

# INTERNATIONAL Conference on Management, Education & Innovation

ISSN: 3028-2209 (Print) • 3028-2195 (Online)



# ICMEI

International Conference  
on Management, Education  
and Innovation



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**ISSN:** 3028-2209 (Print)  
3028-2195 (Online)

**Published by:**

Institute of Industry and Academic Research Incorporated

 South Spring Village, Bukal Sur  
Candelaria, Quezon, Philippines  
Postal Code 4323

Contact Number: (+63) 916 387 3537

Visit the website <https://iari.org>

# 2<sup>nd</sup> International Conference on Management, Education & Innovation (ICMEI) 2025

**“Research transformational dynamics: Towards sustainable research-  
based education”**

**January 17, 2025 • Virtual Conference**

## **BOOK OF ABSTRACTS**

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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.

**Training:** The training for professionals is a continuous practice. The organization provides the venue for continuous training through international collaboration that multiplies research conferences, workshops and symposia and sharing of best industry practices.

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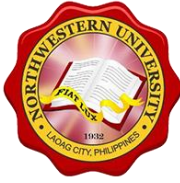
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# TABLE OF CONTENTS

|  |             |
|--|-------------|
| <b>Aims and Scope</b> .....                  | <b>iv</b>   |
| <b>Editorial Policies</b> .....              | <b>vi</b>   |
| <b>Conference Board and Committees</b> ..... | <b>vii</b>  |
| <b>Conference Organizer</b> .....            | <b>viii</b> |
| <b>Conference Collaborator</b> .....         | <b>ix</b>   |

**Track: Educational Management and Leadership**

|  |   |
|--|---|
| Micro credentials: What, why and whereto<br><i>Flip Schutte &amp; Truida Oosthuizen</i>  | 2 |
| Research capabilities and expectations of College of Business and Public Administration faculty members: Basis for capacity development program<br><i>Gehana D. Lamug &amp; Ronnie E. Asis</i>                                 | 3 |
| Resonant leadership characteristics and instructional supervision of school heads: Basis for a proposed training design for Schools Division of San Pablo<br><i>Theresa B. Kamatoy &amp; John Clifford M. Alvero</i>           | 4 |
| Enhancing school monitoring and evaluation through results-based management: The case of Division of Tanauan<br><i>Xander B. Castillo &amp; Joseph Christian P. Gesmundo</i>   | 5 |
| Language development, competence, and usage: Inputs to curricular enhancement for junior high school learners<br><i>Robelyn T. Aquino &amp; Rochelle A. Carrada</i>  | 6 |
| Role performances of school heads and supervisors in Araling Panlipunan instruction: Basis for a proposed technical assistance plan aligned with the MATATAG agenda<br><i>Emelia P. Crescini &amp; John Clifford M. Alvero</i> | 7 |

**Track: Educational Pedagogy**

|  |    |
|--|----|
| Project GAMER (Gamification Approach Towards Modified Exercises in Reading): A reinforced intervention<br><i>Maria Monica M. Angeles</i>                             | 9  |
| Pedagogical SPACES: A Proposed Framework based on students’ modular vs. online learning experiences<br><i>Maria Aurora G. Victoriano</i>                             | 10 |
| Knowledge and usage of artificial intelligence for learning of students in higher education institutions<br><i>Jelly L. Paredes &amp; Maria Aurora G. Victoriano</i> | 11 |
| Awareness and attitude on Artificial Intelligence of higher education students<br><i>Jelly L. Paredes &amp; Maria Aurora G. Victoriano</i>                           | 12 |

