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JANUARY 20, 2024



ICMEI

International Conference
on Management, Education
and Innovation



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“Research-based Education for 21st Century Learners”

January 20, 2024 • Virtual Conference

BOOK OF ABSTRACTS

This is the book of abstract of the International Conference on Management, Education & Innovation (ICMEI).

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Aims and Scope

The education and business are two sectors that gear towards industrialization and internationalization. In fact, the 21st Century Skills required from the 21st Century learners are fundamental to succeed in Industry 4.0. While these sectors are in two different spectrums, their interdependence affects their management and leadership. Hence, the International Conference on Management, Education and Innovation (ICMEI) provides a platform for researchers in these fields to disseminate, collaborate and publish their scientific findings. It focuses on the current issues, practices and innovations in both the education and business sectors.

Objectives

The conference aims to:

- Provide a platform for the education and business research outputs;
- Continuously develop strong research culture among academic researchers and professionals;
- Educate the community of scholars through updates on current issues, practices and innovations in the education and business sectors;
- Foster collaboration among academic researchers and professionals around the globe; and
- Develop camaraderie among fellows in the academic community.

Conference Tracks

1. Educational Management and Leadership

- School administration and management practices;
- Organizational leadership, qualities and practices;
- School management efficacy;
- Effects of educational management and leadership;
- Higher education management and leadership;
- Educational leadership in the 21st century;
- Issues, trends and innovations in educational management and leadership; and
- Other topics on educational management and leadership.

2. Educational Pedagogy

- Teaching methods;
- Learning activities;
- Learning assessments;
- Current issues, trends and innovation in educational pedagogy; and
- Other topics on educational pedagogy.

3. Business Education

- Management and administration of business schools;
- Business program pedagogy;
- Employability and business skills;
- Graduate attributes;
- 21st century skills for business students;
- Current trends, practices and innovation on business education; and
- Other topics on business education.

4. Business Management & Leadership

- Business administration and management practices;
- Business leadership, qualities and practices;
- Business management efficacy;
- Effects of business management and leadership;
- Interpersonal, systems and strategic skills in leadership;
- Business leadership in Industry 4.0;
- Entrepreneurship and entrepreneurial leadership;
- Employability skills;
- Small business management and its dimensions;
- Issues, trends and innovations in business management and leadership; and
- Other topics on business management and leadership.

5. Education, Business and Technological Innovation

- Developmental studies in education;
- Development of learning resources;
- Innovative assessments for 21st century learners;
- Curriculum development in the 21st century;
- Innovative learning environments;
- Innovative trends and practices in education;
- Business innovation;
- Introduction of business model, product, idea, or service;
- Entrepreneurial development and innovation;
- Innovation in business education;
- Technological innovations related to business and education;
- Development of learning management system;
- Development of educational and business websites;
- Development of educational and business applications; and
- Other topics on education, business and technological innovation.

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Education: The landscape of digital quality education in an alternative means is the model the organization embraces. The production of quality educational resources in video, print and online formats gratifies to the needs of every lifelong learners.

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Community Service: The concept of ‘pay it forward’ emulates in the organization. It extends a small share in the community development through various forms of outreach programs.

Mission

A premier industry and academic collaborative organization upholding the power of research and education to a more informed and intellectual community of scholars.

Vision

IIARI aims to be at the forefront of research and education transcending post-millennial boundaries through collaborative and dynamic strategies.

Conference Collaborator



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Educational Management and Leadership Track

Pedagogical Problems and Coping Strategies of Elementary Teachers during a Pandemic

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ABSTRACT

This descriptive correlational study anchored on Lazarus and Folkman's Coping Theory identified the pedagogical problems met and the coping strategies adapted by elementary school teachers during the pandemic in one school district in the Division of Aklan during the height of the pandemic in 2021. This also tried to find out the extent of pedagogical problems experienced by the teacher respondents related to curriculum, fellow teachers, learners, school, and parents, and the coping strategies applied to manage the problems they encountered. Forty-six grade school teachers purposively selected in the identified elementary schools in the district participated in the study. A researcher-made survey questionnaire validated by experts was used in the gathering of data. Findings revealed that teacher respondents were between 31-40 years old, mostly female and single, with average monthly income from 10,000 to 20, 000, travel less than 6 km from their homes to the work station, and are proficient in terms of ICT competence. The extent of pedagogical problems experienced by the respondents related to curriculum and fellow teachers was slightly a challenge; and to learners, school-related aspects, and parents as not at all considered as challenges. To cope with these challenges, the respondents' top three activities were attending webinars for professional growth, enjoying quality time with their families, and going to and praying in the church. These imply that grade school teachers are more particular about improving themselves professionally and strengthening their faith in God than doing other things that affect their physical and mental health.

Keywords: pedagogical problems, coping strategies, elementary teachers, pandemic, curriculum, descriptive correlation

About the presenter:

Mrs. Gimel T. Tomazar, Teacher III, is a Master of Arts in Education (MAED), major in Educational Management graduate of the Northwestern Visayan Colleges in 2022. She had her first teaching job of six years at the Saint Gabriel College High School Department in Kalibo, Aklan in 2001-2007 before her permanent appointment as general subjects teacher at the Cajilo Elementary School, Cajilo, Makato, Aklan, Philippines. Aside from the academic function she has spent most of her time in the District of Makato, Department of Education, Division of Aklan since 2007, she also currently serves as the school's Science Coordinator, ICT Coordinator, Property Custodian for Physical Facilities, and Boy Scout KAWAN Coordinator. She was a recipient of several recognitions in the district as winning coach in Scilympics and Technolympics, and as trainer/facilitator of Boy Scout KAWAN activities.



Trends of Governance: Future Public Administrators in Focus

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ABSTRACT

Student leaders are at the forefront of governance practices in schools like local colleges. Students lead and serve their fellow students by initiating activities and programs for the students through the student government the college has. These young leaders are exercising their initiatives and strategies to provide excellent performance with their capabilities as student leaders, aiming to provide exemplary governance. This study aims to examine the journey of student leaders from Santo Tomas College of Agriculture, Sciences, and Technology of the Bachelor of Public Administration program serving as future public administrators in their program organization and student government council. This qualitative research involved seven participants selected randomly for in-depth interviews on top of another group, including seven students in focus group discussions. Fifteen themes emerged from these data, Value-Oriented Service Implementation, Challenges Toward Success, Uplifting Respect Towards Goals and Success, Self-Control to Improve Service Delivery, Criticism as Motivation, Goals are Greater than Challenges, Managing Time for Priorities, Dedication to Serve, Specific Goal Setting, Commitment to Position, Right Avenue to Reality, Exercising Governing Principles, Taught to Become Effective and Efficient Service Provider, Consistency in Time Management, and Fulfillment of Duties. These themes provided evidence that student leadership roles in school provide a good trend for future public administrators showcasing their skills and competence in modern governance. This study reveals that having experience with student leadership roles provides an edge over those who do not have it when preparing themselves for real-life governance.

Keywords: governance, future public administrators, student leaders, Santo Tomas College of Agriculture, Sciences, and Technology (STCAST)

About the presenter:

Maria May Abenoja Doña, 26 years of age, a graduate of Bachelor of Public Administration last 2017 at Bukidnon State University, Santo Tomas, Davao del Norte Campus; Master of Public Administration student at the University of Mindanao, Davao City; College instructor at Santo Tomas College of Agriculture, Sciences, and Technology, Santo Tomas, Davao del Norte from August 2021 until present teaching professional and general courses in Bachelor of Public Administration program; Faculty Association Secretary from August to December 2022; Bachelor of Public Administration Program Coordinator from April 2023 until present.



An Insight on ChatGPT and its Effects on Academic Integrity

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ABSTRACT

This is a descriptive research which aims to measure the perspective of the academicians and gather their insights in the usage of ChatGPT and its effects on academic integrity in education. The researchers used convenience sampling in selecting the respondents of the study. The respondents of the study are different lecturers from different parts of the world who have experienced the use of ChatGPT. The proponents used a structured questionnaire composed of Lickert Scale questions and some open ended questions to answer the following: 1.) What is the perception of the user of ChatGPT in terms its usefulness, accuracy, speed, security and accessibility? 2.) What are the advantages and disadvantages of using ChatGPT? 3.) What are the encountered problems in using ChatGPT? and 4.) What are the recommendations to solve the encountered problems? The result of this study recommended that academic institutions must followed the UNESCO framework for Artificial Intelligence in Education; to develop new software for accurately detecting AI generated text; reform the methods and assessment criteria in order to lessen the dependency on AI and to enhance the learners learning capabilities; conduct awareness programs for the teachers and the learners on how to control the usage and dependency in AI tools; and plagiarism software must enhance their capacities in terms of identifying AI generated text.

Keywords: artificial intelligence, academic integrity, ChatGPT, chatbot, framework

About the presenter:

Ms. Gazala Yusufi is a lecturer at Mazoon College Oman. She graduated her bachelor and master's degree in India with specialization in Computer Science and Information Technology. She is teaching in the college for more than 10 years.



An Automatic Hate Speech Detection in Social Media Through Computational Linguistics: Infidelity Videos in Focus

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ABSTRACT

The escalating prevalence of hate speeches, amplified by the misguided use of social media, introduces alarming challenges to the safeguarding of human rights and individual welfare. Motivated by this, the study explored the detection and classification of hate speech, specifically as observed in speeches and comments related to infidelity videos on YouTube Channel of Raffy Tulfo in Action. Further, the study utilized a computational linguistic algorithm through Long Short-Term Memory (LSTM). Additionally, the study sought to understand the distinctions in linguistic features between hate speech and non-hateful speech through LSTM. The researcher used 9,600,586 tokens for the analysis. To answer the first research question, the employment of LSTM helped identify hate speeches from non-hate speeches through effective data gathering through YouTube Application Programming Interface (API) and Whisper AI, text processing, labeling, coding, and algorithm deployment. Through that process, LSTM also classified them per target, including sex, quality, physical attributes, disability, religion, race, and class. Further, to answer the second research question, the study was able to identify 70 lexicons. Some samples include peenoise, U10, kokey, taitok, quibolok, skwaa, and shut@, which were used negatively. Lastly, to answer the last question, tokenization, embedding, sequential dependencies, padding, training-testing, and evaluating helped LSTM assess hate speech linguistic features. It is evident in the confusion matrix showing 46% true positives and 49% true negatives and its evaluation performance of 95% F1 score, affirming its high robustness and reliability. Lastly, the findings hold significant implications for education by tailoring programs that could equip students with the ability to understand the effects online hate speech, thereby promoting a culture of responsible digital literacy and reinforcing the role of education in cultivating a tolerant and respectful online community.

