* towards their beliefs on the risk of PCOS. There was no significant relationship between their beliefs about PCOS and physical activity and healthy lifestyle practices ($p>.05$). Although a significant relationship was found between their knowledge on healthy lifestyle and physical activity and their lifestyle practices. A significant difference was found in the Healthy Lifestyle Practices considering their educational attainment wherein unemployed participants reported a higher level of healthy lifestyle practices. Based on the results of the study a lifestyle program was developed known as "Move to Lose It! The program is interactive with a three-phase physical movement that addresses women's eating, sleeping, and exercising habits. It is hereby recommended that the said program be tested to see if the incidence of PCOS will be reduced in order for this women to achieve a healthier and easier life for their future.

Keyword: *polycystic ovarian syndrome, pcos, physical movement program, lifestyle modification*

KNOWLEDGE, ATTITUDES, AND PRACTICES REGARDING RABIES PREVENTION IN A CITY IN BALI, INDONESIA

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ABSTRACT

Rabies is a zoonotic viral disease that causes progressive and fatal inflammation of the brain and spinal cord. Most of the cases of rabies in Indonesia occurred in Bali. This descriptive study aimed to determine the students' knowledge, attitude, and practices regarding rabies, utilizing purposive sampling method to select the respondents ($n=48$). Descriptive statistics was used in the analysis of the data. The results showed that respondents have *very high* knowledge ($M=9.03$; $SD=2.56$), *positive* attitude ($M=2.92$; $SD=0.665$), and *good* practices ($M=3.00$; $SD=0.557$) on rabies prevention. Therefore, the health program to promote rabies prevention among students should focus on the improvement of their attitude from positive to very positive and practices from good to very good. A rabies prevention program for students should be implemented to prevent the spread of rabies in a city in Bali, Indonesia.

Keyword: *rabies, prevention, knowledge, attitude, practice*

KNOWLEDGE, ATTITUDE, PRACTICES ON HEALTHY LIFESTYLE, AND THE WEIGHT OF RESIDENTS IN A SELECTED COMMUNITY: A BASIS FOR A LIFESTYLE MODIFICATION PROGRAM

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ABSTRACT

Cardiovascular disease (CVD) is a leading cause of death around the world including the Philippines. There is a significant increase yearly not only for middle and older aged adults but also with young adults, and dyslipidemia and lifestyle has been considered as important modifiable risk factors. A cross-sectional study was conducted to determine knowledge, attitude, and practice (KAP) and weight of selected adults at risk of Cardiovascular Diseases. Specifically, the descriptive-evaluative, descriptive-correlational and descriptive-comparative research design was used in the study. A total of 66 participants comprising of 26 male and 40 female subjects were selected through convenient sampling method. Around 50% of the participants are 40-59 years old, 42.4% are 30-39 years old, and only 7.6% are 60-89 years old. Descriptive statistics such as the mean and standard deviation, inferential statistics such as the Pearson Coefficient, Mann-Whitney U Test and Kruskal-Wallis Test was used for the interpretation of data. Results of the study reveal that the knowledge of the respondents was *high* ($M=7.73$; $SD=1.16$). The respondents had a *very positive* attitude ($M=3.58$; $SD=0.50$). The respondents' overall lifestyle practice was *good* ($M=2.76$; $SD=0.49$). The mean weight of the respondents was 65.30kg ($SD=14.05$). Furthermore, there was no significant relationship that was found between knowledge, belief, practice and the weight of the participants. However, a significant difference was found in the beliefs of the respondents considering their gender wherein females hold a more positive belief in their lifestyle. Based on the results of the study, a lifestyle modification program was created called "*Lifestyle REDO*". The program includes several modules of intervention in improving the lifestyle of individuals. It is hereby recommended that this program be tested on its effectivity in improving the health of selected adults.

Keyword: *cardiovascular diseases, weight, lifestyle modification, KAP*

FINANCIAL INSECURITY AND JOB DEMANDS AS INDICATORS OF STRESS AMONG TEACHERS AND STAFF OF A PRIVATE SECTARIAN ELEMENTARY SCHOOL IN PUERTO PRINCESA CITY, PALAWAN

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ABSTRACT

Stress is a response of not being able to deal with specific events or demands. Teachers are one of the most vulnerable groups prone to stress. A stress management program designed for teachers is essential to reduce stress from the workplace. This study aims to determine if there is a significant relationship between financial insecurity and high job demands to stress issues among teachers. The study employed a descriptive-evaluative and descriptive correlational research design. The study utilized 17 respondents using quota sampling. The data were analysed using descriptive statistics such as the mean and standard deviation as well as the inferential statistics such as the pearson product moment coefficient. The results of the study reveal that the respondents had a neutral financial insecurity ($M=3.24$; $SD=0.97$), a *high* job demand ($M=3.70$; $SD=0.68$) and most of all a *high* level of stress ($M=4.12$; $SD=0.86$). Furthermore, findings show that 47.1% of the respondents is experiencing mental health issues, 58% have neutral financial insecurities and a strong job demands with 64.7%. A low positive significant relationship was found between financial insecurity, job demand to their mental health ($r=0.03$; $p=0.02$). The result indicates that when financial insecurity and job demands increases the mental health of an individual deteriorates. As a result, a Stress-management program was developed to reduce the stress-related mental health outcomes from high job demands and financial insecurities among the teachers in PAS.

Keyword: *stress, mental issues, high job demands, financial insecurities*

A FEASIBILITY STUDY OF ESTABLISHING GOLDEN HAND MASSAGE SPA IN FRONT OF AUP

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ABSTRACT

Hand massage and spa therapy continue to adapt ancient practices from different cultures all over the world. Massage now enjoys recognition as a natural healing method to complement medical treatments. People need to relax their whole being through massage therapy. However, many people are busy and not able to relax or have a massage time, as observed by the researchers that gave them an idea to put up Golden Hand Massage Spa at Carolina Mall in front of AUP. A total of 384 respondents composed the population of the study that were determined through stratified sampling technique. In terms of primary data, the researchers themselves gathered information from original sources such as survey questionnaires, benchmarking, interviews, and observation, while the secondary data were gathered through online research, specifically from case studies and published related academic articles and studies. The market study only covered the five nearest barangays in the proposed location as representative of the population which revealed that from the unmet demand, there is a feasible market share of 30% for the business. The NPV, IRR, and BCR are acceptable with an average annual net earnings after tax of PHP3.8 million. Payback period is 3 years and 8 months.

Keyword: *massage therapy, health benefits, healing*

BUSINESS CONSULTATION FIRM IN THE NATIONAL CAPITAL REGION

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ABSTRACT

The study aimed to assess the feasibility of providing Business Consultation Services for Micro, Small and Medium Enterprises (MSMEs) in the National Capital Region (NCR). The target market was MSMEs in NCR, composed of firms with less than 200 workers and total assets worth less than P100 million. Business consultants with operational expertise and technical knowledge are expected to provide the consulting services. A validated questionnaire was distributed to 230 MSMEs in NCR to collect the necessary information. Two hundred twenty (220) questionnaires were returned, which exceeded the sample size of 204. The study analyzed profitability ratios, gross profit ratio, liquidity ratios, and capital budgeting ratios. The market analysis shows significant demand for the proposed business, which indicates a large potential market share. The business invested ₱350,000 in technologies and employed 8 personnel to perform 7 operational procedures. The total investment cost is ₱2,643,355, and the investment can be recovered within 3 years. The ROI is 8% in the first year, with an IRR of 46%. The NPV is ₱19,936,574, and the BCR is 5:1 in the first year. The break-even point is in the third year of operation. The proposed firm aims to provide assistance to MSMEs through effective management strategies. The study reveals a net cash position of 7,573,160, an IRR of 84%, and a BCR of 4:1 at the end of the fifth year. The researcher recommends the implementation of the KLG Consultation Services as it is believed to provide measurable and qualitative benefits and advantages to MSMEs.

Keyword: *MSMEs, Consultation Services/Business Consultation Firm, NCR*

PERCEIVED EFFECTS OF CUSTOMER RELATIONSHIP MARKETING PRACTICES TO CUSTOMER LOYALTY OF ONLINE BUSINESSES IN NASUGBU, BATANGAS

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ABSTRACT

A good relationship with the customer is one of the critical objectives of businesses, particularly online businesses, wherein there are no physical interactions between owners and customers. The study aimed to identify the customer relationship marketing practices' perceived effects on customer loyalty. It also attempted to identify the relationship between customer relationship marketing and its perceived effects on customer loyalty, as well as if there were differences between the CRM practices and perceived effects of CRM practices on customer loyalty when grouped according to their profile. The study utilized the Likert scale for the questionnaire and used mean, Pearson's r , z -test, and ANOVA to get the study findings. One hundred online business or owners were surveyed for this study. Most online businesses in Nasugbu, Batangas, were under micro-sized and sole proprietorships. With the statistical treatment used, the study found a significant relationship between CRM practices and their perceived effects on customer loyalty. When the CRM practices were grouped according to the respondents' demographic profile, it was found that the demographic profiles did not affect the CRM practices. In terms of the effects, majority had no effect but with the product sold, it was found that it affected trust and communication. The study recommends that online businesses should apply customer relationship marketing practices to improve customer loyalty, and these practices may vary from the products that they offer. Moreover, it recommends to future researchers to study the effects of customer relationship marketing practices on different types of products and services.

Keyword: *customer relationship marketing, customer loyalty, sole proprietorship, micro- business, online business*

EFFECTS OF OCCUPATIONAL STATUS ON WOMEN'S BUYING AND COOKING HABITS IN THE MUNICIPALITIES OF LIAN, NASUGBU, AND BALAYAN, BATANGAS

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ABSTRACT

Marketers need to assess the deep-rooted modern social and demographic movements to understand the role of women in society and their purchase behavior. Women's buying and cooking habits depend on several factors that influence their decisions. Also, occupational status has influenced their lifestyle and consumption patterns. They tend to purchase things that are appropriate to their status and cooking habits have been associated with healthier dietary intakes. The purpose of this study was to find out if the occupational status of women affected their buying and cooking habits. The study employed descriptive methodology and used survey questionnaires for the collection of data to 383 women respondents from Batangas. Pearson correlation and Analysis of Variance were used to analyze the data gathered from the survey questionnaire. The results revealed that there was no significant relationship between occupational status and buying and cooking habits of the respondents which implies that regardless of their occupational status, respondents still preferred to buy products with good quality and ready-made products. It was also found that there was no significant difference between buying and cooking habits and occupational status. In connection with this, the researchers recommended to future researchers that they conduct further extensive research into how women's buying and cooking habits are affected by their occupational status.

Keyword: *occupational status, buying and cooking habits, women, lifestyles, ready-made products*

ESTABLISHING A WOMEN'S DORMITORY IN SAN FERNANDO, BUKIDNON: A FEASIBILITY STUDY

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ABSTRACT

The purpose of this study was to determine the feasibility of establishing a student dormitory in San Fernando, Bukidnon, where two satellite campuses of state universities and colleges (SUCS) have recently been established. The study first involved a review of the extant literature relevant to the student housing industry followed by the collection of quantitative and qualitative data through questionnaires, structured interviews from prospective student clients (n=308), and boarding house and apartment owners (n=5) on their needs, preferences, and practices. Observation of dormitory management was also conducted. Subsequently, market area, site selection, competition, and financial analysis was conducted based on the collected data. The results revealed that there is an average market share of 7% for the dormitory business. Moreover, the annual net income for the first year is P958,834.27 and payback period is 8.67 years. The benefit-cost ratio is 105% and the average rate of return is 47% per year. This proved that the dormitory is profitable, feasible, and viable in the Municipality of San Fernando, Bukidnon.

Keyword: *feasibility study, student housing, residence*

THE ESTABLISHMENT OF CAFETERIA IN MOUNTAIN PROVINCES MISSION

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ABSTRACT

The major objective of the study is to determine the viability of establishing a cafeteria in Mountain Provinces Mission. It has taken into consideration the different aspects of business such as marketing, production and operations, organization, human resource, and finance. This study was conducted to evaluate the feasibility of establishing a plant-based cafeteria in Baguio City, Benguet. The researcher used descriptive and exploratory design in evaluating the viability of the proposed cafeteria. The data were collected using observation, interviews, records, and survey questionnaire to a sample of 210 participants based on a total population of 391,307. The market study revealed that there is a market share of 38% for the proposed cafeteria with two competitors providing plant-based diet in the target business location. The necessary materials, human resources, and standard procedures were established to yield the best quality of food offering and service at its lowest cost. The total cost of investment is P 2,121,514 and the calculated NPV, IRR and BCR are acceptable. Payback period is on the third year of operation. The study will be beneficial to Mountain Provinces Mission, its employees, and lay members. It is, therefore, recommended for implementation.

Keyword: *cafeteria, Mountain Provinces Mission*

MULTIPURPOSE GYMNASIUM AT MOUNTAIN PROVINCES MISSION

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ABSTRACT

The objective of this study is to evaluate the feasibility of establishing a multipurpose gymnasium at the headquarters of the Seventh-day Adventist Church in Baguio City as an income generating project of the church. In this study, descriptive survey method was used. Self-made validated survey questionnaires were distributed to 230 residents of Baguio City using the convenience sampling in which 211 were retrieved which was higher than the required sample of 204 following the Slovin's formula. Of the 211 respondents, 24.6% were gym goers and 59% of these were willing to patronize the proposed multipurpose gymnasium. The financial management formulas included breakeven point analysis, payback period, net present value, return on investment, liquidity ratio, and operating cash flow ratio. Based on the financial assessment, the payback period for its capital investment is 2 years and 2 months. Its return on investment is 37% on the first year to 74% on the fifth year of operation. The liquidity and operating cash flow ratio is 121.66% and 94.36% on the first year and 398.60% and 101.79% on the fifth year, respectively. These results revealed that the proposed business is viable and profitable. It is therefore recommended that a multipurpose gymnasium be established at the headquarters of the Seventh-day Adventist Church in Baguio City.