|  |    |
|--|----|
| Dynamics of learning engagement: A study of perceptual factors and their role in motivational activity development<br><i>Queenne Kimverlee C. Landingin</i>  | 13 |
| Assessing the prevalence of anxiety and depression among college students<br><i>Suneel Kumar &amp; Abhipsa</i>   | 14 |
| The citadels of reading: A reading and teaching strategy on enhancing reading comprehension of Grade 7 students at Nanhaya National High School<br><i>Cathleen Joy T. Alimagno, Elaiza George C. Capinpin, James Ira M. Corona, Jonah R. Delos Santos, Eunice Zyny G. Villarente, Jovelle M. Reyes &amp; Rose Nannette J. San Juan</i> | 15 |
| I did or AI'd contrastive rhetoric of human and AI-authored personal narrative essays<br><i>Jon Paolo M. Ordoñez</i>   | 16 |
| Analyzing Madeline Miller's Novel Circe from a sociological lens: Highlighting value formation through worksheets<br><i>Nicole Mae F. Fule &amp; Jasper M. Del Valle</i>   | 17 |
| <b>Track: Business, Management and Leadership</b>  |    |
| The impact of management accounting on decision making in modern banks: Harnessing digital transformation and sustainability<br><i>Kawa Wali, Bnar Kareem Darwish &amp; Rodrigo Velasco</i>  | 19 |
| The impact of behavioral biases on budget decisions from a managerial perspective<br><i>Bnar Kareem Darwish, Kawa Wali &amp; Rodrigo Velasco</i>   | 20 |
| Disaster risk reduction and management on earthquake preparedness: An assessment<br><i>Meschel L. Marcos, Maria Aurora G. Victoriano, Jelly L. Paredes &amp; Frocy M. Navarrosa</i>  | 21 |
| Ethical climate in Capiz State University: Its influence on rule bending<br><i>Cynthren L. Bernabe, Rosel L. Dionio &amp; Frocy M. Navarrosa</i>   | 22 |
| Digital work environment, employee engagement and job performance: A study of a State University Sri Lanka<br><i>Dinusha Gunarathna, Anuradha Iddagoda &amp; Hiranya Dissanayake</i>   | 23 |
| The impact of digital health technologies on maternal health in Sub-Saharan African Countries<br><i>Babangida Danladi Safiyanu, Saifullahi Adam Bayero, Geetha Manoharan, Suman Kumar Naredla &amp; Ramesh Babu Damarla</i>  | 24 |
| Social protection through the seal of good local governance for barangays: The case of a local city in CALABARZON<br><i>Jarold A. Fermanez</i>   | 25 |

|   |    |
|---|----|
| Artificial Intelligence in Philippine construction industry: A review of literature vis-à-vis future directions<br><i>Mark Paul O. Altarejos</i>  | 26 |
| The efficiency of barangay council in performance of its function: Assessing its delivery service to the community<br><i>Felipe K. Jamero, Richard K. Jamero, Romeo B. Capucan &amp; Christian Villanueva</i> | 27 |
| Alignment of higher education competencies with workforce demands: Insights on job relevance<br><i>Vladimir Marie E. Cabutotan</i>  | 28 |

# **Educational Management and Leadership Track**

# Micro credentials: What, why and whereto

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## ABSTRACT

In the rapidly evolving landscape of the modern workforce, traditional higher education models are being challenged to adapt to new types of students and the principles of lifelong learning, including the need for continuous professional development. Higher Education Institutions (HEIs) have traditionally used short-learning programs (SLPs) to meet this demand. However, the recent emergence of micro-credentials in the Higher Education landscape lacks a standardised definition, leading to confusion with SLPs. This paper aims to clarify these definitions, propose criteria for distinction, and establish a unique definition for micro-credentials. Statutory bodies may not yet be prepared for undergraduate programs with open curricula and flexible electives, where students construct qualifications through a series of integrated micro-credentials. This open process requires rigorous quality assurance and structural processes. Despite the entrenched nature of current qualification frameworks, international qualification authorities will be cautious in adopting such revolutionary changes. Nevertheless, digital platforms and new technologies offer immense possibilities, making timely adaptation crucial. Micro-credentials reflect a shift towards lifelong learning, essential for career progression and adaptability. For employers, they provide a reliable means of assessing competencies, developed in collaboration with industry stakeholders to ensure relevance. For individuals, they offer a pathway to upskill or reskill without traditional degrees' significant time and financial commitments. This paper will conduct a systematic literature review on the definition and application of micro-credentials, employing thematic analysis to identify key trends and gaps. Preliminary findings suggest that micro-credentials are more flexible and industry-aligned than traditional SLPs. Based on the literature review, we propose a clear and distinctive definition of micro-credentials, emphasising their role in enhancing employability and supporting lifelong learning. The conclusions drawn from this study underscore the need for HEIs and statutory bodies to adopt standardised frameworks and accreditation for micro-credentials to maximise their potential benefits.