Keywords: applied linguistics, language, hates speeches, infidelity cases, computational linguistics, Long Short Term-Memory (LSTM), Philippines

About the presenter:

Klein Mamayabay is an accomplished educator with a diverse background in education and a passion for research and linguistic studies. He pursued postgraduate studies at the University of the Immaculate Conception, earning a Doctor of Philosophy in Education with a major in Applied Linguistics. Additionally, he holds a Master of Education in Teaching English from the same institution. Klein's tertiary education journey led him to graduate cum laude with a Bachelor of Secondary Education (Major in English) from St. Mary's College of Tagum, Inc. His academic excellence continued in secondary education, where he earned the distinction of 1st Honorable Mention at La Filipina National High School and the title of Salutatorian at Nueva Fuerza Elementary School. Klein's professional experiences include serving as the Institutional Student Affairs and Services Director at St. Mary's College of Tagum, Inc., where he also worked as a College Instructor for research, general education, and English-major subjects. He has been actively involved serving as the Moderator of the Tertiary Student-Body Organization (SCEB-COP) and as the HED-Student Activity Coordinator. In addition to his teaching roles, Klein has contributed to the institution as a Research Associate. His diverse field of interest includes research, language (literary criticism and computational linguistics), community involvement and activities, and arts and communication.



Natural Language Processing Employing Sentiment Analysis on The Public Voice of Filipinos During Crisis Situations

Harry Dave Babor Villasor

Instructor, Cor Jesu College

ABSTRACT

This natural language processing study examined the sentiments of Filipinos in crisis situations using Twitter data. The goal was to identify the prevalent emotional tone, categorize sentiments, and explore variations across different types of crises. Analyzing 10,000 tweets with Orange Software, results show that the dominant public voice is neutral, this is followed by positive and negative tones. This means that Filipinos mainly share information, describe their situations, and seek clarifications during crises. Results also revealed that joy was the most dominant emotion, followed by sadness, trust, surprise, fear, disgust, anticipation, and anger. This means that even in crisis, Filipinos wish people's safety, pray for the situation and give jokes to lighten the mood. Further, the order of dominant emotions or tone for earthquake, inflation, and typhoon followed a pattern of neutral, positive and negative. Positive sentiment appears highest during earthquakes, suggesting a potential sense of community and resilience in the face of natural disasters. Inflation also elicits a relatively positive response, possibly indicating an understanding of its economic implications and potential for adaptation. However, pandemic generates the lowest positive sentiment, likely due to their widespread impact and associated fear and uncertainty. Negative sentiment peaks during typhoons, reflecting the immediate threat and potential devastation they pose. Earthquakes and pandemics also evoke a significant degree of negativity, while inflation generates the least negative response. This pattern suggests that the perceived level of danger and immediacy plays a crucial role in shaping negative sentiment. These findings offer valuable insights for refining government crisis response strategies. Additionally, this underscores the significance of recognizing and understanding emotions in communication, providing valuable guidance for educators and students.

Keywords: education, applied linguistics, natural language processing, sentiment analysis, public voice, emotional tone, Philippines

About the presenter:

Harry Dave Babor Villasor is a faculty member of Cor Jesu College, teaching major subjects for English majors. He is currently finishing his degree in Doctor Of Philosophy In Education Major In Applied Linguistics at University Of The Immaculate Conception.



Social and Cognitive Development of School-Based Feeding Beneficiaries in the New Normal Learning

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ABSTRACT

This descriptive research was conducted to assess the social and cognitive development and its relation to the nutritional status of the grades IV-VI school-based feeding beneficiaries from the twelve elementary schools in South Brooke's Point District, Brooke's Point, Palawan. Descriptive statistics such as frequency counts, percentage, mean and Spearman's rho correlation were used to analyze the data gathered through the use of researcher-made survey questionnaires administered to one hundred eighty (180) feeding beneficiaries and their parents. The mean age of the feeding beneficiary-respondents was eleven years old, majority are females, second child and in grade IV. Their parents were farmers with the average family income of P5, 385.00. The level of social development of the beneficiaries whether at home, studies and community as perceived by themselves and their parents for the components of friendliness was high; the extent of verbal expression was moderate; while the extent of play with others and exploratory behavior were high. The level of cognitive development of the beneficiaries whether at home, studies and community as perceived by themselves and their parents for the components of knowledge and disposition was high; but, for the skills and problem solving it was rated moderate. The nutritional status of the feeding beneficiaries had improved after the feeding program; however, the levels of social and cognitive development of the feeding beneficiaries were not related to their nutritional status. This implies that the school-based feeding program is not the only factor of the social and cognitive development of the school-based feeding beneficiaries. There are still other factors that help them develop these skills.

Keywords: social, cognitive, development, nutritional status

About the presenters:

Arlyn B. Celestial is a graduate of Doctor of Philosophy major in Educational Management at University of Iloilo-PHINMA, and a faculty of the College of Education - Western Philippines University. She is the Program Chairperson of the Master in Educational Management Program of the College and handles subjects in Professional Education courses in the undergraduate programs (BSEd, BEEd & BPEd) and major courses in the graduate program.



Michelle V. Serna is a graduate of Bachelor of Elementary Education major in Filipino at Palawan State University – CCRD Brooke’s Point in 2007. She became a permanent elementary teacher in 2013 assigned at Tabud Elementary School. In 2018, she was transferred to Rafael R. Estiandan Elementary School, South Brooke’s Point District where she presently holds the position of Elementary School Teacher II, a Kindergarten adviser and designated as ICT Coordinator.

Portrayal of Philippine National Identity Via Presidential Inaugural Addresses: A Critical Discourse Analysis

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Professor, Graduate School, University of the Immaculate Conception

ABSTRACT

This qualitative research inquiry employing critical discourse analysis sought to unveil the discursive strategies, linguistic realizations, major thematic contents, political ideologies and power relations from the eight presidential inaugural addresses of the Philippine Fifth Republic. Using Wodak's Discourse-Historical Approach, the study revealed that the discursive macro-strategies of construction, perpetuation, justification, transformation, and demontage, along with specific micro-strategies for each, were analyzed through a variety of linguistic realizations for the discursive construction of the Philippine national identity. The facets of identity discursively constructed in the addresses are the stability of Philippine Autonomy; the fallibility of Philippine integrity; the pursuit for Philippine moral imperative and national advancement; the Philippine historical uprising; the Philippine people power revolution; the political stance of the Philippines; the growth endeavor of the Philippines; and the global connections of the Philippines; Moreover, the facets of Philippine national identity were likewise discursively influenced by the five emergent political ideologies of liberal democracy, social democracy, patriotism, pacifism, and globalism along with power relations observed in the use of pronouns, determiners, adverbs, metaphors, parallelisms, modals, quotations, and personifications. Implications for educational practice may be integrated into multiple academic domains - such as but not limited to - the areas of humanities, social sciences, politics and governance, and language and communication. Discursive strategies, linguistic realizations, identity facets, political ideologies, and power relations may be used in instruction for better appreciation of the intricacies of discursive national identity construction that may be conveyed through educational policies, curriculum strategies learning materials, and class interactions.

Keywords: applied linguistics, education, critical discourse analysis, discourse-historical approach, presidential inaugural addresses, Philippines

About the presenter:

Mrs. Darlene Angelica A. Loquias hails from the island province of Bohol in Region VII Central Visayas, Philippines. She is an Assistant Professor III from the Bohol Island State University Main Campus, Tagbilaran City. As a faculty member, she has handled English-related, Research and General Education subjects for all college year levels under the College of Technology and Allied Sciences. Currently, she is part of the College of Arts and Sciences – Humanities Department of the same university. She is taking up Doctor of Philosophy in Education major in Applied Linguistics in the University of the Immaculate Conception, Davao City.



Educational Pedagogy Track

Online Teaching Philippine Folk Dances and Learning Competencies Among Grade 7 MAPEH Students

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ABSTRACT

This study assessed the effectiveness of the online learning platform in teaching Philippine folk dances to develop an online module for MAPEH teachers. Using descriptive-correlational research design, the study was conducted and participated by one hundred (100) Grade 7 MAPEH students from Dolores Macasaet National High School, a secondary public school in Candelaria, Quezon. Using 4-point Likert scale self-constructed questionnaire, the study found out that students acquire sufficient intrinsic, germane, and extraneous knowledge on Philippine folk dance through online teaching. Students believe that online teaching is highly effective medium in learning Philippine folk dances as to appropriateness and delivery. The students also perceived that the online teaching of Philippine folk dances is effective in terms of video and audio, ease of use, and technological efficiency. With the use of the online platform, the students were able to effectively achieve the learning competencies required for the dance in terms of nature and background of dance and skills execution. Students are within the merging level of the MELCs of MAPEH dance criteria in terms of sequence of steps, beat and style while developing in terms of attitude. The correlation test shows that there is significant relationship between the nature and background of dance and skills execution with the online teaching of Philippine folk dances and there are some variables which were not significant and there are some with significant relationship between online teaching Philippine Folk Dance and MELCs.