Keyword: *multipurpose gymnasium, Mountain Provinces Mission, convention, basketball, table tennis*

CAR WASH SERVICE CENTER IN QUIRINO, ILOCOS SUR: A FEASIBILITY STUDY

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ABSTRACT

The Municipality of Quirino, Ilocos Sur, is situated within the boundaries of Abra and Mountain Province and is at 120°42 longitude and 17°8 latitude within the Cordillera Ranges with a population of 9,749. There is a distance of 59.5 kilometers, a two- to three-hour drive, to arrive in the city for car owners to avail car wash services. Thus, the researcher conducted a feasibility study on a car wash service center in the said town. The services to be offered are the following: 1) vehicle interior and exterior cleaning, 2) complimentary foot and body massage, and 3) complimentary coffee and snacks. The researcher used a descriptive research design using questionnaires, interviews, and observation. A validated questionnaires were distributed to the 9 barangays. The study was participated by the 210 car owners in the town. The survey questionnaires were distributed to the respondent. The financial assessment demonstrated the profitability and liquidity of the proposed project for the ROI of 142% and the ROA of 27%. The payback period is in the first quarter of the third year of operations, with a net income after deducting tax of 2,844,012.34 within five years. Based on the result of the financial analysis, it indicates that the proposed business is acceptable and profitable. The proposed project is recommended to be materialized to help the car owners in the municipality of Quirino, Ilocos Sur.

Keyword: *car wash service center, supremacy spray, vacuum cleaner, pressure washer*

EXPANSION OF SERVICES OF ADVENTIST HOSPITAL- DAVAO THROUGH ESTABLISHING A DIABETES CLINIC: A FEASIBILITY STUDY

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ABSTRACT

Diabetes is a chronic condition that develops when the pancreas, an organ that plays a critical role in digestion, fails to generate enough insulin, a hormone that regulates blood sugar levels. Diabetes will affect more than half of the world's population by 2040. In the Philippines, diabetes affects a greater number of population, 1 out of every 14 adults has diabetes. To help solve the increasing number of diabetic population, the main goal of this study is to determine whether or not it is feasible and viable to open a Diabetes Clinic at Adventist Hospital-Davao in Bangkal, Davao City. The clinic's mission is to provide services to the diabetic population. It will offer dietary counseling, assist in patient health monitoring, and provide health education regarding the treatment of the disease. The researcher uses a descriptive and exploratory qualitative technique to describe the many features of the processing business for Diabetes Clinic. Using a survey questionnaire, data were extracted from the primary source. A sample of 320 respondents received the survey questionnaire, and 316 of them returned it. The study discovered that there is a significant need for the service. In 2022, the supply will meet 72% of the total demand, leaving 28% of it unmet for nutritional and dietary counseling, 49% for diabetes health education and 51% for unmet demand, 34% for self-injection of insulin and 66% for unmet demand, and 67% for foot screening and 33% of unmet demand. It is recommended that the planned business be established in May 2024 after a thorough review and assessment of the study's viability.

Keyword: *diabetes mellitus, diabetes clinic, diabetic people, supply, demand*

ESTABLISHING PICKLED AMPALAYA (BITTER GOURD), PAPAYA, AND MANGO IN SAN ILDEFONSO, BULACAN: A FEASIBILITY STUDY

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ABSTRACT

People used to rely on food storage systems to keep their food fresh for longer periods of time. To keep pests at bay, some foods are dried and stored in tightly sealed pots. Many people have special ways to preserve and pickle foods to save them during famines or long winters. For them, food would no longer be an issue. This study aimed to evaluate the feasibility and viability of establishing pickled *ampalaya* (bitter gourd), papaya, and mango in San Ildefonso, Bulacan. The researcher employed a qualitative, descriptive research design and gathered data through interviews, observation, and survey questionnaires from 68 respondents, who represent the total target market that is willing to patronize the products of the proposed business. The market study shows that the product has 69 percent market share. The initial investment required a cost of PHP 1,993,066.20. On the other hand, the financial aspect shows that the business can get a net income of PHP 1,489,748.96 at the end of the first year of operation with an average rate of return of 92% and the payback period is 16 months. The research done on the evaluation of the viability of the business yielded positive results. It is concluded that establishing a pickled *ampalaya*, mango, and papaya business in the Municipality of San Ildefonso, Bulacan is feasible and viable.

Keyword: *pickled foods, ampalaya, mango, papaya*

SALES LEADERS' COMPETENCIES AS PERCEIVED BY THE STAKEHOLDERS OF DIFFERENT DIRECT SELLING COMPANIES IN QUEZON PROVINCE

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ABSTRACT

Sales leaders play significant roles in direct selling business particularly in guiding their team to success and in managing the sales team to achieve the periodic sales target and commercial objectives. They serve as frontlines that invite, encourage, motivate, and entertain more customers and dealers to purchase the company's products. Sales competencies are essential for every sales leader's success and company's success. This study aimed at assessing the sales leaders' competencies as perceived by the stakeholders of different direct selling companies offering fashion and beauty products in Quezon province. In this research, the sales leaders' competencies were assessed in terms of their will to manage sales, systems, and strategies, as well as their tactical competencies. A self-structured questionnaire was used to determine the background characteristics and the competencies of the sales leaders. Random sample was used to identify the respondents. There were 156 respondents who participated in this study. The researchers used the descriptive method of research in determining the competencies of sales leaders to enable them to interpret the data adequately and accurately. The study used different statistical analysis and treatment such as frequency count, percentage, weighted mean, and Likert scale along with descriptive range. Results revealed that most of the respondents were females whose ages ranged from 21 to 30 years old and mostly engaged in business. Furthermore, the sales leaders of the direct selling companies were all considered to be highly competent. To further improve the sales leaders' competencies and performance, a continuing improvement program including monitoring scheme has been proposed based on the results of the study.

Keyword: *direct selling, sales leaders' competencies, system and strategies, tactical competencies, managing sales*

MAPPING OF REVISED ORGANIZATION AND STAFFING STANDARDS AND SUCCESSION PLAN: BASIS OF TRAINING AND DEVELOPMENT IN A HIGHER EDUCATION INSTITUTION IN BATANGAS CITY

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ABSTRACT

In the public sector, it is common for employees to be appointed to higher positions on the basis of trust and confidence. To ensure the continuation of service delivery, high-performing employees, including non-tenured employees, must be given access to professional development opportunities. This study aimed to develop an improved Training and Development Plan by using a standard and succession plan as foundations. Specifically, this study identified the administrative key positions in the identified higher education institution (HEI), determined the resource needs considered in succession planning, identified management experiences that motivate the organization to undertake succession planning and integrated the organization's development plans as inputs for training and development plan. Qualitative research design, specifically action research, was utilized since the coverage was limited only to a specific organization and did not make generalizations. The participants of this study were the three employees of the identified HEI. Interview and documentary analysis were the methods used in data gathering. Findings revealed eleven administrative key positions namely: VPAF, Directors for Administration Services and Financial Services, Assistant Directors for Human Resource Management, Procurement, Records Management, Property & Supply Management, General Services, Accounting, Budget and Cashier which were regarded as high-contributing positions. Further, a Succession Plan was crafted showing the required knowledge, skills, and attitudes of the potential successors, while business continuity, employee turnover, and knowledge retention were among the significant challenges which need to be considered in doing succession planning. The analysis resulted to an improved five-year Training and Development Plan that outlines the potential successors' resource needs. Lastly, in order to create a more inclusive professional development opportunities, the model framework was developed.

Keyword: *professional development, succession plan, training and development*

ESTABLISHMENT OF HYDROPONICS VEGETABLE FARM IN BANGKAL, TALOMO DISTRICT, DAVAO CITY: A FEASIBILITY STUDY

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ABSTRACT

Hydroponic vegetables are those that grow with the help of liquids containing nutrients that these plants need to grow. Hydroponics uses water, so it is suitable to be applied in areas that have a limited water supply. Plants like this are healthier than those grown using fertilizers, because they are without chemicals. This study aimed to determine the feasibility and variability of establishing a Hydroponics Farm in Talomo District, Davao City. The questionnaires were validated by five laymen and five experts, from the academe and environmental sectors. Interview questions were done through video call conversations with managers of similar businesses. Survey questionnaires were distributed to household mothers in the barangays of Talomo District, Davao City, the target market of the study. The questionnaires were distributed using a stratified sampling technique where the different barangays were divided, then samples from each barangay were determined proportionally. It was conducted to a sample size of 393, representing a population of 23,743. The questionnaires were distributed among the identified target respondents in order to ensure that the sample size to be surveyed will be completed. Accordingly, a 100% retrieval was done. Based on the survey results, an average of 100% of the demand was already served per year. An average of 3,413,431 kilograms or 48% is the available or unmet demand for hydroponic vegetables in the identified target market. For the year 2022, the supply is 52% of the total demand, thereby leaving an unmet demand of 48%. The study disclosed that the demand in peso value for the first year of operation will be ₱350,553,600, while the supply is ₱182,779,600. After a thorough analysis and evaluation of the viability of the study, the researcher recommended that the proposed business be implemented in January 2023.

Keyword: *hydroponics vegetable farm, feasibility study, business in Davao City*

ESTABLISHMENT OF A MOBILE DOG GROOMING STATION IN BARANGAY PULONG SANTA CRUZ, SANTA ROSA CITY

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ABSTRACT

The purpose of this study is to evaluate the viability and feasibility of the establishment of a Mobile Dog Grooming Station in Barangay Pulong Santa Cruz, Santa Rosa City, Laguna. By 2028, it is anticipated that the worldwide pet care market will be worth \$325 billion. The technology and procedure were developed to generate the target quantity and quality for the lowest possible price. Both the management and the prerequisites for its registration were determined. Data were collected from dog owners through survey questions via Google forms and in-person surveys. This study employed the descriptive methodology and used data from surveys, interviews, and historical information from sources and questionnaires completed during the interviews. The total cost of investment is P2,011,778.00. The project is acceptable with an internal rate of return of 63.26%, return on owner's equity of 17.91%, and a payback period of 3 years and 5 months. It is practical and profitable to start a mobile dog grooming business in the Municipality of Santa Rosa City. Cautious calculations were made utilizing the data from 2022 to produce the five-year projection for 2024–2028. Higher values are therefore anticipated to have a positive impact on the financial results starting in 2024. The researcher recommends starting a mobile dog grooming service in Barangay Pulong Santa Cruz, Santa Rosa City, by January 2024 based on the study and analysis presented.

Keyword: *mobile dog grooming station, internal rate of return, owner's equity*

PERCEIVED EFFECTS OF COVID-19 PANDEMIC ON EMPLOYEE ENGAGEMENT OF MUNICIPAL GOVERNMENT EMPLOYEES IN BALAYAN, LEMERY, AND NASUGBU, BATANGAS

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ABSTRACT

Employee engagement has become an issue for all organizations, allowing them to adapt to new and dynamic situations to move forward while maintaining the safety and well-being of all employees. This study examined the perceived effects of COVID-19 pandemic on employee engagement and the significant difference in the level of employee engagement. The researchers employed a descriptive research design, with an adapted and modified questionnaire as the primary data collection tool. The researchers selected the 309 respondents through stratified sampling from the target municipalities, and used statistical methods such as percentage, weighted mean, z-test, and analysis of variance (ANOVA). According to the findings, most of the respondents were female, between the ages of 21 and 30, held a bachelor's degree, were permanent employees with one to five years of experience, and were employees of Nasugbu. The researchers revealed that the COVID-19 pandemic has a high-perceived effect on employees, even though there is a high degree of employee engagement when motivation, stress level, and absenteeism are measured. When educational attainment and municipalities are considered, the statistical results show that there is a significant difference in the perceived effects of the pandemic and employee engagement. The study suggested that the local government might consider adopting a more flexible work arrangement to support employees in balancing their work and family matters and provide a safe and comfortable environment for employees to perform their jobs more effectively. A relevant study may be conducted to assess the effects of the pandemic on other municipalities.

Keyword: *COVID-19 pandemic, employee engagement, municipality, municipal government employees*

ESTABLISHING A WATER REFILLING STATION IN BRGY. BALITE, VILLABA, LEYTE: A FEASIBILITY STUDY

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ABSTRACT

This study centered on determining the feasibility of establishing a water refilling station in Brgy. Balite, Villaba, Leyte. The questionnaires for data gathering were validated by seven experts and seven laymen from the academe and environmental sectors to ensure that each question would provide the needed information for the study. The survey questionnaires were distributed to households in Brgy. Bangcal, Brgy. Balite, and Brgy. Fatima, Villaba Leyte, the target market of the refilling station. It was administered to a sample size of 284, which represents a household population of 890. Moreover, the questionnaires were distributed using the purposive-quota sampling technique where the entire population was divided into different barangays. The sample size for each barangay was then proportionately computed. Interview questionnaires were also sent to managers of similar companies to gather additional information in establishing a water refilling station. Based on the results, the researcher found that there is a demand for the service. For the year 2023, the supply is 72% of the total demand, thereby leaving an unsatisfied demand of 28%. The study revealed that the demand in peso value for the first year of operations will be ₱ 6,965,178.99, while the supply is ₱ 5,317,149.18. After a thorough analysis and evaluation of the viability of the study, it is recommended that the proposed business be implemented in July 2023.

Keyword: *water refilling station, supply, demand*

ESTABLISHING A WATER REFILLING STATION AT CONCEPCION ADVENTIST ACADEMY: A FEASIBILITY STUDY

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ABSTRACT

Since the earthquake on July 27, 2022, erosions have become more common and the water has been frequently unclean during the wet seasons, making it unsafe to drink. This feasibility study was conducted to address the growing need for safer and cleaner water in upland areas for public health reasons. Thus, this study determined the feasibility of establishing a water refilling station at Concepcion Adventist Academy, Gregorio Del Pilar. The study considered the different aspects of business such as marketing, production, operation, organization, human resource, and finance. The researcher used descriptive design in assessing the viability of the proposed business. The target markets are the storeowners of the three municipalities, namely, Gregorio Del Pilar, and the two nearby municipalities, San Emilio and Sigay, all categorized as upland municipalities. Data were collected through observation, interview, and survey questionnaires on a sample of 37 from a total population of 58. The necessary resources, materials, and procedures were identified to yield the best quality of water and service at the lowest cost. The study is of great advantage to Concepcion Adventist Academy. It is therefore recommended for implementation.