*Keywords: micro-credentials, short learning programmes, life-long learning, technology*

## About the presenter:

**Prof. Dr. Flip Schutte** is the Dean of Research and Head of the Institute for Postgraduate Studies at STADIO Higher Education. He is responsible for the doctoral programme where he presents research workshops, supervise students, and chair colloquia and viva voce's. He leads several niche research projects at STADIO. He is also responsible for Internationalisation at STADIO and lead research in Community Engagement. His personal research niche is Entrepreneurship and Postgrad Supervision Pedagogy.



# Research capabilities and expectations of College of Business and Public Administration faculty members: Basis for capacity development program

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## ABSTRACT

Research is one of the four-fold functions of a higher education faculty aside from instruction, extension and production. Due to the demands of working in the academe, this function sometimes is not fully practiced as the large portion is allocated to instruction. To assess the capabilities of the faculty members, this study was conducted using descriptive method of research. The findings show that faculty members in terms of research capabilities along the identified research processes, faculty members are capable of preparing statement of the problem or objectives, budgetary requirements, preparing survey questionnaires using Google forms, textual presentations while they are somewhat capable in fulfilling the suggestions or recommendations during peer reviews. The major factor affecting them is time constraints or lack of time to do research while their major expectation in research function is participation in continuing education programs on research. Based on the results of the study, College of Business and Public Administration's Program for Accentuating and Mastering Innovation and Learning for Young Research Advocates (CBPAMILYA): A Capacity Development Program was developed as basis for interventions.

*Keywords: research capabilities, expectations, faculty researchers, research process*

### **About the presenter:**

**Dr. Gehana D. Lamug** is the current Dean of Camarines Norte State College-College of Business and Public Administration (CNSC-CBPA) from October 20, 2021 to present. She also holds the Program Chairperson position for Master in Business Administration (MBA) program in CNSC Graduate School. She is an Associate Professor III, AACCUP Accreditor, Regional Quality Assessment (RQAT) member, Internal Quality Auditor (IQA), researcher and extensionist. She is the former Secretary of the Council of Deans for Business Education Region V (CODBE RV) from 2022-2024 and the current Business Manager as representative of Camarines Norte from 2024-2026.



# Resonant leadership characteristics and instructional supervision of school heads: Basis for a proposed training design for Schools Division of San Pablo

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## ABSTRACT

This study employed a descriptive research method to explore the characteristics of resonant leadership and instructional supervision of school heads in the schools of the San Pablo City Division. Utilizing a researcher-made survey questionnaire with a Cronbach alpha of 0.87, data were gathered from randomly sampled school heads and teachers across seven districts and three clusters with a total respondent of eighty-two school heads and three hundred twenty-four teachers. The study focused on self-assessment of resonant leadership traits and the level of instructional supervision by school heads. Findings revealed that school heads rated themselves highly in resonant leadership traits such as vision, compassion, positive mood, and altruism. Teachers also rated their school heads positively, though slightly lower than the self-assessments. No significant differences were found in resonant leadership based on demographic variables except for educational attainment, where higher qualifications were linked to stronger leadership traits. Both school heads and teachers rated the principals' instructional supervision very highly across various domains. A strong positive correlation was identified between resonant leadership characteristics and effective instructional supervision. The study proposed a targeted training program to enhance these leadership qualities and improve instructional supervision practices.

*Keywords: instructional supervision, resonant leadership, educational attainment, school culture, San Pablo City*

## About the presenter:

**Theresa Belen Kamatoy** is a distinguished leader in educational leadership, management, and governance, with a career spanning nearly three decades. She began her professional journey 11 years ago in private companies and institutions before dedicating 18 years of unwavering service to the Department of Education. Her multifaceted roles as a teacher, community leader, and now Principal II of San Crispin Elementary School in the Del Remedio District of SDO San Pablo City, exemplify her commitment to shaping education. Through her visionary leadership, Theresa continues to inspire excellence and innovation in her school and community. Her academic achievements include: Doctor of Education in Educational Management, San Pablo Colleges (2024) and Master of Arts in Educational Management, Laguna State Polytechnic University (2014). Through her leadership excellence, Kamatoy was awarded as the Best Performing School of 2023 in the Search for Highly Innovative Noble Employee (SHINE) of SDO San Pablo, Top 15 school of Region IV-A Calabarzon GAWAD PATNUGOT, and Top 3 Outstanding Principal of 2021 and 2022.