Keywords: online teaching, Philippine folk dances, MAPEH, MELCS, ICT

About the presenter:

Dave Meinard-II O. Lirio is a multi-degree graduate of Bachelor of Secondary Education Major in English in 2001, Major in Physical Education Health and Music in 2004 and a degree in Hotel and Restaurant Management in 2010. He finished his Masters in Physical Education at LSPU San Pablo. A licensed professional teacher, he is currently employed at Dolores Macasaet National High School as a MAPEH and TLE teacher. Known as one of the pillars of Candelaria Pageantry and the Czar of Candelaria pageants, he is the Founding Chairman of the 19-year-old and a SEC registered Ginoo at Binibining Candelaria beauty pageant.



Upskilling Stenography Skills of Students Through Active Practice Based as Pedagogical Innovation of Teaching

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ABSTRACT

The research aimed to develop shorthand skills in 3rd-year Bachelor of Science in Office Administration students using Active-practice-based learning. Active-practice-based learning is an innovative teaching strategy addressing the number of students who fail with the subject. The researchers used a quasi-experimental design, dividing participants into control and experimental groups. Post-test and pretest tests were used to assess performance. The results showed a significant difference in performance between active and active-practice-based learning, with active-practice-based learning resulting in a higher mean gain compared to active-based learning – the traditional way of teaching stenography used by the researcher. The study concluded that active-practice-based learning is an effective teaching technique for shorthand or stenography, with a significant difference in performance based on sex. To minimize students' failure, instructors should adopt active-practice-based learning, involving learners in the subject and building intrinsic motivation

Keywords: active-practice based learning, stenography, shorthand, bachelor of science in office administration, active based learning

About the presenter:

Orlan Doromal Tabuada is currently taking up Master in Management major in Business Management at Bukidnon State University. He is a Bachelor of Science in Office Administration instructor.



Evaluation of Self-directed Learning Module and Level of Students Knowledge in Food Service Management

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ABSTRACT

This dissertation examines the efficacy of a self-directed learning module implemented to augment students' proficiency in Food Service Management. Employing a mixed-methods approach involving descriptive quantitative analysis and experimental study, the research aims to evaluate the effectiveness of the self-directed learning module in augmenting the understanding and proficiency of students in this specialized domain. A purposive sample of undergraduate students enrolled in Food Service Management courses participated in this research. To evaluate the module's effectiveness, both pre- and post-assessment tools were administered to establish the baseline knowledge level and measure subsequent knowledge acquisition post-module completion. Additionally, qualitative data were collected through interviews and surveys, enabling an exploration of students' perspectives, experiences, and challenges encountered during the self-directed learning process. The findings of this study aim to provide a nuanced understanding of the effectiveness of self-directed learning methodologies within the context of Food Service Management education. They illuminate the potential of self-directed learning as a pedagogical tool to foster independent learning strategies and enhance students' grasp of complex concepts within the Food Service Management discipline. Moreover, this research contributes valuable insights to the ongoing discourse on innovative teaching strategies in higher education. The implications of the study's findings extend to curriculum development, instructional design, and pedagogical approaches in the field of Food Service Management, offering educators and curriculum developers guidance on optimizing learning environments for students pursuing careers in this domain.

Keywords: self-directed learning module, food service management, SLM, learning module

About the presenter:

Glenda J. Maglonso holds a Bachelor of Science degree in Hotel and Restaurant Management from St. Anne College Lucena Inc., graduating in 2012. She pursued her passion for education and completed her Master's Degree in Education, specializing in Technology and Home Economics, at Laguna State Polytechnic University, San Pablo City in 2023. Presently, she serves as an Assistant Professor 1 and holds the esteemed position of Program Chairperson for the Diploma in Hotel and Restaurant Services. In recognition of her capabilities, she was entrusted with the leadership of the technical-vocational department, the DLL- Lucena Manpower Skills and Training Center, in 2020, assuming the role of Department Coordinator.



The Self-Blended Learning and Self – Regulated Learning Models in Developing the Quantitative Skills in Statistics of Grade 11 Students

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ABSTRACT

Innovative instructional methods for diverse learners have emerged as a response to the persistent global public health crisis such as the self-regulated and self-blended model. This study used descriptive research design. The 30 Grade 11 respondents were selected through purposive sampling technique. Findings showed that the respondents strongly agree on the statements of description provided for the self-blended learning material. However, the respondents practiced self-regulated learning to some extent only. Scores in the pretest and post-test of the respondents before and after exposure to self-blended learning showed significant differences along the following subscales: knowledge, analysis, concepts and application and calculation and accuracy. On the other hand, scores of the respondents on calculation and representation and communication were not statistically significant.

Keywords: blended learning, diverse learners, innovative instructional methods, self – blended learning, self – regulated learning, statistics

About the presenter:

Diwata Delgado Ona is a graduate of Bachelor of Secondary Education, major in Mathematics at Manuel S. Enverga University Foundation Candelaria, Inc., Quezon province in 2004. She finished her master's degree, Master of Arts in Education – Mathematics at Laguna State Polytechnic University – San Pablo City last July of 2023. She's been teaching for 19 years now; 13 years in private school and 6 years in Department of Education, handling junior high school and senior high school levels, respectively. Currently, she is a senior high school teacher at Dolores Macasaet National High School, Quezon Province. She is an active member of the school's e-SIP technical working group, School – based Management System, etc. and serve as school PAC in the Provisions of the Ease of Doing Business and Efficient Government Service Delivery by ARTA as she entered the Department in 2017.



Effectiveness of SBPS (Strengthening Basic Process Skills) in Boosting Students Achievement in Science 8

Veronique M. Maranan

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ABSTRACT

The aim of this research is to develop an intervention program and to measure its impact in enhancing students achievement in Science 8. The research was conducted during the Third Quarter Period of the school year 2022-2023. It was anchored in Piaget's theory of cognitive development emphasizing the importance of concrete operational thought in high school students. There were two groups of participants that served as control and experimental group which are composed of purposively selected Grade 8 students. Both the control and experimental group were given Pretests and Post tests to determine and compare their levels of achievement in terms of the Grade 8 lessons and Basic Process Skills before and after the SBPS intervention. Independent t-test was used to analyze if there are significant differences between the results of pretests and post tests. With the t-value of 1.01215 and p-value .157361, there is no significant difference between control and experimental group at $p < .05$ in terms of level of Basic Process skill before the SBPS intervention. There is also no significant difference at $p < .05$ between level of knowledge in Third quarter competencies supported by pretest result with t -value -0.39687 and p-value .346289. The post test was given after the SBPS intervention that shows that there is significant difference at $p < .05$ with t-value -7.3222 and p-value .00001 between the control and experimental group in terms of achievement.

Keywords: observing, communicating, classifying, measuring, inferring, predicting

About the presenter:

Veronique M. Maranan is a Master Teacher 1 at Sta. Catalina National High School. She finished B.S. Secondary Education Major in General Science at MS Enverga University Candelaria Inc. and Master of Education Major in Science and Technology at Laguna State Polytechnic University-San Pablo City. At present she is taking up Doctor of Philosophy in Science Teaching as a Linking Standards and Quality Practice (LISQUP) scholar at Philippine Normal University. She is an advocate of making strong basic process skills as foundation of effective science education.



A Sequential Explanatory Approach on the Relationship Between Social Literacy and Student Engagement as Mediated by English Speaking Skills

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ABSTRACT

Student engagement is vital in the teaching and learning process. But with the sudden shift of educational system, engagement among students became a major concern in the education field. Driven by this, the study was conducted which aimed to determine the mediating effect of English speaking skills (ESS) on the relationship between social literacy (SL) and student engagement (SE) among English major education students in the private Higher Educations Institutions (HEIs) in Region XI. The study used a sequential explanatory mixed methods research design having a total of 300 English major students from the different private tertiary institution in Region XI as the research respondents. For the data analysis, medgraph was employed in determining the mediating effect of ESS on the relationship between SL and SE which was found to be significant partial mediation in this study. Then, through interviews and focus group discussion with 17 participants taken from the quantitative respondents, data were integrated with the findings in the quantitative aspect of the study. The participants confirmed the relationships and the functions of the variables in the mediation model. With the confirmation, it can be gleaned that there is substantial evidence that ESS is one of the reasons why SL could influence SE among English major students in the private tertiary institutions in Region XI as demonstrated in the partial mediation model. Thematic analysis of the qualitative data unveiled the essential themes generally confirming the connecting-merging-confirmation surfaced as the nature of data integration.

Keywords: applied linguistics, English speaking skills, students' social literacy, student engagement, English major students, Philippines

About the presenter:

Jonelson C. Escandallo is a graduate of Bachelor of Secondary Education major in English last April 2017. He graduated with a special award which is Best Thesis Awardee among secondary education students. Also, he had finished his master's degree in Master of Arts in Education major in English last May 2020 at St. Mary's College of Tagum Incorporated. At present, he is currently studying at the University of Immaculate Conception – Davao City with the degree Doctor of Philosophy in Education major in Applied Linguistics. He is currently teaching and the Program Coordinator of BSED English at Kapalong College of Agriculture, Sciences and Technology with for three years in a row already. Also, he was able to present his research in local, national, and international conferences. Further, this author was able to publish four research article that have been indexed in google scholar and Harvard e-library.



The Moderating Effect of Verbal Linguistic Intelligence on The Relationship Between Speaking Anxiety and Communication Skills Among English Major Students

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ABSTRACT

The ultimate goal of this study was to determine the moderating effect of verbal linguistic intelligence on the relationship between speaking anxiety and communication skills of the second year to fourth year English major students in the private higher education institutions (HEIs) in Region XI. Adapted survey questionnaires validated by experts were given to a sample of 300 students. Findings revealed that the level of speaking anxiety, communication skills, and verbal linguistic intelligence are high. Moreover, findings revealed that speaking anxiety is significantly related to communication skills. Verbal linguistic intelligence also showed a positive significant relationship to communication skills. To determine the moderating effect of verbal linguistic intelligence, a logistic hierarchical regression was employed in this study. In this case, the findings revealed that verbal linguistic intelligence has no significant moderating effect on the relationship between speaking anxiety and communications skills. Students who have higher or lower levels of verbal linguistic intelligence demonstrated the same degree of communication skills as influenced by speaking anxiety. However, results revealed that separately speaking anxiety and verbal linguistic intelligence are important contributors to communication skills.