Keyword: *purified water, refilling station, containers*

MASSAGE CENTER AT MOUNTAIN PROVINCES MISSION

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ABSTRACT

Baguio City caters to 1,760,729 annual tourists including the Mountain Provinces Mission guests. Local newspapers, radio, and television advertise massage parlors frequented by guests. The objective of this study is to determine the feasibility of establishing a massage center at Mountain Provinces Mission. Services to be offered will be whole-body, half-body, head, leg, and foot massage. The researcher distributed the validated questionnaires to 212 respondents in five barangays and were able to retrieve 204. Statistical methods like profitability ratio, liquidity ratio, and operating cash flow ratio were used to determine the acceptability and earning of the proposed business. Based on the financial assessment, this proposed business has a 23.46 % profit of margin (PM) in its fifth year, 20.14% return on asset (ROA), 58.64% return on investment (ROI), and 3.17% operating cash flow ratio (OCFR). Its overall net present value (NPV) is P2,244,462.16 and a payback period of 2 years and 6 months. Thus, the proposed project is feasible and profitable. It is recommended that this proposed project be materialized so it can help the whole community not only physically and socially, but especially spiritually.

Keyword: *massage, service, health, influence*

ESTABLISHING A RAGE ROOM IN SANTA ROSA, LAGUNA: A FEASIBILITY STUDY

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ABSTRACT

This feasibility study aims to assess the viability of establishing a rage room business in the city of Santa Rosa City in the province of Laguna. A rage room is a facility where customers can pay to enter a room and destroy various items using different tools, such as baseball bats or sledgehammers, to release their pent-up frustration and anger. It has taken into consideration the different aspects of the business such as marketing, production/technical, organization and management, financial, and socio-economic desirability. Different literature was reviewed to support the study. The target markets are residents of Santa Rosa City, Laguna ages 18-60. Survey questionnaires were made and prior to distribution, the survey questionnaire was validated by seven experts and seven laymen. The questionnaire was finalized and distributed to the sample target market. The findings of the feasibility study suggest that establishing a rage room in the chosen location is a viable business opportunity. The study found strong market demand for rage room services, with many potential customers expressing interest in spending their leisure and recreation in a unique and fun way. The study also identified several regulatory requirements that would need to be addressed, including obtaining necessary permits and licenses. Overall, this feasibility study provides strong evidence for the viability of establishing a rage room business in Santa Rosa City. The study suggests that with careful planning and execution, such a project could be successful both financially and socially, providing a valuable service to the community while generating a profit for the business owner. The study will also be beneficial to the investors and will contribute to the society through creditors. It is, therefore, recommended for implementation.

Keyword: *rage room, leisure, recreation*

ESTABLISHING AN ONLINE FISH STORE

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ABSTRACT

The pandemic has changed the costumer behavior due to health reasons, making people shift from the traditional way of obtaining goods to online shopping. The focus of this study is the feasibility of establishing an online fish store to cater to the fish needs of the people in the upland towns of Ilocos Sur. The descriptive survey method was used in this study. Validated survey questionnaires were distributed to the selected residents of the towns of Gregorio Del Pilar, Sigay, San Emilio, and Candon in the province of Ilocos Sur to determine who will purchase fish online. Descriptive statistics was used to analyze the profitability ratio, liquidity ratio, and the return of capital investment to determine the acceptability and the earning performance of the proposed business. It was found out that 87% of the respondents were willing to support and avail of the fish to be sold online. The financial assessment shows profitability and results to the average of 32% internal rate of return, 43% return of investment, and 26% profit margin ratio. The present value of the proposed business is P2,272,827.00 pesos and the payback period will take one year and eight months. The demand for fish in the upland towns of Ilocos Sur makes the proposed business viable. Financial analysis indicates that the proposed business is acceptable and profitable. It is recommended that the online fish store that will cater to the fish needs of the upland towns be established in Gregorio Del Pilar, Ilocos Sur.

Keyword: *online store, fish, upland town*

ORGANIZATIONAL COMMITMENT AND MANAGEMENT STYLES OF BUSINESS EXECUTIVES IN RELATION TO ORGANIZATIONAL PERFORMANCE OF MICROFINANCE INSTITUTIONS IN QUEZON PROVINCE

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ABSTRACT

Microfinance institutions play a fundamental role in providing financial services to the rural households of the Philippines by encouraging the entrepreneurial activities of small and medium enterprises. It is said to be an effective tool for poverty reduction. On the other hand, organizational commitment is the degree of individual loyalty and desire to stay in the organization, and management style refers to the approach used by business executives in making decisions associated with business management. This study examined the relationship between organizational commitment and the management styles of business executives on organizational performance of microfinance institutions. Particular attention was given to facets of organizational commitment theorized by Meyer and Allen and the management styles of different functions of management by Henri Fayol. Furthermore, this was conducted with the objective of investigating the relationship of organizational commitment and management styles to organizational performance in the microfinance institutions in Atimonan, Gumaca, Lopez, Calauag, Guinayangan, and Tagkawayan, in the 4th district of Quezon. Using stratified random sampling, a total of 182 respondents was selected. In order to achieve the purpose of the study, a descriptive design using a quantitative approach was used. Regression analysis was used to further test the significant relationship between organizational commitment and management styles of business executives and organizational performance. The study concluded that, at the 0.01 level of significance, there is a significant relationship between organizational commitment and organizational performance but no such relationship between management styles and organizational performance.

Keyword: *management styles, microfinance, organizational commitment, organizational performance*

EXPANSION OF ADVENTIST HOSPITAL - DAVAO BY ESTABLISHING A MOBILE PHARMACY IN TALOMO DISTRICT: A FEASIBILITY STUDY

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ABSTRACT

This study aimed to determine the feasibility of establishing a Mobile Pharmacy in the Talomo District of Davao City. It employed the descriptive research method and used random sampling to 393 household population. It involved a review of related literature, gathering data and information through interviews, survey questionnaires, and observation. This project will educate the patients to be in adherence in taking their medications because there would be easy accessibility to purchase the essential medicines they need. This study has a projected sales of Php 5,158,452 which is 12% of the market share. The President is the top management followed by the VP Medical then the Manager to supervise the 5 workers that will work part time. This is open from Sunday to Friday. In the Gantt chart, this project is halfway to its preparation. The project has its own mission and vision with contingency plan in case of calamities and worker's absences. The study reveals the following: capital requirement= 2,969,584, ARR = 13%, payback period = 5 years and 4 months, IRR = - 3.75%, BEP = 5,065,783 which is 36% of the sales. It also involved socioeconomic responsibility as the people would be the most crucial target in this project to sustain the business.

Keyword: *mobile pharmacy, adherence, medicine in-take, , accessibility, purchasing, medicine*

ESTABLISHING HYDROPONIC LETTUCE FARMING

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ABSTRACT

The aim of this study is to ascertain the feasibility of establishing hydroponic lettuce farming in Pooc II, Silang, Cavite, where the climate is pleasant and cool, and where numerous restaurants are currently being established. The study first entailed a review of existing literature pertinent to the hydroponic farming industry prior to gathering quantitative and qualitative data through questionnaires, structured interviews, observation, and expert opinions. The researcher gathered data from 132 respondents who represented the total target market. Because the population was not so enormous, the researcher did not use the sampling technique. Based on the information gathered, an analysis of the market area, site selection, competition, and financial analysis was then carried out. According to the survey, only 59% confirmed that they were willing to patronize the lettuce leaves once the business started its operation. It resulted in an average of P9,005,100.00 peso demand and 3,639,861.33 peso supply, with an average market share of 69% from 2022 to 2027. A capital requirement of ₱2,021,785.56 is needed to start up the proposed business as a sole proprietorship with 6 personnel. When sold at Php150.00 per kg, an annual income for the year 2024 is 683,207.94 and will increase by an average of 68,366.90 in succeeding years of operation. The project is considered acceptable with an internal rate of return of 63% which demonstrates a good return, an average rate of return of 83%, and a payback period of two years and three months. The results indicate the viability and feasibility of the business, which should be established as soon as possible while prospective consumers are waiting.

Keyword: *feasibility study, hydroponic farming, lettuce*

ESTABLISHING A DIALYSIS CENTER IN THE MUNICIPALITY OF NARRA, PALAWAN: A FEASIBILITY STUDY

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ABSTRACT

The renal replacement therapy enhances the survival and quality of life of an end-stage renal disease patient. Although there is an increasing prevalence of end-stage renal patients needing dialysis treatment, only 50% have access to a dialysis center. Factors that limit patients from undergoing dialysis treatment are cost and proximity to the dialysis center. Filipino patients receive financial assistance from government agencies. However, most dialysis centers are in urban areas, making them inaccessible to half of end-stage renal patients. In Palawan Island, dialysis centers are few and located in the capital city. Therefore, setting up a new dialysis center in the municipality will improve accessibility and provide convenience among kidney failure patients in the province. The study evaluated the feasibility and viability of the proposed dialysis center in Narra, Palawan using exploratory qualitative research. The questionnaires were distributed to 139 end-stage renal patients. Demand and supply analysis for dialysis treatment shows that Palawan province requires dialysis centers outside the capital city. The result indicated that there is a potential market for dialysis treatment averaging 46% or 4,212 sessions per year with an annual amount of 15.5 million potential revenues. The financial analysis on the first year of operation shows the return on investment at 23%, the internal rate of return is 78%, the cost/benefit ratio is 27%, and the payback period is 3 years. The study indicated that the proposed dialysis center business in the municipality of Narra, Palawan is viable and feasible.

Keyword: *dialysis, hemodialysis, supply, demand, feasibility study, Philippines*

INFLUENCE OF PROACTIVE BEHAVIORS AND ORGANIZATIONAL LEARNING CULTURE ON EMPLOYEE WORK PERFORMANCE

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ABSTRACT

People in organizations must become flexible to the dynamic business environment to cope with the high demand of change. Employees must have proactive behaviors and organizations must have a learning culture to achieve this. The lack of these two variables in a firm will lead to an ineffective workforce. The descriptive-correlational study investigated the level of proactive behaviors (PB), organizational learning culture (OLC), and employee work performance (EWP) of a faith-based educational institution in Silang Cavite. It tested if there are significant differences in EWP when the respondents were grouped according to age, sex, marital status, and employment status. It aimed to determine which among the variables significantly influence employee work performance. The research collected data from 219 participants using a purposive sampling method. The researcher created a modified questionnaire that gauged the research's objective. Results showed that the subject institution was proactive, the organizational learning culture was high, and the employee work performance was at a very satisfactory level. Employees' age, sex, marital status, and employment status did not affect the subject employees' work performance. Statistics reflected no significant differences between groups in each category. It also showed that proactive behaviors and organizational learning culture influenced employee work performance. Findings inferred that as these two factors improve, employee work performance also improves. The experience of employees and supervisor rating can determine further if they affect employee work performance. Expanding the scope to include employees from companies of various industries would strengthen evidence of the outcomes of this study.

Keyword: *proactive behaviors, organizational learning culture, employee work performance*

AN EXPANSION OF ADVENTIST HOSPITAL-DAVAO BY ESTABLISHING A WELLNESS CENTER: A FEASIBILITY STUDY

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ABSTRACT

The number of malnourished children in the country is still a great challenge for the government. The Department of Health aims to lower down the cases of illness and death related to malnourishment of young children ages 0-59 months old. It is the primary goal of this study to ascertain whether it is feasible and viable to open a wellness center for children at Adventist Hospital-Davao in Bangkal, Talomo District, Davao City. Using a descriptive method and non-purposive sampling technique, 230 survey questionnaires were handed out to the mothers of identified underweight, overweight, or obese children ages 0-59 months old. The study shows that 65% of the population were willing to patronize the proposed wellness center at Adventist Hospital-Davao. It has an average of 27% market share in terms of services and 30% in peso value. For a start-up business and additional services at Adventist Hospital-Davao, it needs to have at least 1-2 personnel and a minimum investment of Php1, 573, 168.00. A good location within the hospital will help in promoting the new services offered by the organization. The project is acceptable with internal rate of return of 19.97% and benefit-cost ratio of 1.41. After determining the viability of the study, the project will give knowledge and educate the families on the importance of having proper nutrition and balanced diet for their children. It will also protect them against malnourishment and prevent obesity and chronic illness and diseases. To ensure a profitable business operation, the project includes marketing, technical, organizational, human resources, and strategic management. It is recommended that the proposed wellness center be started in 2023 after complying to all the requirements needed in the institution.

Keyword: *wellness center, malnutrition, underweight, overweight, obese*

RECORDS MANAGEMENT PRACTICES OF COASTAL BARANGAY IN CAMARINES NORTE

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ABSTRACT

Maintaining records is essential for implementing best practices in any organization. Despite the importance of record management, most businesses pay little attention to it. This study employs quantitative and descriptive analysis of how coastal barangays maintain their records. The researcher determined the profile using the percentage technique. The weighted mean process was used to assess record management practices, while the ranking method was utilized to determine record management practices' challenges. Then, propose a training plan to improve the record-keeping practices. The researcher employed both purposive sampling and quota sampling techniques. The majority of barangays appoint secretaries under middle age. In terms of practices under creation, the majority strongly agreed that they use the traditional record process with a weighted mean of 3.6; under capture, they agreed that they use electronic devices with a weighted mean of 3.0; in terms of organization, the majority agreed that they organize the records based on confidentiality with a weighted mean of 3.2; and in terms of pluralization, the majority of respondents use Microsoft Office Tools. In addition, the following rated highest in terms of challenges: the loss of data and information under creation, the misplacement of documents under capture, the absence of a filing cabinet under organization, and the disorganization of papers under pluralize. In conclusion, a recommendation was generated according to the concerns that were highlighted. This recommendation involves the implementation of an automated records management system that barangays can utilize in coastal areas.