# Enhancing school monitoring and evaluation through results-based management: The case of Division of Tanauan

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## ABSTRACT

This study explores the implementation of Results-Based Management (RbM) to enhance school monitoring and evaluation in the Division of Tanauan, employing a mixed-methods approach across 43 elementary and 16 secondary schools. The research evaluates the alignment of School-Based Management (SBM) practices with RbM principles in leadership, governance, curriculum, accountability, and resource management, which received "Very Satisfactory" ratings. The quantitative aspect involved surveys to assess SBM implementation levels and their correlation with outcomes such as student performance and stakeholder engagement. The qualitative component utilized interviews, focus group discussions, and document analysis to uncover challenges and successes in integrating RbM into SBM practices. Findings reveal a strong alignment with RbM principles, particularly in planning, monitoring, and evaluation, with leadership, governance, and curriculum exerting significant influence. Challenges such as resource constraints, inadequate assessment tools, and poor communication hinder full implementation. Despite these, the Division demonstrated strong capabilities in RbM application, evidenced by "Applied to a Great Extent" ratings in vision setting, result mapping, and evaluation usage. Recommendations include fostering inclusive decision-making, refining monitoring criteria, conducting regular school visits, and providing constructive feedback to school heads to drive continuous improvement. Limitations include reliance on self-reported data, which may introduce bias, and the study's focus on one division, limiting generalizability. The research highlights the potential for improved educational quality and accountability through strategic planning, resource optimization, and stakeholder collaboration.

*Keywords: results-based management, school-based management, monitoring and evaluation, resource allocation, educational quality, stakeholder collaboration*

### About the presenter:

**Dr. Xander B. Castillo** is a dedicated education professional with over 15 years of experience in school management and educational leadership. He currently serves as the Officer in Charge of Janopol Oriental National High School and has been a part-time college professor at FAITH for over 5 years. In addition to his role at the school level, he holds multiple responsibilities within the Division of Tanauan, where he is the Division Coordinator of Private Schools managing a total of 33 schools, Division Testing Coordinator, and Division SBM Coordinator. He is also actively involved in various training and capacity-building programs aimed at improving education quality focusing on Monitoring and Evaluation and Quality Assurance. Dr. Castillo holds a Doctor of Education with a specialization in Educational Management from San Pablo Colleges, and a Master of Arts in Education, Major in Physical Education from Batangas State University. His undergraduate degree is in Bachelor of Secondary Education, Major in Physical Education, from Lyceum of Batangas.



# Language development, competence, and usage: Inputs to curricular enhancement for junior high school learners

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## ABSTRACT

This research aims to develop and evaluate a curricular enhancement designed to improve the communicative competence of Junior High School learners in the Laurel District. The study involved 343 junior high school students during the School Year 2022-2023 and utilized descriptive and correlational analysis methods, including weighted mean and Pearson-r correlation. The findings reveal that social media platforms significantly impact language development, with Twitter showing the most substantial influence while TikTok has a moderate effect. Students' self-assessment of their communicative language skills indicated that Linguistic Competence was their strongest attribute. An analysis of language usage indicated that the highest rating was for Language Usage at home, suggesting a lower level of proficiency in other contexts. Moreover, a notable correlation was found between communicative competence and oral language usage. The proposed curriculum enhancement was deemed acceptable, with its structure receiving the highest rating, indicating complete acceptability. These findings emphasize the importance of language development, communicative competence, oral language usage, and curriculum enhancement within the educational framework for high school students.

*Keywords: linguistic competence, socio-linguistic competence, pragmatic competence, oral language usage, curriculum enhancement*

### About the presenter:

**Robelyn Aquino** has always been passionate about education and the English language. She earned her Bachelor's degree in Secondary Education, majoring in English, from Cavite State University in April 2010 and later pursued a Master of Arts in Education from Rizal College of Taal, graduating in March 2020. Most recently, she completed her Doctor of Education in Educational Management at San Pablo Colleges in August 2024. She began her teaching career in October 2011 at Wenceslao Trinidad National High School, where she spent over 13 years making a significant impact on her students. In July 2024, she transitioned to a High School English teaching position in the Hillsborough District, Florida. Ms. Aquino's teaching philosophy centers on compassion and understanding, believing that every student has the potential to succeed with the right guidance. With extensive experience and dedication, she continues to inspire students and colleagues alike, reflecting her commitment to the transformative power of education.