Keywords: applied linguistics, education, speaking anxiety, communication skills, verbal linguistic intelligence, moderating effect, Philippines

About the presenter:

Iris F. Billones, LPT, MAEd finished her Bachelor of Secondary Education Major in English in St. Mary's College of Tagum, Inc. in May 2018. She further acquired her master's degree at St. Mary's College of Tagum, Inc. in August 2021. She has been a faculty member on the mentioned institution since 2018. She is also an internal member of the SMTCI-Research Ethics Committee since 2020. At present, she continues to advance her knowledge on personal and professional growth by attending numerous trainings, workshops, and seminars conducted by different educational organizations in the field of education and research. She is also in her third year as a doctorate student in the University of Immaculate Conception, Davao City taking up Doctor of Philosophy in Education major in Applied Linguistics.



Content Integration of Environmental Management Practices and Responsible Behavior for Senior High School Learners

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ABSTRACT

The world's environmental concerns are currently rising, bringing negative effects and becoming detrimental to organisms which needs to be addressed through human participation. This study aimed to integrate environmentally responsive content for senior high school learners. Using descriptive-developmental design, the study was conducted and participated by one hundred seventy-four (174) SHS learners of the Humanities and Social Sciences strand from Dr. Panfilo Castro National High School, a secondary public high school in Candelaria, Quezon. Through the use of 4-point Likert scale survey questionnaires, the study found that learners do not always perform environmental practices like their environmentally responsible behavior. These results were used as bases for making instructional material, which was evaluated as highly effective for the environmentally responsive content integration for Senior High School Learners (SHS). Findings demonstrate a significant difference in learners' pre- and post-assessment of environmental literacy regarding knowledge, attitude and motivation. This suggests that educating learners through integrating environmentally responsible content in SHS can greatly help save and protect the environment.

Keywords: environmental practices, environmentally responsible behavior, environmentally responsive content integration, environmental literacy

About the presenter:

Emma Lucel C. Abrigo is a graduate of Master of Arts in Science in Technology at the Laguna State Polytechnic University, she also earned 21 units in Master In Science Education at the Philippine Normal University, Taft Avenue Manila Campus. She is currently part of the teaching force of one of the Secondary Public High school in Candelaria Quezon, Dr. Panfilo Castro National High School since 2017 to present. Also a Part-time College Instructor at the Manuel S. Enverga University Foundation Candelaria Inc. under the College of Teacher Education and Liberal Arts.



Viewpoints of Students Toward Direct Instruction in Remedial Class: Input for a Proposed Learning Plan in Physical Science

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ABSTRACT

This study focused on the viewpoints of student toward direct instruction. It was conducted at the San Pablo City Integrated High School, Division of San Pablo City. The input of the research is to design a remedial learning plan based on the responses of the students. The researchers utilized qualitative research in a case study setting. This research used the thematic analysis method which is commonly applied to qualitative research. The researchers conducted case study interview with the participants. The responses of the participants were recorded and using the thematic analysis codes were given in harmony with their responses. From the codes themes were assembled to have the findings of the study. From the findings a learning plan was set up. The findings show that the codes processed form the responses the viewpoints of learners toward direct instruction give these themes as responses – delivery of the lesson, lesson retention, coping with the learning process, prior knowledge in the subject, and learning gap. With these responses, a remedial learning plan was prepared. The respondents were learners who did not meet the expectation for the subject. The study was conducted at San Pablo City Integrated High School during the EOSY 2021-2022. This holistic research encompasses the viewpoints of remedial students on the direct instruction utilized during remedial class. The input for a learning plan was solely based on the responses of the learners.

Keywords: direct instruction, remediation, learning plan, thematic analysis

About the presenter:

John Kenneth G. Manozon is currently studying Master of Arts in Education major in Science and Technology at Laguna State Polytechnic University San Pablo City Campus. He took his Bachelor of Secondary Education major in Physical Science at the same university. He has been a member of DepEd San Pablo City since January 2014. At present, he is the School Monitoring and Evaluation (M&E) Coordinator and handles senior high school students at San Pablo City Integrated High School. He actively engages himself in science learning innovations, action research, and evaluation procedures. He is currently taking Doctor of Education (EdD) major in Educational Management.



Mathematical Problem-Solving Style and Performance of Students: Basis for Instructional Intervention Plan

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ABSTRACT

This study aimed to determine whether the mathematical problem-solving style significantly affects students' performance. A descriptive-correlational research design was used. There were 291 first-year college respondents in the local college in Sto. Tomas Davao del Norte who were chosen through stratified sampling. This study used one adapted questionnaire and one researchers-made questionnaire. Mean, Pearson r, Standard Deviation, T-test and Analysis of Variance were used as statistical tools. The mathematical problem solving-style on students in terms of sensing, intuition, feeling, and thinking is moderately observed. Students' performance in mathematics is very good. The findings revealed that the mathematical problem-solving style has a significant relationship on Students' performance. On the other hand, there is a significant difference in the mathematical problem-solving style of students when grouped according to programs (BTVTED, BSAB, BSOA, BPA). However, the result also revealed that there is no significant difference in the mathematical problem-solving style of students when grouped according to sex (male and female). Students, instructors, college administrators, and CHED officials are encouraged to value the importance of mathematical problem-solving style in the performance of the students. Instructors, College administrators, and CHED officials must establish programs that will enhance the mathematical problem-solving styles and performance of students. STCAST instructors and administrators should work collaboratively. They should ensure that the necessary materials, resources, activities, and differentiated instruction are available and used to meet students' needs to learn and be motivated

Keywords: mathematical problem-solving style, performance of students, descriptive and correlational design, instructional intervention

About the presenter:

Luvie Jhun S. Gahi is a college instructor at Santo Tomas College of Agriculture, Sciences and Technology.



Cultivating Sustainability through Indigenous Literacy: A Needs Assessment

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ABSTRACT

Sustainability is the goal of every entity. It requires a holistic approach that considers the interconnectedness of environmental, economic, and social factors. It's a dynamic process that necessitates continuous adaptation and collaboration among individuals, communities, businesses, and governments. Sustainable Development Goals of 2030 were formulated to improve people's lives regardless of race, ethnicity, and socio-economic status. Since time immemorial, the Indigenous people have been among the most vulnerable, marginalized, illiterate, and exploited sectors of society, thus, implementing intervention for their development could be a great contribution to attaining the SDGs. The university in collaboration with the local government unit planned to conduct a 5-year community development program. To ensure an effective and sustainable program, a SWOT analysis was conducted to determine the internal attributes (strengths and weaknesses), and external factors (opportunities and threats) that could be used in formulating a strategic plan for the development of the indigenous community in Mansalay, Oriental Mindoro. This study was part of the SWOT analysis and was focused on identifying the literacy level of the community. The research design utilized was ethnography through community immersion, survey, interview, and focus group discussions. The findings showed a low literacy rate among school-aged children and elders. Furthermore, aside from basic literacy, the need for finances, parenting, and early pregnancy literacy arises. The results of the study were integrated into the extension extension project for the College of Teacher Education.

Keywords: literacy, sustainability, indigenous people, SWOT analysis, Hanunuo Mangyan, needs assessment

About the presenter:

Zusette Candelario-Aplaon is a Filipino scholar from Oriental Mindoro, the Philippines. She majored in Mathematics and currently works as an Associate Professor at Mindoro State University. She is completing her Doctor of Philosophy in Mathematics at the University of Batangas. She is an Associate Member of the National Research Council of the Philippines, a Regional Board Member of the Philippine Association of Research Managers, and a Silver Member of Asian Qualitative Research Association. She has published quantitative and qualitative research articles in national, and international journals. Mam Zu is the Program Leader of AWATI Community Development, an adopt-a-community program that aims to help improve the lives of the indigenous people in four Mangyan Communities in Panaytayan, Mansalay, Oriental Mindoro. She also served as peer reviewer for various research journals. She co-authored a chapter entitled Preparing a Qualitative Research Paper for Publication to the SAGE Handbook for Qualitative Research in the Asian Context published by SAGE Publications. Her research interests include sustainable development, inclusivity, indigenous people, mathematics education, and research productivity.



The Mediating Role of Narcissism in the Relationship between Self-esteem and Aggression of University Students in Sagaing

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ABSTRACT

The world is competitive in every possible way, especially in the education sector, so university students tend to seek success in their academic field and try to get attention in their social circle regardless of any cost or effort involved. Consequently, this leads to the narcissistic personality among the university population. This study aimed to investigate the mediating role of narcissism in the relationship between self-esteem and aggression among university students in Sagaing. The sample comprised 1058 undergraduate students distributed as 519 females and 539 males from undergraduate classes. Rosenberg's self-esteem scale by Rosenberg (1965), the Narcissistic Personality Inventory by Raskin & Terry (1988) and the aggression questionnaire by Buss & Warren (2000) were used. The result of the mediation analysis revealed that self-esteem has a direct negative effect on aggression and also an indirect positive effect on aggression through the mediation effect of narcissism. This clearly indicates the suppressor effect, competitive mediation, since the positive relationship between self-esteem and aggression is reversed when narcissism is mediated as a suppressor variable. As this suppressor effect is enticing for the researchers in the academic field of psychology, further studies should explore the moderating factors in the relationship between self-esteem, narcissism and aggression. It is anticipated that the current study will provide the basic information that can contribute to the development of the prevention programme for narcissism and aggression in the higher education sectors with a strong emphasis on the self-esteem of university students.

Keywords: self-esteem, narcissism, aggression, university students

About the presenter:

Khin Khin Khant is an academic researcher with a Master's degree in Education specializing in Educational Psychology. She is a former senior teacher in No (2) Basic Education High School, Shwebo. She is now serving as an educator in Hearts Global Institute in Yangon, Myanmar. She received her bachelor's degree (BEd) in 2016 and Master's degree (MEd) in 2020 from Sagaing University of Education. Beyond her research endeavours, she is passionate about fostering collaboration and knowledge sharing in the education industry.