Keyword: *Management of Records, Records Management Practice, Coastal Areas, Challenges in Records-keeping, Training Design, Records-keeping*

EXPANSION OF SOYMILK PRODUCTS OF NORTHERN LUZON ADVENTIST COLLEGE: A FEASIBILITY STUDY

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ABSTRACT

This study determined the feasibility of the expansion of soymilk products of Northern Luzon Adventist College in the Municipality of Sison, Pangasinan. Data were gathered through survey questionnaires, interview questions, and other sources. The study also includes the review of related literature including articles, studies, government-issued circulars, and memoranda published on the Internet to support the study. The collection of data through survey questionnaires was administered to a sample size of 388, representing a population of 12,948. Interview questions were sent to managers and owners of similar companies. The study covers the key functional areas of company management. According to the study, soymilk has 29% volume market share on average. For a start-up expansion, an additional six personnel directly working on the processing and selling of the products and a minimum investment worth Php 4,567,069.39 are needed. The purchase of machinery and equipment will improve the manufacturing process in terms of quality, safety, and efficiency. The proposed project is acceptable with a recorded return on investment of 83% on its first year of operation, a payback period of 1 year and 2 months, and a net present value of Php 15,591,754. This research may be used by soymilk producers as an overview of the different aspects of soymilk processing such as marketing, production, organization, human resources, strategic management, and financial and socio-economic responsibility, which are crucial for sustaining successful operations. After a thorough analysis and evaluation of the study's viability, it is recommended that the proposed business expansion be implemented in 2024.

Keyword: *expansion, soymilk, Sison, market share, soymilk producers*

TRIPLE J'S FURNITURE MANUFACTURING BUSINESS: A FEASIBILITY STUDY

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ABSTRACT

This study explores the feasibility of a furniture manufacturing business in the face of industry challenges. High demand for furniture and low supply makes the business a viable option. The goal is to offer quality products at reasonable prices with friendly staff, catering to resellers in Benguet. The proposed business will offer various furniture types for homes, offices, hotels, restaurants, schools, and other establishments, with marketing efforts including distribution of fliers, brochures, and giveaways to resellers, along with free delivery. To ensure quality products, the business will purchase lumber from Narra trees at a cost of 70 pesos per board foot. A sala set will be made by three skilled workers over five days with a daily labor fee of ₱800.00 and miscellaneous expenses of ₱2,000.00. Workers will be hired based on job application and proof of skill. Data were gathered via interviews, survey questionnaires, and observation, with Yamane's formula used to calculate a projected reseller population of 22 in the year of the study, and a sample of 18. The survey questionnaires were distributed and retrieved immediately, and data were tabulated. The financial management formulas used include break-even point analysis, payback period, net present value, and return on investment. The payback period for capital investment is two years and three months, and the return-on-investment ranges from 34% in the first year to 46% in the fifth year. The net present value of the business is ₱2,000,967.14 at the end of the fifth year. The study concludes that there is a need for high-quality furniture products at a reasonable price in Benguet, making the proposed business feasible and profitable. The internal rate of return (IRR) of the business reaches as high as 24% in the fifth year, meaning that the investment will create a significant return, and other projects must exceed this rate to be selected. The recommended location for Triple J's Furniture Manufacturing Business is Malin-awa, Tabuk, City Kalinga.

Keyword: *furniture, competitiveness, quality products*

TRAVEL AGENCY BUSINESS IN SILANG, CAVITE: A FEASIBILITY STUDY

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ABSTRACT

This study determined the feasibility and viability of establishing a travel agency business in Silang, Cavite. The survey questionnaire and the unstructured interview questions were checked and validated by seven experts and seven laymen from the academe, tourism, and travel industry. The target market for the proposal is business and private entities of selected barangays in Silang, Cavite. The survey questionnaires were distributed to business entities of Poblacion I, San Miguel I, San Miguel II, San Vicente I, and San Vicente II barangays. These questionnaires were administered to 448 business entities, and those that were retrieved were 417, 93% of the actual size. The study applied the qualitative research design using a descriptive and exploratory method. The interview schedule was sent to 4 travel agencies through email. Further interview was also done face to face, where additional information was gathered on how to establish a travel agency business. Based on the results, the researcher found that there is a demand for the service. For 2024, the supply is 77% of the total demand, thereby leaving an unsatisfied demand of 23%. The findings show the viability of the project to establish a travel agency in Silang, Cavite. For future researchers, study for other services in the travel industry like car rental, and tour operator business can also be explored.

Keyword: *travel agency, business in Silang, Cavite, feasibility study*

CHALLENGES OF HAVING DIVERSIFIED SETUP FOR ON-THE-JOB TRAINING OF BATANGAS STATE UNIVERSITY TNEU ARASOF NASUGBU STUDENTS AMIDST COVID-19 PANDEMIC

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ABSTRACT

On-the-job (OJT) training provides students an opportunity to supplement academic training with skills, knowledge, and attitudes while acquiring practical experience for college degrees. OJT seemed to be exciting, not until the pandemic hit the Philippines. As compliance with community health protocols, academic entities implemented modalities which makes OJT possible despite the crisis, which were virtual, traditional, and blended. Based on previous studies, a lot of trainees were not performing well as others, which could be due to the inappropriateness of OJT setups during the pandemic. This research aimed to determine the challenges of having a diversified setup for on-the-job training of Batangas State University ARASOF-Nasugbu students during the A.Y. 2021-2022 despite the implemented interventions of the industry partners amidst the pandemic. The researchers used descriptive research which suited the quantitative attributes of the study. Data were gathered from 225 trainees by using a constructed and validated Likert-scale survey questionnaire. Moreover, findings were treated by utilizing as response quantifier, coefficient correlation, and analysis of variance as an analytical tool. In the assessment of data, it showed that the challenges of having a diversified setup of OJT and interventions provided by industry partners to cope with the COVID-19 pandemic crisis had a moderate positive linear relationship which has value of 0.65. On the other hand, the trainees shared significant difference in the challenges they faced by having OJT amidst the pandemic when grouped according to college department revealing a p-value of 0.0081. In conclusion, trainees were able to overcome the challenges of having a diversified setup of OJT with the aid of interventions provided by industry partners to cope with the COVID-19 pandemic crisis. The interventions still need major improvements which are highly recommended for future researchers to unveil.

Keyword: *on-the-job training, diversified setup, pandemic crisis*

ESTABLISHMENT OF A MULTI-LEVEL PARKING AT MOUNTAIN PROVINCES MISSION: A FEASIBILITY STUDY

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ABSTRACT

Multi-level parking is the ultimate solution in reducing traffic congestion brought about by on-street parking of numerous privately owned vehicles needing space in a growing and an advanced urban area like Baguio City. There are public and private parking lots within the city, but these could not accommodate vehicles that need to be parked daily. The objective of this study was to see the feasibility of establishing a Multi-level Parking at Mountain Provinces Mission Headquarters in Baguio City. Descriptive research design was utilized in this study. Two hundred-seventeen validated surveys were distributed at random to residents, workers, and transients, and 215 were retrieved. Of this number, 41% which is equivalent to 1,813 out of 4,423 residents of Saint Joseph village were willing to patronize the project. The financial analysis reveals that payback period would take more than ten years. For the next five years, break-even shows a minimal decrease from 96% to 95%. Other findings include internal rate of return from -95% to -37%, return of assets from 2% to 3%, return on investment from 2% to 4%, and profit margin ratio from 28% to 36%. Baguio City demands additional parking areas to cater private-owned vehicles visiting the Summer Capital of the Philippines. Therefore, it is recommended to establish a multilevel parking at Mountain Provinces Mission headquarters to help in its finances through this income-generating business. Moreover, it would help in solving the challenge of the city government in connection with parking areas.

Keyword: *multi-level parking, car ownership, traffic challenges*

H100 PLANT-BASED MEAT ALTERNATIVES PROCESSING CENTER IN BAGUIO CITY: A FEASIBILITY STUDY

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ABSTRACT

The growing consciousness of the environmental depletion caused by meat consumption and the rising consciousness of health and nutrition concerns are among the compelling reasons why consumers are now shifting to a plant-based diet. Thus globally, there is an increasing demand for healthier plant-based meat substitutes over the years. The major objective of this study is the determination of the market, production and operation, organization and human resource, and financial viability of establishing a plant-based meat alternative processing center in Baguio City. The descriptive research design was used in this study. Observation, interviews, survey questionnaires, records, and relevant and related literature were the sources of data. Historical data for at least 5 years from the Health 100 Restoant and its branches were analyzed. Descriptive statistics was used to analyze the profitability ratios, liquidity ratios, and test of return on capital investments to determine the acceptability and earning performance of the business which demonstrated profitability and resulted in an average of 26.47% return on sales, 36.41% gross profit, and 24.11% return on investment. The net present value of the proposed project is P2,017,788.23 and the payback period will take 1 year and 4 months. The substantial demand for PBMA products by Health 100 makes the proposed business viable therefore the implementation of this study is recommended.

Keyword: *plant-based meat alternatives, feasibility, vegans, sustainability*

PERCEIVED ISSUES OF WORK FROM HOME SETUP AND COPING MECHANISM OF BPO EMPLOYEES DURING THE PANDEMIC IN NASUGBU AND LIAN, BATANGAS

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ABSTRACT

The COVID-19 pandemic has changed the way people live and work. This study aimed at investigating the issues of work-from-home setup and coping mechanisms of BPO employees. To achieve this, the researchers conducted a study wherein 169 BPO employees in Nasugbu and Lian, Batangas are the main respondents. The researchers used correlational research method with the survey questionnaire as the main data-gathering instrument. Census was used as a sampling technique wherein every member of the population was the respondent. The researchers used frequency count, weighted mean, and Pearson r. The researchers find it appropriate to use Z-test as statistical tool by performing an F-test. The result showed that there is a moderate positive linear relationship between issues of work-from-home setup and coping mechanisms among the respondents of this study. The study also showed that there is a significant difference in the issues of work-from-home setup of the respondents when grouped according to demographic profile in terms of age and marital status and there is a significant difference in the coping mechanism of respondents when grouped according to sex of the respondents. It was also found out that the respondents rarely experience stable internet connection and there is no instance that they experience stable electric service connection. Thus, the researchers recommend that BPO companies should provide training and seminars about alternative ways to become productive despite disruption in internet connectivity and power supply, and they should specifically provide noise-cancelling equipment and room soundproofing materials or allowance so the employees can improve their working environment. Future researchers should conduct further studies to determine which coping mechanism is best used in each issue of work-from-home setup.

Keyword: *Business Process Outsourcing (BPO), coping mechanism, pandemic, stress*

MODERATING EFFECTS OF AGE AND SEX ON THE RELATIONSHIP BETWEEN TRADER'S STYLE AND TECHNICAL ANALYSIS

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ABSTRACT

This study examined the moderating effects of age and sex on the relationship between trader's style and technical analysis. Specifically, it ascertained the extent of the trading style as practiced by the traders and the technical analysis of the traders, determined if the dimensions of trading style predict technical analysis, determined if the dimensions of technical analysis predict trading style, ascertained the significant difference in the trading style and technical analysis when the respondents were grouped according to age and sex, and determined if age and sex moderated the effects of trading styles on technical analysis and vice versa. Descriptive method as research design was used in the study with a sample size of 86 participants using purposive sampling. Online survey questionnaire was used to gather data. Results revealed that the respondents rarely used trader's style and technical analysis. Trader's style can predict technical analysis. There was a significant difference on age but not on sex in terms of trading style and technical analysis. Data also revealed that age and sex did not moderate the effects of trading style on technical analysis and vice versa. This implies that regardless of any sex or age group, anyone can start and engage themselves in trading.

Keyword: *trading style, technical analysis, moderating effects, Philippines*

SELF-SERVICE FROZEN YOGURT SHOP AT ADVENTIST UNIVERSITY OF THE PHILIPPINES: A FEASIBILITY STUDY

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ABSTRACT

The modern industry demonstrates a strong interest in fitness. These days, consumers are leaning more toward healthy selections. Frozen yogurt has adapted to this change in culture and now offers customers a nutritious alternative that may satisfy a range of palates. This study explores and analyzes the viability and feasibility of a self-service frozen yogurt shop in Adventist University of the Philippines. The primary target market of the business are students at the Adventist University of the Philippines. The primary data for the research was gathered by conducting an online survey through Google Forms for individuals of the target location. All in all, there were a total of 347 respondents. The researcher also conducted interviews with managers of related businesses. The financial study considered every expense incurred by the company and concluded that a capital investment of ₱2,112,304.19 is required. There is a market share of 34% for the said business. The projected income for the first year is ₱463,000.37. The average rate of return is 0.64 and a payback period of 3 years and 18 days is expected by the business. Therefore, the researcher concludes that the proposed venture was found feasible and viable.

Keyword: *self-service, frozen yogurt, healthy snack*

THE EFFECTS OF INTERPERSONAL RELATIONSHIPS AND COMMUNICATION TO THE JOB PERFORMANCE OF EMPLOYEES IN A HEALTHCARE ORGANIZATION

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ABSTRACT

This study examined how interpersonal relationships and communication impacted the efficiency of 153 healthcare professionals working at Adventist Hospital Davao. It used the quantitative, non-experimental correlational research methodology and utilized the mean and standard deviation to reflect how well the respondents engaged with one another, built relationships, and carried out their jobs. Furthermore, Pearson's correlation coefficient demonstrated the high association between interpersonal relationships and job performance. Regression analysis was used to determine the relationship between employee performance and interpersonal relationships. The findings indicate that the respondents gave a moderate rating to their contacts with a range of interpersonal traits. The staff members had a certain level of competency in interpersonal communication skills, such as clear messaging, listening, offering feedback, handling emotional situations, and interpersonal communication in general. Bidirectional communication and job performance revealed a significant but weak link, in contrast to the statement of needs and the three criteria for job performance. These conclusions came from a multiple regression analysis in which the dependent variable was job performance and the independent variables were a number of interpersonal relationship factors such as needs assertion, bidirectional communication, conflict, interpersonal closeness, emotional experience and expression, sending clear messages, listening, giving and receiving feedback, and handling emotional interactions. Statistically significant at $F(9, 90) = 7.756, p.001$, the entire model showed that interpersonal interaction traits jointly strongly predicted work success ($R^2 = .438$). According to the study's major predictors, the model might be able to account for about 43.8% of the variation in work performance.