# Role performances of school heads and supervisors in Araling Panlipunan instruction: Basis for a proposed technical assistance plan aligned with the MATATAG agenda

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## ABSTRACT

This study evaluates the roles and participation levels of School Heads and Education Program Supervisors (EPS) in enhancing Araling Panlipunan (AP) instruction across the DepEd Region IV-A CALABARZON. Employing a descriptive research methodology, the investigation involved administering a researcher-made survey questionnaire to a 371 respondents' random sample of educational leaders, focusing on their engagement in curriculum implementation, resource allocation, and professional development. The findings indicate that School Heads exhibit a high degree of proactive involvement in curriculum guidance, monitoring, and fostering collaboration among teaching staff. Furthermore, the EPS's role was highlighted as crucial in providing support and training, offering constructive feedback, facilitating and emphasizing the importance of continuous professional development for maintaining instructional quality. Significant differences were noted in resource allocation practices and adoption of teaching strategies based on demographic variables such as age and sex, highlighting underlying disparities that influence educational outcomes. Recommendations from this study include the enhancement of leadership training programs, expansion of professional development opportunities, implementation of equitable resource distribution, promotion of collaborative environments, and proposal of a tailored technical assistance plan aligned with the MATATAG agenda. These measures aim to address the identified gaps and to optimize educational practices within the region.

*Keywords: Araling Panlipunan, educational leadership, curriculum implementation, professional development, resource allocation*

### **About the presenter:**

**Dr. Emelia Peñaranda Crescini**, with 25 years of dedicated service to the Department of Education, has made significant contributions to educational leadership and curriculum management. Starting as a head teacher and later serving as a school principal, she currently holds the position of Education Program Supervisor in the Curriculum and Learning Management Division at the DepEd CALABARZON Regional Office. Her academic achievements include Doctor of Education in Educational Management, San Pablo Colleges (2024) and Master of Arts in Education, Laguna State Polytechnic University (2013). Recognized for her expertise in research, Crescini was awarded Best Research in the Conference of Basic Education Research in 2019 by DepEd CALABARZON and the Region 4A Association of Schools Superintendent, Inc. (RASS), further solidifying her impact on regional educational development.



# **Educational Pedagogy Track**

# Project GAMER (Gamification Approach Towards Modified Exercises in Reading): A reinforced intervention

**Maria Monica M. Angeles**

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## ABSTRACT

This study was conceived with the purpose of utilizing a reading intervention for Senior High School learners particularly in Grade 12 through Project GAMER or Gamification Approach towards Modified Exercises in Reading. The study employed descriptive-experimental research through finding the significant difference of pre-assessment and post-assessment results. This also included feedback on the subjects' perception on the materials used in the intervention, its process, and implementation. The learners responded positively towards the implementation of Project Gamer. Respondents found gamified reading activities as engaging means of delivering reading activities without compromising the main objectives of the reading sessions. There is an increase Independent Reading Profile of the respondent – making the Instructional Reading Profile decrease. Additionally, the difference between Pre-Test and Post-Test Assessment Profiles of the respondents obtained a p-value = 0.000125. This means that there is a significant difference between the Pre-Test and Post-Test Assessment Profiles of the respondents. Through gamified reading activities, students' experiences became more meaningful because of their involvement and engagement – thus, better understanding reading lessons and improving their comprehension levels. The study was conducted during Quarter 1 of SY 2024-2025 at Santisimo Rosario Integrated High School. Through Project GAMER, students in SHS are given interactive learning opportunities to help them in improving their reading skills, reinforcing further the school's program in reading English.

*Keywords: GAMER, gamification, reading, intervention*

### **About the presenter:**

**Maria Monica M. Angeles**, Senior High School teacher in English, has showcased her commendable dedication in teaching and professional growth development. She has received her Complete Academic Requirement (CAR) for Master of Education in English at Laguna State Polytechnic University and has been in the teaching service for ten (11) years. She has been teaching research subjects for senior high school since its implementation. Being the school's current Research Coordinator, she has been an advocate of research-based practices. She has innovated programs highlighting research management and skills for both students and teachers. This made her nominated as Outstanding Secondary Teacher during the 2023 Search for Hardworking, Innovative, and Noble Employee of DepEd San Pablo City. She also collaborated with varied writing production tasks during the module development of CLMD CALABARZON, mainly on language and agriculture areas. She has been a research adviser and a co-author for a student research entry during the December 2022 IIARI International Research Competition, where they won Grand Winner. Additionally, she has been an active research presenter for Conference of Basic Education Research since 2019.