Reading Ability of Bachelor of Technical Vocational Teacher Education Freshmen Students: Basis for intervention

Jovelyn M. Simbajon

STCAST Instructor

ABSTRACT

The study determined the reading ability of first year Bachelor of Technical-Vocational Teacher Education students of Santo Tomas College of Agriculture Sciences and Technology for the academic year 2022-2023 using descriptive research design. The Philippine-Informal Reading Inventory (Phil-IRI) materials were used in assessing the level of reading ability of First Year BTVTED students. The data were statistically analyzed using t-test for paired sample and analysis of variance. There were 115 first-year college respondents in the local college in Santo Tomas Davao del Norte who were chosen for oral reading. The findings revealed that the reading ability of students in terms of word recognition and reading comprehension has significant difference towards students' reading ability. On the other hand, there is no significant difference in the reading ability between male and female in word recognition. However, the result also revealed that there is significant difference in the reading ability of male and female in terms of reading comprehension. Students, instructors, college administrators, and CHED officials are encouraged to value the importance of reading ability of the students. And establish programs and work collaboratively that enhance the reading skills and performance of students and become an independent reader.

Keywords: Phil-IRI, reading ability, descriptive design, t-test

About the presenter:

Jovelyn M. Simbajon, MAEM, is one of the instructors of Santo Tomas College of Agriculture Sciences and Technology. She was a previous Teacher 1 of the Department of Education. She finished master's degree at Saint Mary's College of Tagum. She is organized, dedicated to work, efficient and a hard working person and willing to discover and accept new ideas which can be put into practice effectively. She is also a good listener and learner, able to communicate well with a group and on individual.



Knowledge on Livestock Farming of Bachelor of Science in Agribusiness Students: Basis for Instructional Materials Innovation

Vincent P. Curran

Bachelor of Science in Agriculture Major in Animal Science, Master in Extension Education (Completed Academic Requirements), Santo Tomas College of Agriculture Sciences and Technology Instructor

ABSTRACT

This study aimed to assess the level of knowledge of Agribusiness students of Santo Tomas College of Agriculture Sciences and Technology on animal farming and to determine a basis for developing instructional materials. The study used a quantitative descriptive research method using test questionnaires to gather data from the respondents. A total of 92 students participated in the study using a purposive sampling design. The socio-demographic profiles of the students are not factors for their learning. The results further show that the students had poor to fair knowledge of livestock farming as only a few hit the passing rate of 75% and many scored less than the passing rate. The study's findings recommend developing new instructional materials, enhancing the course content, providing actual and hands-on training, encouraging students to participate in livestock farming activities, and conducting another comprehensive study to determine students' adaptability and capability, recognize individual strengths, and pinpoint weaknesses in learning animal agriculture. These recommendations can help improve the knowledge level of undergraduate agribusiness students about livestock farming and prepare them for careers in the industry.

Keywords: knowledge, innovation, livestock farming, students, instructional materials

About the presenter:

Vincent P. Curran lives in the Municipality of Santo Tomas in the Province of Davao del Norte, Philippines. He graduated with a Bachelor of Science degree in Agriculture, majoring in Animal Science at Central Mindanao University, Musuan, Bukidnon, and currently pursuing a Master's in Extension Education and completed the academic requirements at the University of Southeastern Philippines, Tagum-Mabini Campus, Tagum City. He is currently affiliated with Santo Tomas College of Agriculture Sciences and Technology as an instructor in the Bachelor of Science in Agribusiness program and as an internship coordinator of the College.



Beyond the Beats and Melodies: A Critical Discourse Analysis of Pop Music from The Philippines

Rowena M. Magdayao

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ABSTRACT

Pop music is a significant part of the cultural fabric, and it has an important role in framing public opinion and influencing social norms. This qualitative study which made use of Fairclough's Critical Discourse Analysis (CDA) framework investigated the type of pop music that dominates the Philippine music industry for the period 2017-2023. The factors contributing to their popularity among Filipinos as well as the linguistic elements and ideological underpinnings were also examined. In this research, corpora of 60 pop music lyrics and a total of 10 participants were used. The analysis uncovered that pop R&B is the most dominant type of pop music while relatability, emotional resonance, melodic appeal, cultural references, language accessibility, and social media influence are the factors that contribute to the popularity of pop music among the Filipinos. Moreover, the ideologies embedded in pop music included romanticism, nationalism, sexism, intensive mothering ideology, new masculinity ideology, and post feminist ideology. The linguistic elements present in the lyrics included rhymes, metaphors, repetition, anaphora, epistrophe, assonance, alliteration, slang and non-standard language, and expressive values. The findings of this study highlight the transformative possibilities associated with incorporating popular music into educational methodologies, specifically in the realms of music education and language studies.

Keywords: applied linguistics, education, pop music, linguistic elements, ideologies

About the presenter:

Mrs. Rowena M. Magdayao is a Master Teacher II of Matanao National High School – Senior High School of Davao del Sur Division. With a tenure of 19 years in the Department of Education, she serves as a faculty member specializing in English subjects. Presently, she is pursuing a Doctor of Philosophy in Education major in Applied Linguistics at the University of the Immaculate Conception, Davao City.



Business Management and Leadership Track

The Mediating Effect of Green Orientation with High Performance Work Practices and Employee Engagement: A Study of Sri Lanka Navy

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¹University of Sri Jayewardenepura Sri Lanka; ²Sri Lanka Navy; ³Wayamba University of Sri Lanka

ABSTRACT

The aim of this study is to identify the mediating effect of green orientation on the relationship between High Performance Work Practices and employee engagement. This empirical research gap was bridged in the Sri Lanka Navy context. Because of its island location, the country's most important defense force is in charge of Sri Lanka's maritime defense. Green orientation is a combination of green attitude and green behavior. High Performance Work Practices is a bundle of Human Resource Management which brings competitive advantages. Employee engagement is the employee's cognitive, affective and behavioral involvement of his/her job as well as the organization. This is a quantitative study. Cross sectional study which was done in the non-contrived setting under the minimum, researcher interference. Unit of analysis is individual. Sample size is 150 and sampling technique is non-probability convenience sampling. In order to examine the mediation relationship between High Performance Work Practices (HPWPs), Green Orientation (GO), and Employee Engagement (EE), Partial Least Squares (PLS) modeling approach using SmartPLS 4.0 software was used. This two-stage analysis encompassed the Measurement Model and the Structural Model, enable to comprehensively explore the intricate interplay between the variables. The results illuminate that there is a mediating role of Green Orientation (GO) on the relationship between High Performance Work Practices (HPWPs) and employee engagement (EE). This positive mediation effect substantiates the notion that fostering a Green Orientation can increase employee engagement.

Keywords: green orientation, employee engagement, high performance work practices, Sri Lanka Navy

About the presenter:

Dr. Anuradha Iddagoda - Senior Lecturer from the University of Sri Jayewardenepura Sri Lanka. She holds the International Luminary award from IIARI for the year 2023. She does research in Human Resource Management.



Training and Development Investment and Financial Performance of Non-Interest Financial Institutions in Nigeria

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¹Islamic University in Uganda, M.Sc. Student; ²Islamic University in Uganda, Senior Lecturer; ³Institute of Industry and Academic Research Incorporated Fellow.

ABSTRACT

Non-Interest Financial Institutions (NIFIs) in Nigeria, adhering to Islamic principles, play a pivotal role in the financial sector. This study examines the strategic role of training and development (T&D) in equipping their workforce with the skills and knowledge needed to drive financial success, navigate Shariah-compliant practices, and ultimately contribute to the growth of the sector. By using a purposive sample technique, this study looks at how T&D costs affect the financial performance of NIFIs, using JAIZ Bank as a sample. Secondary data from 2018 to 2021, sourced from audited annual reports, regulatory bodies, and industry publications, were analyzed. Training and development costs were measured by the Training and Development Expenses to Revenue ratio, while Return on Assets (ROA) represented financial performance. A significant positive correlation ($r = 0.614$, $p < 0.05$) was found via correlation analysis between T&D investment and ROA. The model's strength was proved using linear regression, which was able to explain 66.3% of the variance in ROA. The significance of the ANOVA results ($F = 15.745$, $p = 0.004$) supported the null hypothesis' rejection. Increased T&D investment is linked to a demonstrable improvement in financial performance, as indicated by the regression model's TDI coefficient of 1.442. In line with human capital theory, the study offers strong evidence for the beneficial effect of T&D costs on the financial performance of NIFIs in Nigeria. NIFIs are encouraged to invest strategically in tailored training programs, leadership development, and innovation. Establishing key performance indicators for training effectiveness is advised. Future research should explore diverse training programs and conduct longitudinal studies for a deeper understanding of the relationship between employee training and NIFI financial sustainability.

Keywords: non-interest financial institutions (NIFIs), training and development (T&D), human capital, financial performance

About the presenter:

BAYERO, Saifullahi is the Academic Consultant at Wadi Africa. He holds a B.Sc. Business Administration from Bayero University, Kano, Nigeria. He is currently a postgraduate student at Bayero University Kano. He is a researcher and writer in entrepreneurship and developmental economics.



Interrelationship of Organizational Culture, Talent Management, Transformational Leadership and Commitment of Cooperative Employees in Region XII: A Path Analysis

¹Kleven Jake A. Villamor & ²Mary Jane B. Amoguis

¹Doctor of Business Management student at the University of Immaculate Conception, Davao City; ²Dean of the Graduate School of UIC Davao

ABSTRACT

Employee commitment is necessary for the overall success of cooperatives; nevertheless, these organizations, similar to others, face uncertainties stemming from evolving times, economic fluctuations, and political unpredictability. Employing path analysis, the study investigated the contributions of organizational culture, talent management, and transformational leadership to employee commitment across various cooperatives in Region XII. Using stratified random sampling coupled with area sampling, an adapted survey questionnaire was distributed to 300 employees from 30 branches of financial cooperatives in the region. The result revealed a high level of employee commitment, organizational culture, talent management, and transformational leadership in the cooperatives. Also, results indicated a direct effect of talent management and organizational culture on employee commitment, while talent management and transformational leadership exhibit indirect effects on employee commitment through organizational culture. The study also revealed a significant relationship between talent management and transformational leadership. The result uncovers intricate dynamics, emphasizing the importance of fostering a culture aligned with talent development and the pivotal role of leadership in shaping employee commitment. The direct impacts of talent management and organizational culture underscore their significance, proposing a holistic approach that integrates talent management, transformational leadership, and a supportive organizational culture to enhance commitment within this unique cooperative setting in Region XII.