Keyword: *interpersonal interaction, communication, bidirectional communication, regression analysis, high association*

A BIRTHING CENTER IN BARANGAY TINIGUIBAN, PUERTO PRINCESA CITY, PALAWAN: A FEASIBILITY STUDY

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ABSTRACT

The solution to decrease maternal death due to unsafe delivery and maternal complications taking place outside a health facility is building a birthing center which is accessible to all pregnant women. Moreover, this birthing center can transfer patients to a hospital once indicated for further management. The aim of the study is to evaluate the viability of establishing a birthing center in barangay Tiniguiban, Puerto Princesa City, Palawan. In Puerto Princesa City, the 66 barangays are big with the population ranging from 254 to as high as 25,909. There are existing birthing clinics in 6 barangays where majority are located in the center of the city. Starting a new birthing center in barangay Tiniguiban which is on the way out heading to Southern Palawan can help improve the accessibility of a birthing center and provide convenience among pregnant women from barangay Tiniguiban as well as nearby barangays. The researcher applied the descriptive or exploratory method. Using a non-probability purposive sampling technique, a total of 291 women ages 19 to 34 years old were included in the study. An analysis of demand and supply of a birthing center shows that there is an unmet demand of 73% for this business. The study revealed an average of 73% market share with an average potential revenue of 17 million. Thus, establishing a birthing center in Barangay Tiniguiban is feasible. For future research, similar studies can be conducted in different municipalities of Palawan to make birthing centers available to all women in Palawan.

Keyword: *birthing center, birthing attendants, supply, demand, feasibility study*

AWARENESS, KNOWLEDGE, AND PERCEPTION ON THE IMPLEMENTATION OF 105-DAY EXPANDED MATERNITY LEAVE LAW AMONG WOMEN EMPLOYEES OF LGU, TAYABAS CITY

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ABSTRACT

Recognizing the difficulties faced by working women during pregnancy, the government went to considerable lengths to expand their maternity leave. However, in spite of policy changes, maternity leave remains elusive because of a general lack of mindfulness. Thus, the researchers conducted this study to determine the awareness, knowledge, and perception of women employees of LGU Tayabas City on the implementation of the 105-Day Expanded Maternity Leave Law. The researchers used a mixed-methods approach. An unstructured survey questionnaire was used in determining the respondents' profiles and levels of awareness, knowledge, and perception of the law, as well as significant differences between women employees. In addition, an in-depth interview was used to analyze the perceptions of the respondents. A total of 165 female employees served as the respondents to the study, including the 11 participants from the in-depth interview, where the majority were married, fell within the ages of 21–30 years old, and were college degree holders. They were categorized as administrative staff and had been working as permanent employees for 2–10 years. The results showed that women employees were not fully aware of the effectivity date of RA 11210. Moreover, their knowledge of the specific provisions of the coverage, benefits, and grants showed a moderate understanding. Subsequently, the provision of the law on the allocation of leave credits and penalties resulted in a low level of knowledge, and there is no significant difference in the awareness and knowledge levels of the law among women employees when grouped according to specifying these demographic factors. Furthermore, the analysis of the interviews identified three major themes. These were: (1) maternal health and well-being; (2) family welfare; and (3) maternity leave satisfaction.

Keyword: *awareness, knowledge, maternity leave, perception, women employees*

EXPLORING SUSTAINABLE VALUE CO-CREATION IN THE PHILIPPINE FOOD AND BEVERAGE PACKAGING INDUSTRY USING NARRATIVE ANALYSIS

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ABSTRACT

Plastic pollution is one of the most pressing environmental challenges facing our planet today, and the Food and Beverage industry is one of the biggest contributors to this problem. In 2021, the Philippines had the highest riverine plastic emissions hence, different environmental groups are urging firms in the Philippines to adopt sustainable packaging and invest in its recovery and recycling. This study presents a qualitative approach to explore the co-creation of sustainable value between two business-to-business entities in the Philippines' Food and Beverage industry. Through the conduct of semi-structured interviews with open-ended questions, involving eight managers from two B2B firms, a narrative analysis was employed. The results found five main themes that emerged in the sustainability approach of the companies towards sustainable value co-creation. These include environmental forces, organizational factors, operationalization of sustainability, initiatives in packaging sustainability, and sustainable value co-creation through stakeholder engagement. The sub-themes reflect the specific domains within the broader themes: customer demands to supplier, consumer demands, local and international government regulations and standards, understanding of sustainability, awareness on global issues, commitment of management, resource management, observation and adoption of best practices in sustainability, waste management, stakeholder engagement, 3Rs and composability of packaging, use of paper-based alternatives, provision of alternative packaging, supplier influence on packaging material choice, collaborative product design, and open channels for knowledge exchange. By promoting collaboration, active exchange of knowledge, adoption of sustainable practices, accompanied with effective policy recommendations, the food and beverage industry can contribute to a more sustainable Philippines.

Keyword: *F&B industry, sustainability, packaging, business*

FREIGHT SERVICES AT PHILIPPINE PUBLISHING HOUSE

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ABSTRACT

The study evaluated the viability of operating a freight service facility inside the Philippine Publishing House (PPH) in Biga 2, Silang, Cavite. Different business considerations have been given consideration, including marketing, operations, human resources, and financial projections. Data for the research was gathered through questionnaires, interviews, observations, and literature reviews. Under the supervision of the Operations Supervisor, one employee takes care of the needs of the literature evangelists and church members as their target market. Utilizing the descriptive design method. As to the research, with the population's 23 Literature Evangelists, 82% of the demand could be satisfied at a reasonable and competitive price of ₱330. The researcher concluded that using a freight service for moving products is favorable. The sample size for the Yamane's method is 22 literature evangelists, with a 5% margin of error. After recovering 22 of the 23 distributed questionnaires. The second year and the first six months of operations comprise the payback period, and the ROR is acceptable. Investment costs is ₱2,008,421.20. The freight service will handle the transfer of products in the best way possible, reducing damage, loss, and delay. With just one employee, it can finish all transactions in three hours and have them ready for distribution to its destinations. Additionally, PPH, church institutions, literature evangelists, and church members will benefit from the research's results and generate income through its operations. Implementation in July 2023 is recommended.

Keyword: *Freight service, safe and fast transfer of goods, customers satisfactions*

INVESTMENT BEHAVIORS AND PREFERENCES OF SCHOOL TEACHERS IN LUCENA CITY

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ABSTRACT

The study identified the investment behaviors and preferences of school teachers in Lucena City. The descriptive design using the quantitative approach was used. Analysis of variance (ANOVA) was used to determine the difference between respondents' behaviors and preferences towards investment. Using the random sampling technique, a total of 351 teachers from private and public schools in Lucena City participated in the survey. The result of the survey found that the majority were females, 28–34 years old, single, with PHP 25,000–PHP 35,000 monthly income, working in private schools, and having no investments. In the assessment of factors that influence to make an investment in terms of life stage, personality, and source of wealth, this research study found out that they were highly influenced to make an investment with investor's aims to gain more money and secure future financial needs, such as children's education, retirement, and paying future obligations. This study found that their behavior was biased and discriminatory when it comes to investments, and their decisions did not just depend on what they saw but also on what they felt. Lastly, school teachers preferred savings accounts, insurance, and stocks as their top three investment priorities. This shows that investors were only knowledgeable about savings accounts, insurance, and stocks. It implies that teachers had no idea about alternative investment avenues. In order to guide and help school teachers in their decision-making, they may organize financial literacy training and capacity building.

Keyword: *investment, investment behavior, investment preference*

CHILDREN'S PARK IN TADIAN, MOUNTAIN PROVINCE: A FEASIBILITY STUDY

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ABSTRACT

A park is a blissful place for children. It enhances physical, social, and mental development. However, the municipality of Tadian has no such facility. It is the goal of this study to determine whether a children's park in such rural setting would be viable and profitable. The target market would be the families of Tadian municipality. Amenities include slides, swing set, seesaw, spring rides, jungle gym and climbing wall. The exploratory design of study was used to investigate the feasibility of the proposed venture. Convenience sampling method was used to float survey questionnaires. The municipality's projected household population would be 4,659 by the year 2023 thus it could be the basis for the sample size of 225 households with 6.5 margin of error. Two hundred thirty residents were the respondents of the study. From this, 44% preferred to spend their family time in the children's park and 91% would be willing to patronize with once-a-month frequency should there be one children's park established in the locality. The analysis and results validated the venture's profitability. The capital investment of ₱2,000,000 has a payback period of 2 years and two months. The profit margin is 73%, ROA is 26%, and ROI is 34% on the first year of operation. Further, the project is acceptable with the following measurements: NPV is ₱5,402,663, IRR is 66.273%, and BCR is 1.6%. The current ratio of 3.3 and operating cash flow ratio of 9.7 indicate that the operation is liquid. The facts proved that the business is feasible and profitable, and it is therefore recommended for implementation.

Keyword: *children's park, capital investment, return on asset, return on investment, current ratio*

COLD TAHO PRODUCTION IN BARANGAY SAN PEDRO, PUERTO PRINCESA CITY, PALAWAN: A FEASIBILITY STUDY

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ABSTRACT

Today, taho is one of the most popular snacks in the Philippines every morning. Made with fresh soft tofu and sago pearls and sweet brown molasses called arnival. Taho is not just a street food, but also a healthy food, its main ingredient is soybeans which are highly nutritious food and are widely accepted by all countries of the world. This study is aimed to determine the feasibility and viability of establishing cold taho production in Barangay San. Pedro, Puerto Princesa City, Palawan. Covers important functional areas of business management. Both primary and secondary data were used by the researcher. Interview questions and survey questionnaires were utilized as the primary data. Secondary data used were the related literatures, journals, articles, and other studies, found in the internet. To make sure each questions will give the necessary information for the study, seven experts and seven laymen from the university and hospital validated the questionnaires. The survey questionnaires were distributed the students of Loreto Santos Lanzanas Central School composed of students from kinder to grade 6 (the target market) during the school year 2021-2022. The researcher chooses a quantitative study design with a sample size of 322, representing a population of 1,662. The study shows that cold taho business has an average market share of 93%. The total investment of the business amounted to ₱ 5 Million funded by 3 individuals which we called “angel investors”. The researcher found out that the establishment of Cold Taho production in Barangay San Pedro, Puerto Princesa City is feasible and viable financially after 5 years of its operation. The researcher recommends that the proposed business should start in the 2nd quarter of the year 2024. It is further recommended for a further study of making other variances to the flavors of cold taho like strawberry, ube, caramel, avocado, and mango. And with the vision of making it the number 1 Cold Taho producer in the Philippines.

Keyword: *taho, malnutrition, students, feasibility study*

CREMATORY SERVICE IN PASAY CITY: A FEASIBILITY STUDY

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ABSTRACT

The purpose of this study is to investigate the feasibility and viability of a crematory service at Donada St. in Pasay City. The location is chosen for its excellent accessibility for pedestrians and vehicles alike. Relevant literature was compiled by the researcher to support theoretical requirements prior to gathering qualitative data from structured interviews and quantitative data from survey questionnaires. The results of these data-gathering procedures were then recorded, interpreted, and analyzed. The interview comprised one (1) participant while the survey involved 383 participants selected through random sampling technique, representing the target market of the proposed venture. The findings of the survey were used in the marketing and financial study of the paper. It shows that 87% of the sample population preferred cremation and 87% also expressed interest in availing the services of the proposed venture. It brought about an average demand of 826,106,555 pesos and an average supply of 28,087,960 pesos, resulting in an average market share of 46.41% between the years 2023 and 2028. The proposed company will operate as a sole proprietorship and will have a total of 13 employees, which will necessitate an initial investment of P12,927,269 in capital. When services are valued at Php 65,000, the annual revenue for the year 2023 is 324,110,414.88; this will increase by an average of 1,260,492.40 in the years that follow while the business remains in operation. With an internal rate of return of 85%, which displays a decent return, an average rate of return of 92%, and a payback period of less than one year, the project is deemed feasible.

Keyword: *crematorium, ashes, cremation*

RENAL CARE UNIT EXPANSION TO 24 HEMODIALYSIS MACHINES AT ADVENTIST HOSPITAL – DAVAO: A FEASIBILITY STUDY

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ABSTRACT

The issue of Chronic Kidney Disease (CKD) and End-Stage Renal Disease (ESRD) is a pressing public health concern both locally and internationally, with hemodialysis being the common treatment choice for kidney failure. The number of individuals on hemodialysis globally has already surpassed 2.5 million and is predicted to reach 5.4 million by 2030. In the Philippines, CKD affects 2.3 million individuals, representing 2% of the total population, with one Filipino dying every hour from renal failure and approximately 35,000 people undergoing dialysis or receiving renal disease treatment. Despite the rising number of cases, renal replacement therapy remains limited in the Philippines and in many other countries. The research aims to explore the feasibility and viability of expanding Adventist Hospital - Davao's (AHD) Renal Care Unit to 24 hemodialysis machines. Using the descriptive and exploratory qualitative method, data were collected from 247 respondents, revealing a significant demand for hemodialysis services. The study found that the hemodialysis industry has an available unmet demands of 54%, with the AHD Kidney Care Clinic accounting for 34% of the share. The study determined that a total capital investment of 37,834,406.47 for three months of operation or 64,467,027.89 (annual) would be required to expand the business, with positive Net Present Value, acceptable Internal Rate of Return, Benefit-Cost Ratio, and a payback period of two years and eleven months. The outcomes are beneficial to AHD and the City of Davao in response to the increasing number of hemodialysis patients. As such, the study's recommendations are suitable for implementation.