# Pedagogical SPACES: A Proposed Framework based on students' modular vs. online learning experiences

**Maria Aurora G. Victoriano**

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## ABSTRACT

The Covid-19 pandemic prompted an immediate shift to distance learning, with a focus on modular and online education. This study investigates the challenges and coping mechanisms experienced by students in modular and online learning at Capiz State University, Mambusao Satellite College. A qualitative approach, specifically descriptive phenomenology, was employed to understand students' experiences. Results indicate that both modalities face distractions, but they differ in nature. Internet connectivity issues impact both, but online learning is more severely affected. Modular learning offers self-paced independence, leading to potential procrastination, while online learning provides real-time interaction but requires active engagement. Coping mechanisms involve time management and seeking help, with distinctions in challenges faced. A Pedagogical SPACES framework (Strategizing Pedagogy Across Coping and Environmental Spaces) is proposed, addressing environmental, psychological, and coping and support spaces. This framework offers tailored activities to enhance the distance learning experience. Institutions are recommended to provide guidance, implement balanced learning approaches, and adopt the Pedagogical SPACES framework to create a resilient and supportive learning environment.

*Keywords: distance learning, modular learning, online learning, challenges, coping mechanisms*

### **About the presenter:**

**Dr. Maria Aurora Victoriano** is currently an Associate Professor at Capiz State University, Mambusao Satellite College, Capiz, Western Visayas, Philippines. Born in Sopian, Capiz, Western Visayas, Philippines. Dr. Victoriano is a graduate of Doctor of Philosophy major in English at Batangas State University, Batangas City, Philippines. She participated in various International and National research symposia and conferences. At present, Dr. Victoriano is the Program Chairperson of the Bachelor of Arts in English Language Department of Capiz State University, Mambusao Satellite College, Philippines.



# Knowledge and usage of artificial intelligence for learning of students in higher education institutions

<sup>1</sup>Jelly L. Paredes & <sup>2</sup>Maria Aurora G. Victoriano

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## ABSTRACT

The study was conducted in the Province of Capiz during the school year 2023-2024. Descriptive statistics such as percentage, mean, and standard deviation were used to analyze descriptive data. Inferential statistics like Mann—Whitney U-Test and Kruskal Wallis H-Test were used to analyze significant differences among variables. Spearman rho was used to establish the relationship among variables. Results of the study revealed that most of the college students in the Province of Capiz were females having college graduate parents with self-employed father and unemployed mother living in rural place, and were enrolled in public HEI. It was found out that as a whole, in terms of item statements, and when grouped according to personal-related variables, their level of knowledge was “more knowledgeable”; and their level of usage was “moderate”. The researcher also found that male respondents and mothers who were government employee were found to be more knowledgeable towards artificial intelligence for learning than its counterparts. Moreover, the usage of the respondents on artificial intelligence for learning significantly differed when they are grouped according occupation of mother and place of residence. Students having government employee mothers and were living in the urban areas were considered to have higher probability of using AI tools and applications than their student counterparts.

*Keywords: artificial intelligence, knowledge, usage, AI*

### **About the presenter:**

**Dr. Jelly L. Paredes** is currently an Associate Professor at Capiz State University, Mambusao Satellite College, Capiz, Western Visayas, Philippines. A graduate of Doctor of Education major in Educational Management at Capiz State University. At present, Dr. Paredes is the Program Chairperson of the Bachelor of Science in Computer Science of Capiz State University, Mambusao Satellite College, Philippines.



# Awareness and attitude on Artificial Intelligence of higher education students

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<sup>1</sup>Doctor of Education, Capiz State University; <sup>2</sup>Doctor of Philosophy, Batangas State University

## ABSTRACT

This study explores the awareness and attitudes of college students in higher education institutions (HEIs) in the Province of Capiz towards AI for learning. Employing a descriptive-correlational design, the study surveyed 379 students from public and private HEIs using validated and reliable researcher-made and adopted questionnaires. Results indicate a high level of awareness among students regarding AI's potential in personalized learning and virtual environments, accompanied by generally positive attitudes. However, significant differences in awareness and attitudes were observed when respondents were grouped by sociodemographic factors, such as parental occupation, educational attainment, and the type of HEI. Gender and place of residence also influenced awareness levels. The study highlights the need for inclusive educational strategies, such as targeted training, technological access for rural communities, and initiatives to support female students. Findings underscore the importance of policies addressing AI literacy gaps to ensure equitable access and integration of AI in learning. These insights contribute to the discourse on optimizing AI adoption in education, fostering critical thinking, and preparing students for a technology-driven future.