Keywords: employee commitment, organizational culture, talent management, transformational leadership, business management

About the presenter:

Kleven Jake A. Villamor, MBA, is a dedicated individual currently undertaking a Doctorate in Business Management at the University of Immaculate Conception in Davao City. Simultaneously, he serves as a full-time employee at M'lang Water District. Beyond his commitments at the water district, Mr. Villamor extends his expertise as a part-time college instructor at Southern Baptist College in Mlang, Cotabato. He achieved his Master's Degree in Business Administration from Notre Dame of Dadiangas University in General Santos City in 2019.



Structural Equation Model on Work Engagement of Cooperative Employees in Davao Region

Denisa A. Suteu & Melecio A. Sy, Jr.
Kapalong College of Agriculture, Sciences and Technology

ABSTRACT

Work engagement fosters employee satisfaction and organizational development. This study aimed to establish the best-fit model for work engagement among the cooperatives in Davao City, utilizing a quantitative approach employing structural equation modeling. It utilized simple random sampling, gathering responses from 349 employees across cooperatives in the Davao Region. The study identified the best-fit model through various goodness-of-fit assessments. It discovered high to very high levels of Organizational Citizenship Behavior (OCB), Work Discipline (WD), Organizational Commitment (OC), and Work Engagement (WE) among the cooperative employees. Notably, the employees' organizational citizenship behavior emerged as the most significant predictor of work engagement. The model initially suggested the presence of serial mediation, but subsequent tests indicated insignificance. Thus, the best-fit model demonstrates direct effects of the variables on work engagement. Based on these findings, the study recommends the development of OCB initiatives within organizations to optimize the work engagement of employees in cooperatives.

Keywords: organizational citizenship behavior, organizational climate, structural equation modeling, work engagement, workforce diversity, Davao Region, Philippines

About the presenter:

Denisa A. Suteu, Instructor II and Designated as Quality Assurance Director of Kapalong College of Agriculture, Sciences and Technology



Entrepreneurial Engagement of Business Graduates in Region XI with Entrepreneurial Motivation and Entrepreneurial Education as Determinants: A Convergent Mixed Methods Study

¹Jesson Rey F. Sabado & Presentacion C. Acosta

¹Masters in Business Administration; ²DBM

ABSTRACT

Entrepreneurial engagement is more than individual success; it is also about community advancement. It drives job creation, encourages innovation, and solves social and environmental issues. The purpose of this study was to look at how entrepreneurial motivation and entrepreneurial education influenced entrepreneurial engagement of business graduates in Davao Region. The study employed a convergent mixed methods design, where 300 respondent participated in the quantitative strand. Seventeen participants were purposively chosen to participate in the qualitative strand apart from the 300 respondents. Purposive sampling design was used to select the study participants who engage in business. Regression analysis and descriptive statistics were used to analyze the quantitative data, while thematic analysis was used to analyze the qualitative data. Merging was used as the nature of integration in the study, this approach treats both qualitative and quantitative datasets as one, combining them statistically and visually. The findings of the study revealed that the overall entrepreneurial engagement and entrepreneurial education of business graduates were high, while their entrepreneurial motivation was very high. Furthermore, the findings revealed that entrepreneurial motivation and entrepreneurial education had significant combined influence on entrepreneurial engagement with the former having the greater influence on entrepreneurial engagement. In terms of data integrations, it has been discovered that quantitative results generally integrate with qualitative findings. Merging-confirmation therefore was the nature of data integration in this mixed methods study.

Keywords: business management, entrepreneurial engagement, entrepreneurial motivation, entrepreneurial education, convergent mixed methods, Davao City, Philippines.

About the presenter:

Mr. Sabado is currently connected as a faculty member of the University of Mindanao, Main Campus, in Davao City, under the College of Business Administration Education—Business Economics Program. At present, Mr. Sabado is pursuing his Doctor of Business and Management at the University of the Immaculate Conception, Davao City. He is a graduate of the Masters in Business Administration and the Bachelor of Science in Economics.



The Retention of Officers in The Sri Lanka Army: An Empirical Study

¹Rukman Perera & ²Anuradha Iddagoda

¹Sri Lanka Army; ²University of Sri Jayewardenepura Sri Lanka

ABSTRACT

The aim of this study is to investigate the mediating effect of job satisfaction with its drivers and retention. The Sri Lanka Army, like many military organizations worldwide, faces challenges related to retention of skilled and experienced officers, which are critical for maintaining operational effectiveness and institutional knowledge. The overall objective of this study is to comprehensively examine and analyses the elements that influence the Retention of Army officers. The study specifically concentrates on investigating the impact of job satisfaction, leadership, rewards and retention and it seeks to derive insights from Human Resource Management (HRM) theories. This is a quantitative study. Data collected through a self-directed questionnaire distributed among Sri Lanka Army officers. Unit of analysis is individual. Selected sample size is 232 officers in various ranks in the Army. Sampling technique is non-probability convenience sampling. This cross-sectional study was done in a non-contrived environment under minimum researcher interference. As per the findings Leadership and Rewards have an impact on Job Satisfaction and Retention. Also, Job Satisfaction has a partial mediating effect on officers' Retention. This knowledge will aid in the development of evidence-based strategies to enhance the Retention of officers, improve the overall morale and Job Satisfaction, and subsequently bolster the Sri Lanka Army's long-term operational readiness and effectiveness. Furthermore, the research may provide valuable insights for other military organisations facing similar challenges in officer Retention.

Keywords: job satisfaction, retention, leadership, rewards

About the presenter:

Major Rukman Perera is an officer in Sri Lanka Army. He serves in Sri Lanka Army for more than 20 years. He conducts research in HRM.



COVID-19 and the Experiences of Coconut Farmers in Davao Occidental, Philippines

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¹Graduate, Bachelor of Science in Development Communication; ²Associate Professor

ABSTRACT

COVID-19 brought havoc to all, but few studies have explored the experiences of coconut farmers affected mainly by COVID-19. The study aimed to determine the lived experiences of selected coconut farmers during the COVID-19 pandemic. It was conducted at Malita, Davao Occidental. Ten coconut farmers were chosen based on set criteria: they were bona fide residents of the area and had been farming for at least five years. A qualitative design using a phenomenological approach was used. The finding showed that coconut farmers experienced many unfavorable impacts of COVID-19, such as financial struggles, immobility due to quarantine, decreased coconut production, no copra buyer, and sought other means as alternative sources of income. In terms of ways to manage the coconut farm, farmers found measures to address the challenges and farm management. Farmers realized the importance of maintaining the farm, supporting each other, staying hopeful, and diversifying crops in the context of their challenges.

Keywords: coconut farmers, COVID-19 pandemic, quarantine, Davao Occidental

About the presenter:

Dr. Ariel E. San Jose is currently the Director for International Affairs and Linkages. Former Director for Research, Innovation, Development, & Extension. Former Dean of the Institute of Human Service. Has published more 62 research articles in internationally indexed journals.



Relationship Between Supply Chain Management Practices and Supply Chain Performance of Coffee Estates as Moderated by Their Supply Chain Orientation

¹Dave E. Aparecio & ²Gloria P. Gempes

¹Master in Management, Monkayo College of Arts, Sciences, and Technology (Instructor); ²EDD, DM, PHD, University of the Immaculate Conception (Graduate School Professor), ggempes@uic.edu.ph

ABSTRACT

The goal of this study was to determine the moderating effect of supply chain orientation on the relationship between supply chain management practices and the supply chain performance of coffee estates in the Davao Region. Adapted survey questionnaires were given to 300 coffee estate managers and owners who were chosen using proportionate stratified sampling. Findings revealed that the levels of supply chain management practices, supply chain performance, and supply chain orientation are high. Further, findings showed that supply chain management practices have a positive relationship to supply chain performance. Supply chain orientation also showed a positive significant relationship to supply chain performance. To determine the moderating effect of supply chain orientation, a logistic hierarchical regression was employed. Results revealed that supply chain orientation has no significant moderating effect on the relationship between supply chain management practices and supply chain performance. Coffee estates in the region that have higher and lower levels of supply chain orientation exhibit the same degree of supply chain performance as influenced by their supply chain management practices.

Keywords: business management, supply chain management, moderating effect analysis, Davao Region, Philippines

About the presenter:

Dave E. Aparecio, MM is an Instructor I- Business Administration Department at Monkayo College of Arts, Sciences and Technology. Before joining MONCAST, he served as a full time instructor of Compostela Valley State College under the Entrepreneurship Department for almost 4 years. In December 12, 2020 he earned his Master's degree in Management at the Holy Cross of Davao College. He is also an active member of the Philippine Council of Deans and Educators in Business. Currently, he is pursuing his Doctorate degree in Business Management at the University of Immaculate Conception.



The Moderating Effect of ICT Capability on the Relationship between Supply Chain Agility and Competitive Advantage of Drugstores in Region XI

¹Daisy B. Areja & ²Gloria P. Gempes,

¹RPh, MSc.; ²EdD, DM, PhD

ABSTRACT

The intense global business competition has triggered companies to establish effective strategies to realized long-term competitive advantages. The purpose of the study was to first determine the moderating effect of ICT capability on the relationship between supply chain agility and competitive advantage and, second, determine the relationship between supply chain agility, ICT capability, and competitive advantage among 300 drugstores in Region XI. It made use of quantitative research design, specifically the descriptive-correlational. An adapted and modified research instrument was used in gathering the data. Hierarchical logistic regression was used to analyze the moderating effect of ICT capability on the relationship between supply chain agility and competitive advantage. The findings revealed that the overall levels of supply chain agility, ICT capability, and competitive advantage of drugstores are all high. The interrelationship among variables was found to be significant. Finally, supply chain agility and competitive advantage relationships were not significantly moderated by ICT capability.