Keyword: *end-stage renal disease, Renal Care Unit, hemodialysis, hemodialysis machine, demand, supply*

ESTABLISHING A MILK TEA SHOP IN SITIO MUZON, BARANGAY PUTING KAHoy, SILANG, CAVITE: A FEASIBILITY STUDY

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ABSTRACT

This study intends to validate the viability and feasibility of establishing a milk tea shop in Sitio Muzon, Barangay Puting Kahoy, Silang, Cavite. The functional areas of business management namely marketing, technicality, organization and human resource, strategic management, financial study, and socio-economic responsibility were considered and analyzed. The study also includes the assessment of related literature and the gathering of data through surveys, questionnaires, interview questions, and observations. The primary data for the research were collected by performing an actual survey of the residents of the target location. The target market is composed of the residents of Sitio Muzon. The research also includes interviews with staff and owners of similar business. Secondary data were acquired through the gathering of relevant literature from online sources. The survey questionnaire results were analyzed using capital budgeting methods, profitability ratios, and liquidity ratios. The researcher comes into conclusion that the business is theoretically feasible and viable based on the results of the feasibility study. Both primary and secondary statistics suggest that there is a demand for milk tea and that customers are available. The researcher recommends opening the milk tea shop based on the study and analysis presented.

Keyword: *milk tea, feasible, capital budgeting, profitability, liquidity, demand*

ONLINE JOB BOARD BUSINESS: A FEASIBILITY STUDY

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ABSTRACT

This study aimed to determine the feasibility of establishing an online job board business in Calamba City Laguna. Online job boards can be used by companies to post their job requirements and openings. Using the online platform, employers can specify the job requirement, salary range, qualifications, and required skill sets, while on the other hand, granting online workers to attach a resume or application form. This study used data sources from survey questionnaires and other relevant information collected from scholarly reviewed articles and journals including data gathered from Philippine Statistics Authority (PSA) and other relevant sites. Descriptive and exploratory method of qualitative design was used, and 100% target population was surveyed as the population was less than 100 companies. The result shows that the respondents have high level of acceptance of the introduced platform showing 71.4% of total population or 41 out of 57 companies are willing to use the proposed online job board, concluding the viability and profitability of the online job board business. The continuous growth of employee hiring ratio and improvement in economic growth in Laguna provides strong advantage for online job boards business' stability. For future research, qualitative studies may be conducted further to understand that as the job market continues to evolve, it is important to know the changing dynamics of online job boards to remain competitive, and with more people looking for work online, it is essential that companies stay ahead of the curve by conducting research on how to best use online job boards.

Keyword: *online job board business, hiring ratio, job market*

ESTABLISHING A PET DAY CARE FACILITY IN BAGUIO CITY

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ABSTRACT

It has been observed that more and more households in Baguio City are adopting pets. Many business establishments allow people to bring their pets with them and that indicates that people are also becoming aware of the importance of the recreational welfare of animals. It has also been observed that most of the pet facilities in Baguio City only offer medical services. As the researcher is fond of watching doggy day care videos on the internet, there was a realization that there is no facility like that in Baguio City. Using the convenience sampling and Yamane's formula, the researcher came up to a sample size of 204 households and distributed 220 validated questionnaires to determine how many households in Baguio have pets and are willing to bring their pets into a day care facility. Two hundred six questionnaires were retrieved and the survey says that 78.6% have pets in their households, and 39.6% are willing to bring their pets into such facility. The proposed business is feasible for it projects a going concern financial health for the next five years. The NPV is Php4,810,883.98 based on a 10% marginal rate; the internal rate of return is 28.20, and the payback period is two years. With its advocacy to education on responsible pet ownership and its contribution to tourism, Padfoot's Place shall create more employment opportunities and hopes to be a refuge for neglected and maltreated animals.

Keyword: *pets, recreational, welfare, facility, wellness*

MEDIATING EFFECTS OF WORKING CONDITION ON CONFLICT MANAGEMENT AND EMPLOYEE HAPPINESS IN THE ELECTRONICS INDUSTRY

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ABSTRACT

The purpose of this study was to determine the mediating effect of working conditions on conflict management and employee happiness in the electronics industry. A pleasant working environment is the workers' primary necessity. To maintain a steady workforce for the running of their operations, firms and institutions must place a high focus on providing a better working environment. The researcher used quantitative-descriptive research and utilized purposive sampling techniques to arrive at the notion of getting 420 respondents. This study found that the level of employee happiness in the electronic industry is high. The study revealed that employees consistently seek to understand their coworkers when conflict arises. In general, this study revealed that conflict management and working conditions are correlated with employee happiness. Additionally, the data showed that employees have a positive outlook on working conditions in the electronics industry. The analysis also showed that working conditions partially mediate the relationship of conflict management and employee happiness. This means that working conditions affect the relationship of conflict management to employee happiness. It is therefore recommended for further studies and future researchers to include other sectors since this study was limited to the electronics industry. Future study may also be conducted by increasing the proportion of responding businesses.

Keyword: *conflict management, working condition, employee happiness*

KALINGA ADVENTIST ACADEMY: ESTABLISHING AN ACADEMY AT CASIGAYAN TABUK CITY, KALINGA

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ABSTRACT

Adventist parents in the province of Kalinga are dreaming to send their children to study in an Adventist institution, but since Adventist schools are distant, they chose to enroll their children in private and public schools inside the province. Many Adventist parents are alarmed because it has been observed that students who study in other schools are less likely involved in church activities and the worst thing is, many of them are leaving the church. Yamane's formula was used to compute the required sample size of 204. Purposive sampling Was utilized to determine the respondents of the study. The survey says that 64% have children, 27% of them didn't have any children who are studying in high school and 9% of them are willing to bring their children to an Adventist School. The researcher used the Straight-line statistical method in computing the projected population increase yearly which is the basis to compute the market share of the proposed business. During its first year of operation, the demand for students of is 2396 and consistently increasing yearly. With that, the operation of the proposed business will offer junior high school. The proposed business aims to provide a quality education that embodies the philosophy of Adventist education to its students. Kalinga Adventist Academy will cater Adventist Students as well as students who came from other denominations. The school will be constructed inside the vicinity of the Tabuk Seventh Day Adventist Elementary school in Casigayan, Tabuk City, Kalinga. The proposed business also provides a holistic approach to education that will nurture students to excel in academics and extra-curricular activities. This will bring quality graduates to the community.

Keyword: *establishing an academy, feasibility study, adventist academy*

ASSOCIATION OF TEACHERS' FEEDBACK TO LEARNING MOTIVATION OF SENIOR HIGH SCHOOL STUDENTS

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ABSTRACT

The success of teaching-learning situations depends on the motivational factors that influence the learners. This study wanted to find out if teachers' feedback motivated students to learn and help to achieve the learning goals. Descriptive-correlational study was utilized and a total of 100 senior high school students at Adventist University of the Philippines were randomly gathered to answer the research instrument. The results showed that the participants had very high positive assessment in corrective feedback and high positive assessment in terms of constructive feedback and praise. The learning motivation of senior high school students was high also. Correlation results showed that there was a significant relationship between the dimensions of teachers' feedback including corrective, constructive, and praise to learning motivation of the respondents. Moreover, praise feedback significantly predicted learning motivation. On the other hand, it was found out that there was no significant difference in the learning motivation when sex and grade level of the respondents were considered. It is concluded that feedback improves learners' motivation to study. Future researchers may consider using a qualitative study to allow participants to express their feelings about teachers' feedback, as well as other types of feedback to broaden the scope of the study.

Keyword: *teachers' feedback, corrective feedback, constructive feedback, praise, learning motivation*

THE RELATIONSHIP OF TEACHERS' INSTRUCTIONAL STRATEGIES ON STUDENTS' ACADEMIC ACHIEVEMENT DURING THE PANDEMIC PERIOD

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ABSTRACT

The potential of a teacher in implementing learning strategies during the teaching and learning process should be enhanced to improve student achievement. Because a teacher is a known facilitator of the teaching and learning process and a source of motivation, it is desired that a teacher can carry out his/her obligations and responsibilities in guiding, instructing, and directing students, so that they can be successful in their education and acquire high learning results. The primary goal of this study was to ascertain the connection between teachers' learning strategies and students' academic achievement. It made use of quantitative methods by employing a multiple regression analysis, and administering surveys directly to 102 students in Grade 5. The results of the study revealed that there was a significant relationship between teachers' learning strategies and students' academic achievement. In addition, students' academic achievement did not indicate statistically significant variations in terms of gender and age.

Keyword: *instructional strategies, academic achievement, learning process*

LIFESTYLE PRACTICES OF THE GRADUATING SENIORS OF A FAITH-BASED HIGHER EDUCATION INSTITUTION

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ABSTRACT

The study aimed to assess the lifestyle practices of the graduating seniors of a faith-based higher education institution during the Academic Year 2019–2020. The philosophy of the institution where the study was conducted states that “the work of education and redemption are one, that is to restore in man the lost image of God through the harmonious development of the, “physical, mental, social, and spiritual faculties”. Thus, this study described the lifestyle practices of its students in terms of the physical, mental, social, and spiritual aspects, after having spent four years or more in the institution. Two-hundred one graduating seniors responded to the five-point Likert scale that was used for data gathering. Results revealed that respondents performed admirably in their social, and spiritual faculties while performing fairly in their physical and mental faculties. The results also revealed that women appeared to possess significantly higher levels in social and spiritual faculties than men. Moreover, Seventh-Day Adventist respondents demonstrated significantly higher levels of mental and social faculties over non-SDA respondents. A qualitative study may be administered to acquire more information to assess and uplift the physical, mental, social and spiritual development of the students.

Keyword: *lifestyle practices, graduating seniors, faith-based institution.*

TEACHERS' ADHERENCE TO THE CODE OF ETHICS

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ABSTRACT

The code of ethics is deemed important so that professional teachers may be able to perform well in the learning environment and deliver the best learning experiences to the benefit of students. The Department of Education desires that all teachers adhere to and strictly comply with the code of ethics. Hence, this study aimed to identify the ethical practices that are exercised by the teacher, the unethical practices performed by the teacher, and the extent of adherence to the code of ethics of senior high school teachers as perceived by their students. The study employed a descriptive design utilizing a 5-point Likert-type scale questionnaire adopted from Article VIII of the Code of Ethics for Professional Teachers. Random sampling procedure was done which involved 80 students from a selected school in Binan, Laguna. The data were analyzed using the Jamovi statistical software. Results revealed that teachers *oftentimes* practice ethical standards, with the grand mean of 4.28, as perceived by their students which implies a high level of adherence. It is therefore recommended that senior high school teachers in one of the schools in Binan should continue practicing the code of ethics to the highest level. Moreover, future studies were recommended to utilize a qualitative approach to cater to the wide and vague range of ethical practices.

Keyword: *code of ethics, ethical practices, adherence, senior high school teachers*

EXPLORING PRE-SERVICE TEACHERS' CHALLENGES IN THEIR COMMUNITY EDUCATION PROGRAM PARTICIPATION DURING THE PANDEMIC

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ABSTRACT

The study focused on the pre-service teachers' challenges in their participation in the community education program during the pandemic. Using qualitative-case study research design, the following research questions were addressed: 1) *What are the challenges you encountered as an implementer of the Community Education Program?* 2) *How does active participation in the Community Education Program prepare you for your future work as a teacher?* A purposive sampling technique was employed to select 20 pre-service teachers who participated in the program. The data were gathered through facilitating a survey questionnaire via Google forms, and 5 participants were interviewed online via zoom application. The study generated themes to translate the challenges of the pre-service teacher participants. Their challenges included: 1) limited access to online resources, 2) facilitating online teaching strategies, 3) managing student behavior, and 4) assessing students' learning. Despite these obstacles, their participation in the Community Education Program assisted them to 1) *develop self-confidence*, 2) *discover adaptable and flexible teaching strategies*, and 3) *experience the joys of teaching*.

Keyword: *pre-service teachers, challenges, community participation, online learning*

ETHICAL BEHAVIOUR AS A PREDICTOR OF JOB PERFORMANCE

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ABSTRACT

The teacher has always been a crucial component of a student's intellectual, social, and economic growth. Their performance can greatly contribute to prosperity by upholding their behaviour in the educational system. Therefore, the research aimed to investigate the ethical behaviour toward job performance and the relationship between teachers' ethical behaviour and their job performance in Adventist schools in Myanmar. The study used descriptive-correlational to determine the relationship between teacher ethical behaviour and their performance, and T-test and ANOVA were utilized to define when age is considered. This study is quantitative that utilized a random sampling of 100 respondents who were selected based on their willingness to participate and availability from five Adventist secondary schools in Myanmar within the academic year 2021-2022. Data were gathered via survey questionnaires that were divided into two parts: one part is for teacher ethical behaviour and the other part is job performance. The study revealed that there was a high level of teacher ethical behaviour on the school campus. The sexual harassment behaviours variable rated the highest level as "very high" among other variables, indicating that teachers had established a climate free of sexual harassment where students could feel secure on the school campus. The teacher's job performance was rated very high which means that teachers were performing very well. It was also revealed that there was a positive relationship between teachers' ethical behaviour and teachers' job performance. A teacher's job performance was also predicted by ethical behaviour. However, there is only one variable from the ethical behaviour that predicted teacher's job performance which was professional responsibilities. Therefore, future researchers might find other variable to help explain the positive relationship to Job Performance.