*Keywords: Artificial intelligence, awareness, and attitude*

### **About the presenter:**

**Dr. Jelly L. Paredes** is currently an Associate Professor at Capiz State University, Mambusao Satellite College, Capiz, Western Visayas, Philippines. A graduate of Doctor of Education major in Educational Management at Capiz State University. At present, Dr. Paredes is the Program Chairperson of the Bachelor of Science in Computer Science of Capiz State University, Mambusao Satellite College, Philippines.





# Dynamics of learning engagement: A study of perceptual factors and their role in motivational activity development

**Queenne Kimverlee Claro Landingin**

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## ABSTRACT

Learning engagement occurs when a student is emotionally engaged and behaviorally acts effectively in a learning process. This study explored the factors that is affecting learning engagement from the perspective view of tertiary students at a University Instituion in Santiago City, Isabela. The study made use of descriptive research and used 487 tertiary students who were chosen via convenience sampling. Findings revealed that "sufficient knowledge and information of the professor about the subject", "active presence in class", and "a large number of students in the classroom" played the most important among the factors that influence learning engagement. On the other hand, it is "monotonous teaching," "drowsiness in the classroom," and "noise pollution," which are the identified factors that negatively influence learning engagement. Furthermore, the study elucidates that students do not relate the factors influencing learning engagement to their General Weighted Average (GWA). This study focused on recognizing the importance of learning engagement among tertiary students preparing for their profession. It proposed motivational activities as a basis for designing effective strategies for improving student's engagement in their education.

*Keywords: learning engagement, motivational activity, perceptual factors, learning*

## About the presenter:

**Queenne Kimverlee Claro Landingin** is a licensed nurse, midwife, and professional teacher with advanced degrees in nursing and education. She currently serves as a faculty member at the University of La Salette, Inc., and has previous experience as a clinical instructor and senior nurse in the Philippines and abroad.

Queenne has presented and published research on maternal health, mental health, and education. She is an active member of various professional organizations. Recognized for her dedication, she has received numerous awards in line with research.

Her work reflects her passion for healthcare, teaching, and research, contributing meaningfully to her fields of expertise.



# Assessing the prevalence of anxiety and depression among college students

<sup>1</sup>Suneel Kumar & <sup>2</sup>Abhipsa

<sup>1</sup>Ph.D., Lecturer and Head - HR Unit, University of Technology and Applied Sciences, Shinas, Oman;

<sup>2</sup>Bachelor of Arts (BA), University of Delhi, India

## ABSTRACT

Anxiety disorders are the most commonly experienced mental health disorders, affecting a significant section of the population including young adults. Although the importance of mental health challenges caused by anxiety and depression is examined and reported by researchers and agencies worldwide, the granularity for region-specific studies particularly in emerging economies like India is missing. This study takes up the call for comprehensive, population-specific, and region-specific research on Indian young adults to provide evidence for developing policies and interventions. This study offers a descriptive analysis of the prevalence of anxiety and depression among young adults across academic disciplines, and demographic segments. Data for this study was collected through an online survey using Beck's Anxiety Inventory (BAI), and Beck Depression Inventory (BDI-II) circulated among college students in a selected region. The respondents were approached using a convenience sampling method, the study received a total of 135 responses. Data was analyzed using non-parametric statistical tests such as the Mann-Whitney U test, and the Kruskal-Wallis test. A significant portion of college students covered in this study experienced moderate to severe levels of depression and anxiety. While there were no significant differences in depression and anxiety levels across gender groups, students pursuing different academic disciplines experience anxiety differently. Moreover, depression level was observed significantly different across the levels of study. Educational institutions can leverage the insights based on this research to develop and implement tailored support services, including counseling and stress management sessions, and workshops.

*Keywords: anxiety, depression, stress, mental health, interventions*

### **About the presenter:**

**Dr. Suneel Kumar** is working as a Lecturer and Head of HR Unit at the University of Technology and Applied Sciences, Shinas. Dr. Suneel Kumar has achieved his Ph.D. for his research work on motivating knowledge workers from an Indian university in the year 2012. His research focus has been on the issues related to Organizational Behavior, Strategic Management, and Entrepreneurship.