Keywords: business management, competitive advantage, supply chain agility, ICT capability, moderating effect, Region XI, Philippines

About the presenter:

Daisy B. Areja is a registered pharmacist with a Doctor of Business Management degree from the University of the Immaculate Conception. She also holds a Master of Science in Pharmacy and a Bachelor of Science in Pharmacy from the same university, graduating cum laude. Areja has a wealth of experience, having worked in various hospitals and medical centers, where she was responsible for tasks such as checking for potential drug interactions, dispensing medications accurately, and providing counseling services to patients. She is currently an entrepreneur, overseeing business activities and operations. She is actively involved in volunteer work and is the founder of the Davao Assemblage for the Indigent Society Inc. Her current research focuses on the moderating effect of ICT capability on the relationship of supply chain agility and competitive advantage of drugstores in Region XI.



A Path Analysis on Sustainability Performance of Hospitality Industry in CARAGA Region

Jengkie A. Omega & Mary Jane B. Amoguis

ABSTRACT

Sustainability has been considered as one of the global issues confronting the world of business. This study aimed to determine the extent to which each predictor variable could significantly contribute to the sustainability performance of the hospitality industry in the CARAGA region. A causal design using path analysis and a descriptive-correlational research approach was utilized. Adapted survey questionnaire were distributed to 300 hotel and resorts employees who were chosen through stratified random sampling. Findings indicated that hospitality sector performed excellently. Moreover, the results showed that sustainability performance is significantly influenced by human resource management (HRM) and corporate social responsibility (CSR). Conversely, TQM has no direct influence on sustainability performance but interrelated with HRM and CSR practices. Furthermore, the study's findings emphasized the relevance of the Resource-based View and Triple-bottom Line theories in comprehending how the variables affect sustainability performance.

Keywords: corporate social responsibility, total quality management, human resource management practices, sustainability performance, hospitality industry, CARAGA Region, Philippines

About the presenter:

Jengkie A. Omega is a business management student at the University of the Immaculate Conception (UIC). Currently working at Northeastern Mindanao State University.



Mediating Effect of Innovation Capability on the Relationship Between Dynamic Capability and Business Resilience among Tourism Enterprises in Davao Region

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ABSTRACT

Business resilience lies in its capacity to enable organizations to adapt, recover, and thrive in the face of adversity, uncertainty, and disruptive challenges. This study examines the business resilience of Micro, Small, and Medium Enterprises (MSMEs) in the tourism industry of Region XI, utilizing a descriptive-correlational research design. Through a comprehensive literature review, the study delves into the interplay between dynamic capability, innovation capability, and business resilience, aiming to discern the relationships and characteristics of these vital variables. The findings reveal remarkable levels of resilience, dynamic capability, and innovation among MSMEs in the region, indicating their readiness to adapt, withstand challenges, and drive innovation within their businesses. Furthermore, the study identifies a strong and positive interdependence between dynamic capability, innovation capability, and business resilience, creating a dynamic and adaptable ecosystem for MSMEs. The significant role of innovation capability as a mediator in enhancing business resilience underscores the importance of fostering innovative practices to fortify the overall resilience of MSMEs. These insights provide valuable implications for policymakers, industry stakeholders, and MSMEs in crafting strategies to bolster business resilience and drive sustainable growth in the tourism sector.

Keywords: business management, agility, adaptive, descriptive-correlation, Region XI, Philippines

About the presenter:

Robegin C. Campomayor is a doctor in management student at University of Immaculate Conception and currently on her dissertation. She is currently connected at Davao De Oro State College as a faculty for 6 year under the Entrepreneurship Department.



Mixed Methods Study on Digital Orientation and Digital Transformation of Multi-Purpose Cooperatives in Davao Region: Similarities and Differences in Context

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ABSTRACT

This study investigated the influence of digital orientation on the digital transformation of Multi-Purpose Cooperatives in Davao Region, Philippines. Digital transformation, characterized by the integration of new technologies and systems into an organization's strategic processes, is the focal point of the study which utilizes an explanatory sequential mixed methods design. Quantitative data, sourced from 316 respondents employing stratified random sampling with proportional technique, reveals that MPCs of all sizes exhibit high levels of digital orientation and digital transformation. This showcases a readiness to embrace new technologies and engage in digitalization initiatives among MPCs. Notably, smaller MPCs demonstrate significantly higher digital orientation compared to medium-sized ones, potentially due to their agility and openness to new trends. Intriguingly, having a digital orientation proved to be a significant predictor of successful digital transformation for medium and large MPCs, whereas, this relationship is not significant for smaller cooperatives. Qualitative data reinforced and enriched these findings, emphasizing the challenges faced by smaller MPCs in terms of resources and technology access. Furthermore, diverse perspectives on the relationship between digital orientation and transformation for smaller cooperatives, highlight the need for further investigation into unique factors influencing their digital journeys. Ultimately, this study reveals a detailed examination of MPCs in Davao Region as they navigate the digital world, emphasizing their collective effort to digitalization while highlighting differences in approaches between larger and smaller cooperatives. Understanding these various aspects opens the door to creating tailored support to help all MPCs—big or small—on their digital transformation journeys.

Keywords: business management, digital orientation, digital transformation, mixed methods, significant difference, explanatory sequential design, multi-purpose cooperatives, Davao Region, Philippines

About the presenter:

Ryan B. Perocho is a Certified Public Accountant with Master in Business Administration. Currently, employed in Ateneo de Davao University as Budget Officer. His professional highlights include exposure both in accounting and audit in various industries, including manufacturing, retail, service, real estate companies, education, and petroleum and oil industry.



Entrepreneurial Competencies, Financial Literacy and Innovation as Determinants of Business Longevity of MSMEs In Davao Region: A Path Analysis

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¹Master in Business Management/University of Immaculate Conception/Student; ²Doctor in Business Management/University of Immaculate Conception, Dean of Graduate School, mamoguis@uic.edu.ph

ABSTRACT

Understanding what makes businesses last is vital for building resilient and enduring enterprises, ultimately contributing to the economic strength and stability of the Davao Region. Hence, this study primarily aims to determine the factor that has the most significant influence on Business Longevity of MSMEs in Davao Region. This study employed a descriptive-correlational research design alongside path analysis to comprehensively examine the interrelationships among variables. Data were gathered using survey questionnaires from 300 owners, manager and supervisor of MSME in Davao Region, Philippines using Proportional Stratified Random Sampling. The statistical used in the study are Mean, Pearson R and Path Analysis. Based on the result, the level of Entrepreneurial Competencies and Financial Literacy of the MSME owner, manager and supervisor is High. The level of Innovation and Business Longevity of the MSMEs is also high. Also, using the Pearson-R result revealed that entrepreneurial competencies and financial literacy, financial literacy and innovation, entrepreneurial competencies and innovation has significant relationship. Moreover, it was found out that only entrepreneurial competencies and innovation has the direct effect to business longevity having entrepreneurial competencies as the variable with the most effect. Financial Literacy has an indirect effect to business longevity through innovation. Result also showed that after path analysis, only entrepreneurial competencies and financial literacy was found to have significant relationship. The study was able to establish the path analysis and their relationships are significant.

Keywords: business longevity, entrepreneurial competencies, financial literacy, innovation, path analysis

About the presenter:

Beverly Grace B. Balderaz is a 32-year-old Senior High School Teacher within the Digos City Division, residing in Digos City, Davao del Sur. Currently pursuing a Doctorate in Management at the University of Immaculate Conception, she holds a Master's in Business Administration from the University of Southeastern Philippines. Specializing in teaching Business and Management, she imparts knowledge within the ABM Track.



The Moderating Effect of Entrepreneurial Ecosystem on the Relationship Between Entrepreneurial Skills and Entrepreneurial Success of Microfinance Enterprises in Region XI

Leslie Sherill R. Samson

Doctor in Business Management - candidate for graduation

ABSTRACT

The study delved into the intricate dynamics influencing entrepreneurial success, specifically exploring the interplay among entrepreneurial skills, the entrepreneurial ecosystem, and their impact on microfinance enterprises within the Davao Region, Philippines. Using adapted survey questionnaires, a representative sample of 300 microfinance enterprise owners were randomly selected to participate in this research. The findings unveiled a robust perception among owners regarding the high levels of the three key constructs under investigation. Notably, the study established a substantial and favorable correlation between entrepreneurial skills and entrepreneurial success. Moreover, it highlighted a similarly positive and noteworthy relationship between the entrepreneurial ecosystem and entrepreneurial success. Furthermore, employing hierarchical logistic regression allowed for an in-depth exploration of the moderating effect of the entrepreneurial ecosystem. The study unearthed a profoundly significant moderation in the relationship between entrepreneurial skills and success, with more conducive ecosystems indicating a stronger correlation between entrepreneurial skills and success. In essence, the study underscores the vital importance of both entrepreneurial skills and the broader ecosystem within which microfinance enterprises operate. It emphasizes that while entrepreneurial skills are crucial, the supportive entrepreneurial ecosystem significantly amplifies their impact on achieving entrepreneurial success in the context of microfinance firms in the Davao Region.

Keywords: business management, moderation analysis, entrepreneurial ecosystem, entrepreneurial skills, entrepreneurial success, micro enterprises, Philippines

About the presenter:

Leslie Sherill R. Samson is a licensed Professional Teacher, currently pursuing a Doctorate in Business Management, and holds a Master's degree in Business Administration. Previously, she served as a Professor and Program Head at a university for 10 years. Presently, she is affiliated with the Department of Education as a Senior High School Teacher and Curriculum Head, and has contributed as a Division Module Writer.