Keyword: *teacher's ethical behaviour, teacher's job performance*

SAFETY CULTURE MEASUREMENT AMONG CHINESE UNDERGRADUATES AT A PRIVATE UNIVERSITY

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ABSTRACT

Research on the safety culture of Chinese undergraduates is limited. Many undergraduate students encounter accidents inside or outside the university because of many possible reasons. It could be because of lack of safety knowledge among the students, interaction with safety behavior, traffic, and campus safety behavior which need to be given importance for the sake of the students. In view of this, the researcher made a study that aimed to contribute to the safety culture measurement among Chinese undergraduates using a correlation research design involving 100 respondents who answered the questionnaire online. The measure of safety culture includes four different dimensions: 1) safety culture in terms of safety knowledge (grand mean is 2.39), 2) interaction with safety behavior (grand mean is 1.52), 3) traffic safety behavior (grand mean is 2.53), and 4) campus safety behavior (grand mean is 2.37). It is vital to know how aware the students are in taking precautionary actions about safety culture. Based on comparison in terms of sex, male students were found to practice better safety beliefs and behaviors than female students. In terms of students with and without license, it was proven that students without license were more conscious about the traffic safety behaviors than those who had license, which is a very interesting topic for future researchers, because hypothetically, we might think that they went through a seminar before they had their license for them to know more about safety culture but the findings revealed the results unexpectedly. For the nature of work, those who do not work part-time fare better. The school is the second home of the students. By comparison, on-campus students have better safety beliefs and behaviors than off-campus students, which is why many universities recommend that students live on campus. This study will help readers and future researchers to know further about safety culture measurement in private universities, especially in China for the next few years after this research has been conducted.

Keyword: *safety culture, safety behavior, safety beliefs*

ONLINE LEARNING CLIMATE IN RELATION TO KNOWLEDGE, ATTITUDE, AND LABORATORY SKILLS IN GENETICS OF UNDERGRADUATE BIOLOGY STUDENTS AS MEDIATED BY TEACHING PERFORMANCE

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ABSTRACT

Amidst the sudden shift in the educational paradigm in higher educational institutions during the COVID-19 pandemic in the Philippines, the study aimed to determine the relationship of online learning climate to knowledge, attitude, and laboratory skills in genetics of undergraduate biology students as mediated by teaching performance. This study employed descriptive-correlational research design. Using purposive sampling, the questionnaires were distributed online to state universities and colleges (SUCs) all over Luzon. More so, the SUCs that offered online learning modality in genetics during the COVID-19 pandemic were identified in the study. Using Structural Equation Modeling (SEM) in the SmartPLS, the results showed that teaching performance partially mediates the relationship of online learning climate to knowledge ($\beta = 0.127$, $p = 0.001$), attitude ($\beta = 0.169$, $p = 0.000$), and laboratory skills ($\beta = 0.177$, $p = 0.000$). This implies that the mediation effects show that the relationship between online learning climate to knowledge, attitude and laboratory skills of the students is significantly mediated by the teaching performance of the faculty. Further, the educational effects of this study can prompt the advancement and improvement of the overall approach in learning genetics online and could be potentially relevant nationally and across a wider range of potential stakeholders to promote a learner-centered atmosphere especially in genetics education.

Keyword: *online learning climate, knowledge, attitude, laboratory skills, teaching performance*

FACTORS RELATED TO CAREER PREFERENCE OF INDUSTRIAL TECHNOLOGY STUDENTS AT LSPU: EFFECTS ON ACADEMIC PERFORMANCE

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ABSTRACT

Individuals are recognized as active agents in life, making life preferences in modern theoretical approaches to study career preferences. People combine information from their environment to make career decisions. This study identified factors directly related to students' career preferences. The researcher used quantitative-descriptive methodology and statistical tools such as weighted mean, one-way analysis of variance, and Pearson product-moment correlation coefficient. Random sampling method was also used to select 162 students from two courses in the Industrial Technology program. The study reveals a relationship between parental factors such as parental support, parenting practices, parental role modeling, parental encouragement, and students' academic performance. The computed r value of .547 is higher than the critical value of .178 at .05 level of significance. The computed overall weighted mean of 3.17 indicates job availability and opportunity which are the reasons the respondents are interested in pursuing the career. Also, the academic performance of students averaged an overall grade of 2.11. This satisfactory level implies that some factors or conditions affect their interest in learning. However, the computed standard deviation of 0.29 indicates that the grades of the students are homogeneous. The computed value of .293 is higher than the critical value of .178 at .05 level of significance. This indicates that the students' academic performance is linked to their level of interest. As a result, students who are interested in a particular career may be more motivated to pursue it. In turn, interest fosters the development of goals to become involved, which leads to career practice and selection.

Keyword: *career preference, parental factors, personal interest, industrial technology, academic performance*

EMPOWERING COMMUNITIES THROUGH VALUES EDUCATION PROGRAM: AN IMPACT STUDY

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ABSTRACT

The Adventist University of the Philippines Academy (AUPA), in collaboration with the AUP Community Extension Services of the school, created a regular Values Education Program with the primary goal of sustainable development of the students in the community. This program is a comprehensive initiative and structured approach to develop and promote positive values in the community. Hence, the program aimed to develop pupils' character, attitude, and behavior using narration of values development stories, singing spiritual songs and reciting memory verses. The high school students, together with their teachers visited and interacted with the pupils every Saturday from 1:30- 3:30 in the afternoon from October until December of the current school year with the support of Puting Kahoy barangay officials. This study utilized descriptive research and Likert-type questions were used to assess the satisfaction of the participants on the program and gauge the impact it had on them. In addition, open-ended questions were asked to gather responses that would complement the results. Based on the results of the analysis, it was identified that the participants were very satisfied with the Values Education Program. Likewise, it was determined that the Values Education Program created a very high impact on the participants. The themes that emerged from the responses of the pupils were: 1) personal growth, 2) spiritual growth, 3) care for the environment, 4) improved interpersonal relationships, 5) obedience, 6) love for one another, 7) respect, and 8) being responsible. The results imply that the Values Education Program has been successful in promoting positive values among the attendees.

Keyword: *values education program, community service, impact study*

CHALLENGES AND SUCCESSES IN LEARNING ENGLISH AS A SECOND LANGUAGE AMONG CHINESE STUDENTS: A PHENOMENOLOGICAL STUDY

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ABSTRACT

This paper discusses the challenges Chinese students face and the successes they achieve when studying abroad, using phenomenology to explore their experiences specifically in learning English as a second language. Ten Chinese students, three girls from high school and seven from college, including three boys and four girls, participated in this study. They had been in the Philippines for six months to three years to learn English. The study utilized the six-stage guide of Braun and Clarke's (2006) thematic analysis to analyze the data. Four themes emerged from the data. The challenges that the students faced were fear and mental burden. Change of environment and unfamiliarity with pronunciation and grammar caused students to be reluctant to communicate with others and this created a psychological burden for them especially when they did not understand what the teacher was saying. On the other hand, their successes include new skills and horizons. Through their study of English, they could read English materials, make reports in English, communicate with others in English, and become more confident themselves. It was found out that when Chinese students come to study abroad, they face difficult times of changing environment and language barrier, but through continuous hard work they can overcome these difficulties and develop their abilities. For future researchers, qualitative studies may be conducted to explore the processes and have an in-depth understanding of the challenges and successes of English learners.

Keyword: *second language, Chinese, challenge, success*

STUDENTS' LEARNING AND SATISFACTION TOWARDS A STRESS MANAGEMENT PROGRAM DURING THE COVID-19 PANDEMIC

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ABSTRACT

The objective of this descriptive study was to determine the level of learning and satisfaction of the students towards a stress management program to provide psychosocial support for students experiencing pandemic-related stress. The participants were 161 freshmen students from STI College Balayan and were selected through simple random sampling. The intervention program was implemented via MS Teams and e-Learning Module System and was divided into two parts: the education phase where students were taught about the nature of stress and different ways to manage it; and the application phase where students adopted in real life the stress management techniques they have learned. The study used descriptive research design and utilized researcher-made questionnaires: a 10-item summative test to verify students' learning from the education phase; and a 5-point Likert scale feedback form (absolutely false to absolutely true) to determine the students' overall feedback, given at the end of the program. This study utilized two statistical treatments, percentage and weighted mean. Results from the students' summative test showed an average score of 6.4 out of 10 which indicates that most students gained a generally fair understanding on the nature of stress. Furthermore, results from the feedback form showed a total weighted mean of 4.24 which indicates that most of the respondents had highly positive feedback on the program which means that most of them found this program relevant and helpful. For future researchers, the effectiveness of the program can further be validated by conducting pre-post tests that measure students' stress level before and after the intervention.

Keyword: *stress management, learning, satisfaction, college students*

EFFECT OF ORGANIZATIONAL CULTURE ON FACULTY PERFORMANCE OF PRIVATE UNIVERSITIES IN SELECTED COUNTRIES IN WEST AFRICA

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ABSTRACT

Faculty performance has been examined in different contexts to determine the extent of effectiveness of members in different functional domains such as instructional activities, research output, and community extension services. The current study sought to address the effects of organizational culture on faculty performance. Descriptive-correlational research design with purposive sampling techniques were utilized. A total of 446 study participants were sampled from ten private higher institutions in selected countries in West Africa. Faculty members working as a team in the performance of their duty were rated higher, followed with faculty work towards the mission of the institution. The hypothesis analysis showed a significant relationship between organizational culture and faculty performance. Organizational culture predicts faculty performance in instructional activity, research production, and community extension services. The researcher recommends the use of mixed methodology for future research and inclusion of mentorship component of faculty performance in future research.

Keyword: *faculty performance, organizational culture, community extension, research production, organizational culture involvement*

KOLORI, SIRKULI: SEMANTIC RELATIONS OF THE INDIGENIZED ENGLISH LEXEMES IN CEBUANO

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ABSTRACT

This study was conducted to explore the use of indigenized English lexemes (IELs) in Cebuano, particularly from the *MTB-MLE Sinugbuanong Binisaya* textbooks. These IELs are prevalent despite the availability of equivalent words and the language policy being enforced. The study sought to: 1) identify the linguistic features of the IELs, 2) determine the semantic relations, and 3) explicate how Cebuano IELs reflect the cultural norms of its users. It made use of a qualitative research design, specifically utilizing textual analysis and thematic analysis to answer the research questions. Findings reveal that the linguistic features of the IELs have notable phonological and morphological features. The phonological features highlight *insertion*, *deletion*, and *substitution* processes, while the morphological features underscore changes in the inflectional affixes of verbs through the use of the common affixes *gi-*, *i-*, *-i*, and *nag-*. Then, the IELs have different semantic relations, such as *contrasts*, *similars*, *class inclusion*, *case relations*, and *part-whole*. Lastly, the emergent themes manifesting how IELs in Cebuano reflect the cultural norms of its users include *teaching style preferences*, *class observation with IELs*, *goals and intentions in teaching*, *thoughts and attitudes*, and *challenges with the MTB-MLE program*. It is concluded that language borrowing may have functional disadvantages, but will always be indispensable in human history. Future studies may include studying IELs from informal contexts such as magazines, advertisements, and social media, exploring the semantic changes of the IELs in Cebuano, and conducting a longitudinal study on the effect of the MTB-MLE program on its learners.

Keyword: *language borrowing, MTB-MLE program, semantic relations, linguistic features, indigenized English lexemes*

THE THEORY OF PLANNED BEHAVIOR AND INFLUENCES ON WILLINGNESS-TO-PAY FOR GREEN AIR TRAVEL: A VALUES ORIENTATION PERSPECTIVE

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ABSTRACT

Civil aviation's contribution to the increase in GHG emissions is well established. Similarly, tourism or leisure travel is known as the major sector that drives commercial air travel. Mitigation efforts such as carbon offsetting to reduce the sector's impact are available. However, availing of such efforts has cost implications to the traveler. This research combined the theory of planned behavior (TPB) and the value-belief-norm (VBN) theory to determine the influences on air travelers' willingness-to-pay (WTP) for green air travel. A total of 305 respondents were surveyed for this paper. The findings were generally consistent with literature on the applicability of TPB and VBN as influences on pro-environmental behavior. Results showed that attitudes and subjective norms significantly influence WTP. The results also established that attitudes, subjective norms, and perceived behavioral control significantly mediated the effects of egoistic, altruistic, and biospheric values on air travelers' WTP for green air travel. The findings could be considered by businesses in designing green products, crafting messaging calling for increased pro-environmental behavior, and evaluating the premium that customers are willing to pay to patronize green products or to behave pro-environmentally.

Keyword: *pro-environmental behavior, value-belief-norm theory, carbon offsets, greenhouse gas emissions, civil aviation*

DETERMINING THE INFLUENCE OF SELF-EFFICACY, ASCRIBED RESPONSIBILITY, AND THE THEORY OF PLANNED BEHAVIOR ON PRO-ENVIRONMENTAL BEHAVIOR AMONG THE YOUTH

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ABSTRACT

Human activities have extensively contributed to environmental degradation that threaten human health and sustainable economic growth across the world. Despite evidence of a growing consciousness of environmental concerns, this does not seem to translate to pro-environmental behavior (PEB) which is necessary to counter the effects of global warming and climate change. Which leads us to ask, what role does ascribed responsibility, self-efficacy, and the Theory of Planned Behavior factors have in influencing intention to perform pro-environmental behavior among the youth? A total of 2,402 youth, ages 18-24 years old, was subjected to a survey via an online platform using convenience sampling. The questionnaire contained questions lifted from published journals which measured the variables mentioned earlier. The social desirability scale was also added to check for social desirability bias. After which, confirmatory factors analysis, reliability testing, Pearson correlation, linear regression, and mediation analysis were done to obtain the results. The results showed that attitudes, subjective norms, and perceived behavioral control significantly and positively affect intention to behave pro-environmentally. Additionally, both self-efficacy and ascribed responsibility significantly and positively influenced intention. Further analysis revealed that the relationship between self-efficacy and intention is significantly mediated by all the constructs of the theory of planned behavior. With ascribed responsibility, only subjective norms significantly mediated its relationship with intention to behave pro-environmentally. Results, therefore, provide further support for the theory of planned behavior as useful in environmental research. It also establishes the importance of building self-efficacy and developing greater ascribed responsibility among the youth towards increased PEB. Furthermore, future policies should focus on touching on these underlying psychological factors to create structures that effectively mitigate the effects of the climate crisis. The researcher recommends a more specific inclusion/exclusion criteria for participants. In addition, social desirability results also suggest that future studies look into the exact effect of social desirability among the youth towards pro-environmental behavior.

Keyword: *environment, mediation analysis, attitudes, subjective norms, perceived behavioral control*

EXPERIENCES OF BEREAVED FAMILY MEMBERS DURING THE PANDEMIC: RESULTS FROM A PHENOMENOLOGICAL STUDY

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ABSTRACT

A death of a loved one, especially a family member, costs a toll to an individual. Death and bereavement are a part of each person's life that are inseparable. Bereavement is a period or process of mourning or state of intense sadness, especially after a loss of a loved one through death. Everyone has different experiences and go on different journeys of bereavement and those journeys are the ones that make or break them. This study examines the bereavement experiences of family members during the pandemic. Specifically, this study aims to 1) identify the psychological reactions of the participants to bereavement, 2) determine the challenges faced by the participants during bereavement, and 3) discover the coping strategies employed by the participants in facing the bereavement challenges. Data were collected through a semi-structured interview with seven participants. Findings show that feelings of sadness, shock, denial, and emptiness were mostly felt during their bereavement period. The challenges that they predominantly faced were acceptance and financial and emotional management. Informal assistance, spirituality, and distracting oneself were the things that helped the family members cope during the bereavement process. The results allowed a greater understanding of the lived experiences of a bereaved family member, as well as educate those in helping professions and community members in how best to aid bereaved family members who need to adjust to new lives without their loved ones. Further research that focuses on the bereavement and individual experiences of parents and children can help widen the knowledge of people about bereavement.

Keyword: *bereavement, grief, pandemic, family members*

APPLYING THE THEORY OF PLANNED BEHAVIOR TO CARPOOLING AS A FORM OF COLLECTIVE ACTION

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ABSTRACT

Carpooling is a form of transportation that reduces carbon emissions, lessens travel costs, and improves travel conditions. This research examined the influences on intention to carpool as a form of pro-environmental collective action through the integration of the theory of planned behavior (TPB) and the social identity model of collective action (SIMCA). A total of 386 employees in Metro Manila were surveyed via an online questionnaire that measured the influence of the constructs of TPB and SIMCA. The sample data were analyzed using multiple regression and mediation analysis. Results established that attitudes, perceived behavioral control, and social identity positively influenced intention to carpool. Further analysis showed that attitudes, subjective norms, and perceived behavioral control significantly mediated the effects of social identity and collective efficacy to intention to carpool. Social identity also positively influenced collective efficacy. Overall, the findings support TPB as a predictor of intention towards pro-environmental behavior, specifically carpooling. Results also reflect the importance of understanding an individual's intention to participate in pro-environmental collective action. From a different perspective, influences on what would make car drivers initiate carpool rides can also be an area for future studies.

Keyword: *transportation, pro-environmental behavior, social identity model of collective action*

SCHEMA AND ATTACHMENT STYLES: THEIR RELATIONSHIPS TO INTERPERSONAL FUNCTIONING OF YOUNG PROFESSIONALS AS MEDIATED BY COPING STYLE

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ABSTRACT

Relationships are deemed as an important factor in determining one's functionality. As individuals become young professionals, they enter the stage that requires many roles to play and experiences from childhood interplay. Therefore, this study sought to understand the relationship between schema and attachment style on interpersonal functioning of young professionals as mediated by coping styles. Two hundred fifty young professionals voluntarily participated through convenient sampling technique. Analyzing the indirect effects, results suggested that among the schema sub variables, avoidance coping significantly mediated the following relationship with interpersonal functioning: disconnection and rejection, and impaired limit and performance ($t=5.935$, $p=0.00$). Among the attachment variables, avoidant coping significantly mediated the relationship between secure attachment and interpersonal functioning ($t=2.436$, $p=0.015$). Moreover, results showed that avoidant coping ($\beta=.412$, $t=7.603$), anxious attachment ($\beta=.152$, $t=-2.53$), and ambivalent attachment ($\beta=.265$, $t=4.44$) positively predicted interpersonal dysfunction. This study concluded that coping partially mediated the relationship between schema, attachment style, and interpersonal functioning. This means that coping style might impact the role of both schema and attachment to the interpersonal functioning of young professionals, while avoidant coping, ambivalent attachment, and anxious attachment could identify how healthy or unhealthy were the interpersonal responses of young professionals. The findings illustrate the importance of early childhood relationships that determine an individual's social interaction. Furthermore, the results showed how avoidant coping intervenes between an adaptive schema and attachment on interpersonal functioning. For future research, it is recommended to study effective interventions to avert or revert the development of any avoidant coping strategies to be used by employers or any academic institution.

Keyword: *interpersonal functioning, attachment style, schema*

THE EFFECTS OF FORGIVENESS THERAPY INTERVENTION ON EMOTIONAL INTELLIGENCE AND SUBJECTIVE DISTRESS AMONG WOMEN WHO EXPERIENCED ABUSE

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ABSTRACT

A study indicates that forgiveness is a powerful tool in restoring psychological health after abuse. Chased by guilt, nightmares, distrust, and anger, abused women find it difficult to move forward and live in the present. The trauma and violence they have experienced caused them to have challenging times in understanding their own emotions, regulating them, empathizing with others, and managing their relationship with people. Abuse can be seen in various forms such as physical, sexual, and emotional maltreatment. This study aimed to determine the effectiveness of forgiveness therapy interventions in enhancing emotional intelligence among women survivors of abuse. It used one-group pretest-posttest research design and purposive sampling method. Thirty-nine abused women were given a pre-test and post-test of two instruments namely, the 21-item The Quick Emotional Intelligence Self-Assessment, and the 22-item Impact of Events Scale-Revised (IES-R), then in between received a five-session Forgiveness Therapy Intervention Program R-E-A-C-H Model by Everett Worthington. The Wilcoxon signed-rank test showed that there was a statistically significant median increase in the overall emotional intelligence and statistically significant median decrease in the overall subjective distress of the participants when they accepted the Forgiveness Therapy Intervention Program. It showed that forgiveness plays a vital role on helping the women manage distress and improve emotional functioning.

Keyword: *abuse, emotional intelligence, forgiveness therapy, subjective distress*

THE EFFECTIVENESS OF OKRA MUCILAGE (*ABELMOSCHUS ESCULENTUS*) AS A BINDING AGENT TO ORGANIC PIGMENT

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ABSTRACT

The study of paint as a research subject has received prominent attention in both industry and cultural heritage. This research aimed to evaluate the binding ability of okra mucilage as a potential paint binder for organic pigment. This research utilized an experimental research design to determine whether okra mucilage is an effective binder to be used for paint generation alongside organic pigment and to test the hypothesis to determine if a certain variable may influence the sample. Five samples of paint were prepared, adding 20 mL of water to complete the solution. Each of the samples differed in the amount of percentage of mucilage, pigment, and vinegar added. From the results based on the evaluation and observation, the researchers reached a conclusion that using okra mucilage as a binder in paint formulation with organic pigment was effective and applying concentrations in different ratios results in a significant difference to the paint generated in terms of the paint's consistency and color. Thus, the closer the amount of concentration for both the binder and the pigment, the more similar the solution gets to the actual paint. Based on the findings, it is recommended to increase the number of samples and the set-ups per paint sample for a more desirable outcome by using different ratios to generate samples of paint using okra mucilage as the binder for organic pigment.

Keyword: *okra mucilage, extraction, paint binder, organic pigment*

CLASSICAL EOQ MODEL THAT ALLOWS SHORTAGE DUE TO INEFFICIENCY IN PRODUCTION

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ABSTRACT

The classical EOQ model minimizes inventory cost consisting of setup cost per unit time (k) and holding cost per unit time (h) with an optimal inventory policy, order $y^* = \sqrt{\frac{2kD}{h}}$ units every $t_0^* = \frac{y^*}{D}$ time units. This model assumes no shortage in the inventory. This study presents a modification of the classical EOQ model that considers a shortage due to inefficiency in production. In this modified model the inventory cost function consists of setup cost per unit time (k), holding cost per unit time (h) and shortage cost per unit time as the product of inefficiency rate (e) and profit per cycle (P) divided by cycle period. More precisely,

$$\begin{aligned} \text{Cost per unit time} &= \frac{\text{Setup cost} + \text{Holding cost per cycle } t_0 + \text{Shortage cost per cycle}}{t_0} \\ &= \frac{k + h(1-e)\frac{y}{2}t_0 + eP}{t_0}, \end{aligned}$$

where the variable v is the order quantity. This new model has an optimal inventory policy, order $y^* = \sqrt{\frac{2(k+eP)D}{h}}$ and reorder after $t_0^* = \frac{y^*}{D}(1 - \Delta e)$ time units, where $\Delta e = e_f(\text{new inefficiency rate}) - e(\text{previous inefficiency rate})$.

Keyword: classical EOQ, modified classical EOQ, second derivative test

SUBSTRATES AND SAND DOLLAR CACTUS: AN ANALYSIS OF GROWTH, GERMINATION, AND SURVIVAL RATES

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ABSTRACT

Astrophytum asterias, commonly called as star cactus is a native species of northern Mexico and southern Texas. A. asterias is popular to collectors and cacti enthusiasts because of its unique morphology. However, it is declared as rare, endangered cactus species due to reducing numbers of species brought by anthropogenic activities. One of the strategies to increase the population of sand dollar cactus is optimal growing media. In this study, the effects of coco peat, vermicast, pumice and mixed substrates on the growth, germination, and survival rate of A. asterias were determined under controlled laboratory conditions for four weeks. The results showed that Treatment 4 (T4) composed of 50% pumice and 50% cocopeat had the highest mean germination percentage (84%) both T3 (50% pumice and 50% vermicast), T4 (50% pumice and 50% cocopeat) had the highest germination rate with a mean of 3.5, but the seed growth (SG) of T3 (50% pumice and 50% vermicast) had the highest mean of 12.633. For the survival rate (SR), both T3 (50% pumice and 50% vermicast) and T4 (50% pumice and 50% cocopeat) had the highest mean of 3.8, while T5 (75% coco peat and 25% pumice) had the lowest germination percentage with a mean of 2.4. The germination rate of T5 (75% coco peat and 25% pumice) had the lowest mean of 1.55, while its seed growth (75% coco peat and 25% pumice) had a mean of 8.223 and its survival rate had a mean of 1.2. The findings indicated that Treatment 3 (50% pumice and 50% vermicast) was the most suitable substrates for growing A. asterias from seed.

Keyword: *Astrophytum asterias*, germination, growth, substrate

MODIFYING BASS DIFFUSION MODEL TO STUDY COVID-19 VACCINE ADOPTION

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ABSTRACT

This research explores a model that forecasts preferable future COVID-19 vaccination adoption trends in Indonesia. Using modelling technique, a non-experimental quantitative method was used. By executing two models, the Bass Diffusion Model and a modified Bass Diffusion Model in integrating the number of vaccine supply, cases, and deaths, their accuracy was compared in predicting and identifying which model was better suited to the observed data. The model evaluation error metrics used were the Mean Absolute Percentage Error (MAPE), Root Mean Square Error (RMSE), and R2. The findings show that when the cumulative number of adopters is plotted over time, it roughly approaches an S shape. The COVID-19 vaccine adoption modelled by the modified Bass Diffusion Model integrating vaccine supply, cases, and deaths, and the model's forecast accuracy was increased by 30% (MAPE) compared to the original Bass Diffusion Model. In addition, Indonesia will achieve herd immunity with almost 98% adopters as a threshold in October 2022. The study's findings can be used to support recommended policy proposal. Future researchers may use the proposed model with the data in another context to validate its propensity for prediction.

Keyword: COVID-19, forecasting, Bass Diffusion Model, vaccine, Indonesia

COMPARATIVE ANALYSIS OF STRING SIMILARITY METRICS AS UTILITY FOR LEGACY DATABASE OBJECT MAPPING TO A NEW DATABASE STRUCTURE

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ABSTRACT

Data migration is the initial challenge for moving data objects from legacy database structures to a newly structured database system. Renamed database objects such as fields, views and stored procedures resulted in mismatches between entities and data values. In this research paper, we consider comparing different metrics for string similarity calculation to develop a tool that will automate the database object mapping process. Important factors considered are accuracy of the result, and the speed of generating the result. Among other metrics, we used Smith-Waterman Algorithm as the base for comparison since this was widely used as a database search algorithm[1]. The similarity percentage results of two different strings were computed using Smith-Waterman Algorithm, Hamming Distance and Levenshtein Distance and compared with each other. 3 professional software engineers and 5 database administrators were invited to evaluate the prototype tool that computes the similarity percentage of a random list of string combinations with identical values, with significant differences and strings in different length. Based on their assessments, all three algorithms score (M=5) in accuracy when comparing identical values. While processing strings with significant differences, Smith-Waterman Algorithm generates with highest accuracy(M=5), Hamming Distance(M=3.0) and Levenshtein Distance is far behind(M=1.5). Comparing strings in different lengths was also done and Smith-Waterman Algorithm generates with highest accuracy(M=5), followed by Levenshtein Distance(M=3.5) while Hamming Distance is not applicable for this scenario(M=0). While in speed Levenshtein Distance generates results fastest(M=4.5), Hamming Distance(M=3.0) and Smith-Waterman Algorithm is slowest(M=2.0) in all three scenarios. After consolidating all results, Smith-Waterman Algorithm is highly recommended based on accuracy though it is a little bit slow in comparison with other two algorithms.

Keyword: *data migration, Smith-waterman, hamming distance, Levenshtein distance, database*