Technological Innovation Track

Compressive Strength of Concrete Hollow Blocks (CHB) with Upcycled Plastics as Partial Replacement for Choker Aggregates

¹Mark Anthony R. Menez & ²Ersyl T. Biray

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ABSTRACT

This study was conducted to test the compressive strength of concrete hollow blocks prepared from three treatments with upcycled plastics as partial replacement to choker aggregates, find out which proportion of concrete hollow blocks with upcycled plastics was the most acceptable in terms of compressive strength, and ascertain the cost analysis of concrete hollow blocks. The study used Randomized Complete Block Design (RCBD) replicated three times composed of the three proportions with upcycled plastics and the control group cured in 28 days. The Universal Testing Machine (UTM) was used to test the compressive strength. Results of the study showed that the control group had a highest compressive strength. Treatments B and C had equal compressive strength. Treatment C had the lowest compressive strength of 2.00 MPa. The results of all treatments passed the minimum compressive strength of 1.50 MPa. In addition, the masses of the concrete hollow blocks in all treatments, including the control group were lightweight. As to cost, results indicated that the concrete hollow blocks prepared from 0% upcycled plastics obtained the lowest price in terms of cost analysis. With these results, the use of concrete blocks using upcycled plastics as construction materials in projects is highly forwarded. Concrete and manufacturing industries may also venture into the production of concrete blocks using upcycled plastics to encourage backyard economy, recycle wastes, and help in the conservation of the environment.

Keywords: concrete hollow blocks, compressive strength, upcycled plastics, choker aggregates, cost analysis

About the presenter:

Mr. Mark Anthony R. Meñez is a Master of Arts in Education, major in Industrial Arts (MAED-IA) graduate of the Teacher Education Department of the Aklan State University College of Industrial Technology, Kalibo, Aklan. He is currently teaching at the high school department of the Garcia College of Technology, Kalibo, Aklan. A licensed professional teacher and a holder of National Certificates (NCs) in carpentry, housekeeping, and food and beverage services, he has been in service for about a decade in private schools as coordinator in and teaching Technology and Vocational Education (TVE), and Technology and Livelihood Education (TLE) subjects.



Mobile-Based Smart Waste Management and Reward System

Ronald B. Fernandez

2

Master in Information Technology at System Technology Institute, currently enrolled in Doctor of Philosophy major in Educational Policy and Administration

ABSTRACT

The problem of insufficient waste management in the country can be solved by adopting smart technology. However, this technology is slowly adopted by local communities due to the absence of locally made smart waste management system. Thus, the researchers develop a mobile-based smart waste management and reward system. The system is composed of the mobile based application and smart trash bin. The system developed using the convolutional neural network (CNN) scan and classify waste material and turned recyclable materials into equivalent point. The equivalent point can be used to exchange cash. The automated smart trash intelligently classified waste into dry waste and wet waste and put these into their designated bins. The system is evaluated by 300 respondents using the system quality model (ISO 250100) and found to be highly acceptable in terms of its usability, functional suitability, and performance efficiency. While the portability and reliability of the system is acceptable.

Keywords: mobile-base, smart waste management, reward system, smart technology

About the presenter:

Ronald B. Fernandez is a professor of computer science and information technology at both public and private colleges for 23 years. Handled numerous administrative roles. BS in Computer from his undergraduate program, and Master of Information Technology graduate. He has already completed all academic unit required for his PhD in Administration and Policy. A recipient of different NCs certificates in TESDA.



Corrosion Inhibitory Effect of Carabao Mango (*Mangifera Indica*) Leaves Crude Ethanolic Extract on Mild Steel Immersed in Hydrochloric Acid and Sodium Hydroxide Media

John Jeric D. de Castro

Student Researcher, San Pablo City Science Integrated High School

ABSTRACT

Mild steel corrosion adversely impacts various industries, especially in acidic environments, leading to reduced metal efficiency. This study explored the efficacy of mango leaves crude ethanolic extract (MLCEE) as a natural corrosion inhibitor for mild steel. Different concentrations, such as treatment 1 (25%), treatment 2 (50%), treatment 3 (75%), and treatment 4 (100%) MLCEE, were tested, along with a commercial inhibitor (WD-40). Dilution method was utilized to obtain the concentrations and acid/base solutions. The mild steel plate was cut and pre-treated through rapid thermal annealing. The mild steel was then immersed in 1M HCl and 1M NaOH for its corrosion test. Gravimetric weight loss was computed and statistically analyzed using One-way ANOVA and Tukey's HSD Test to determine the treatments' effectiveness, revealing that the 100% concentration significantly differed from other treatments in both mediums, where it had a p-value of 0.00. Treatment 4 yielded no significant change in the weight of mild steel before (5.05 g) and after (5.01 g) immersion in HCl, and in weight before (4.65 g) and after (4.61 g) immersion in NaOH, as shown in the paired sample t-test, thus it indicates its potential as a metal coating against corrosion activity. This implied that MLCEE is capable of inhibiting corrosion and can withstand aggressive media. These results may become a basis for future studies covering corrosion and extract utilization. However, different annealing processes may be considered to promote better adsorption, and other parameters may be added to further explore the efficacy of MLCEE as a potential corrosion inhibitor.

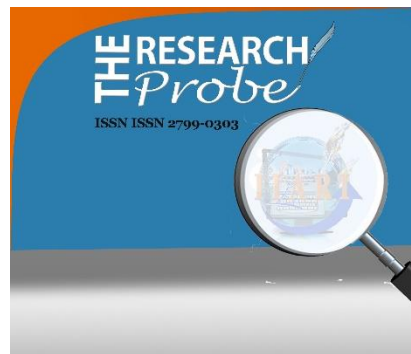
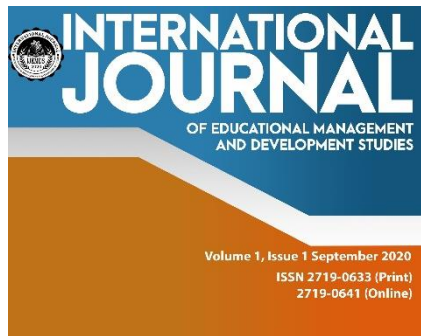
Keywords: carabao mango, crude ethanolic extract, hydrochloric acid, sodium hydroxide

About the presenter:

John Jeric D. De Castro, 16 years old, is a senior high school student from San Pablo City Science Integrated High School. Currently enrolled in STEM, he is presenting a study that promotes sustainability and eco-friendly solutions regarding a common yet unsolved problem, and that is corrosion inhibition and its toxicity to humans and other living organisms.



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Universiti Teknologi Mara is the largest public university in Malaysia with more than 200 thousand students all over the country. It has branches in all 14 the states and each state has multiple city campuses. Programs offered are in all area from Diploma to PhD. The areas are accountancy, administration & law, business & management, architecture, engineering, science & technology, computer science, hotel & catering, geomatic & planning, mathematic & actuarial science, office management and TESL. The latest programs are pharmacy and medical programs.



The **College of ICT & Engineering of Western Leyte College** aims to provide quality education and latest developments in computing solutions to meet the demands of the society and industry. The goal is to produce competent professionals in the fields of specialization through programs and trainings responsive to industry; supportive and qualified faculty; appropriate facilities; molding the students with the trinity of virtues, wisdom, leadership and commitment; as well as equally opportunity for all. It offers Bachelor of Science in Computer Engineering, Bachelor of Science in Computer Science, Bachelor of Science in Information Technology and 2 Years Associate in Computer Technology.



The **Saint Anne College of Lucena Inc.** strives to be at the forefront of transformative education with accredited programs and diversified linkages to transcend lifelong learning through instruction, research and community involvement. Specifically, the SACLI School of Education Arts and Sciences is geared to be the catalyst in providing the emerging needs of the global learners in solid and integral academic foundation through research-based classroom instruction, series of learning opportunities, and community service involvement. SACLI SEAS offers Bachelor of Secondary Education, Bachelor of Elementary Education, Bachelor of Technical Teacher Education, AB Psychology and AB Communication.



Northwestern University is dedicated to develop individuals, to become Highly Competent, Socially Responsible and Ethically Upright Leaders. It is one of the BIGGEST Private Higher Education Institutions in Northern Philippines! With ISO 9001:2015 Certification, CHED Deregulated Status and PACUCOA Accreditations, NWU guarantees quality education that prepares you to become a global professional. It's where champions are made.



Pamantasan ng Lungsod ng San Pablo is deeply committed towards the integral formation of the human person, with a profound faith in God, in his fellow men and himself by providing its students the full development of their physical, intellectual, social and cultural endowment for effective participation in various professions and industrial occupations and to enable them to enjoy reasonable quality of life to be able to contribute to the upliftment of the human society.



Santo Tomas College of Agriculture Sciences and Technology (STCAST) is a locally governed college. An institution being run and managed by the Local Government Unit. The college is a Commission on Higher Education Institutionally Recognized and eligible for the benefits of Republic Act 10931 otherwise known as the Universal Access to Quality Tertiary Education Act. Today, STCAST is now living on its belief that education must be in the state of internationalization and borderless in nature.



The **San Pablo Colleges** is an educational institution with a Christian outlook committed to the complete development of global Filipino learners for the service of God, country and fellowmen. It envisions itself as a leading educational institution nurtures relevant responsive and value-laden lifelong learning. It is committed to uphold the holistic development of learners making them globally competitive through outcomes-based and technology-driven instruction, quality research and proactive community engagement, thereby creating sustainability for all.

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Kidsland Learning and Development Center of Manila Manila, Philippines



Kidsland is a DepEd recognized learning center that caters preschoolers to actively engage in teaching and learning activities and prepare them for the next level of their educational journey. It offers nursery, kinder 1 and 2. Its pre-school program has been recognized by the government in 2009 with recognition n. P-016 S. 2010. It believes the child's attitudinal development of his acquisition of knowledge, skills, and values and his uniqueness to perceive and understand the outside world is different from that of the adult. It is committed to provide students with basic knowledge, skills and competencies to improve their cognitive, affective, and motor skills in a loving, safe and positive learning environment. It aims to develop learner's multiple intelligences using various instructional materials suited for children to prepare them in a complex world of learning in intermediate level.



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