Dr. Suneel Kumar has received the best research manuscript award for his paper presented at an international conference organized at Regents University, London, Best Paper Award by the University of Technology and Applied Sciences, Muscat in the Online International Symposium on Business and Technological Innovation for Sustainable Future, and Best Paper Presenter Award by the Northwestern University, Philippines in the 4th Northern Philippines Business Research Conference. He has received the best teaching award by Invertis University, India, and the best employee award by the Al Nawa Management and HRD Consultant, Oman.

Dr. Suneel Kumar has been awarded research projects by The Ministry of Higher Education, Research and Innovation in the year 2020, and 2023.



# The citadels of reading: A reading and teaching strategy on enhancing reading comprehension of Grade 7 students at Nanhaya National High School

Cathleen Joy T. Alimagno, Elaiza George C. Capinpin, James Ira M. Corona, Jonah R. Delos Santos, Eunice Zyny G. Villarente, Jovelle M. Reyes & Rose Nannette J. San Juan

*Bachelor of Secondary Education Major in English Students at Laguna University*

## ABSTRACT

This study aims to motivate students on aiding reading comprehension struggles and addressing literacy problems. In order to gauge its effectiveness, the quantitative study used pre-test and post-test assessments with 50 Grade 7 students in the first intervention and 70 students in the second one. According to initial findings of both times that the pre-tests were done, students' reading comprehension scores fell below 58%, placing them at a "Frustration" level. Significant progress was seen following the first intervention, as students advanced to the "Instructional" level. In the second intervention, the mean increase was from 8.82 to 19.14 (83.14%). as students advanced to "Independent" level. The gamified approach significantly increases reading motivation, comprehension, and engagement, according to key findings. Along with addressing issues like low baseline skills and lack of motivation, the strategy creates engaging and interactive learning environment. The intervention was rated as "Recommended" and "Highly Recommended" across evaluation criteria, and it received positive feedback on the appearance of its materials, the relevance of its content, and the learning experience. The study concludes that it is effective on improving reading comprehension. Future research could look into outside variables that influence understanding and improve the approach to get better results. This study adds to the expanding database of research that advocates for creative, student-centered strategies to address literacy issues, especially in educational contexts that are in underperformance. Furthermore, more research into the long-term effects and adaptability for different grade levels, as well as wider implementation in comparable contexts, is always suggested.

*Keywords: reading comprehension, gamified approach, motivation, student-centered strategies, booklet*

### **About the presenter:**

**James Ira M Corona** is currently a student in Laguna University taking up Bachelor of Secondary Education Major in English. In his high school years at Los Baños National High School, he was Best in English for four (4) consecutive years and was a Feature Writer for a school paper. This led him to choose a degree in Education, specifically a major in English.



# I did or AI'd contrastive rhetoric of human and AI-authored personal narrative essays

**Jon Paolo M. Ordoñez**

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Program Coordinator, [johnpaoloordonez@cstc.edu.ph](mailto:johnpaoloordonez@cstc.edu.ph)*

## ABSTRACT

Writing is an essential skill every individual should have. As writing, its process and its output lead to the notion of self-representation and identification. However, writing has evolved, especially with the emergence of Artificial Intelligence. The development of these AI tools resulted in the notion of generative text outputs. Thus, this research aimed to study AI'd (Artificial Intelligence produced) outputs contrastive to human-authored outputs. This research delves into analyzing rhetorics of personal narrative essays generated and written from and by the two data sources. The analysis was done through Labov and Waletzky's (1997) PEN model and Kaplan's (1966) cultural thought pattern. The results showed that AI'd essays resemble the moves-steps cited in Labov and Waletzky with five (5) out six (6) moves qualitative described as preferred. On the other hand, the human-authored essays deviate, having two moves marked as optional. In addition, the analysis of structure with Kaplan's doodles as the basis, it was found that AI'd essays showed linearity in structure which manifested in the presence of all the moves, and its existence in its ordinal placements. In the case of the human-authored essays, the analysis showed features with a of mix oriental-like and linear structures which was realized through Move 2- Orientation and Move 3- Complicating Action re-existing one after another, then writing back to its main narrative. This led to the conclusion that AI'd and human-authored essays are contrastive with each other having contrastive results in resemblance and deviance on the framework used, in primacy in contents, and in genericness of outputs.

*Keywords: artificial intelligence, human authors, personal narrative essays, moves*

### **About the presenter:**

**Jon Paolo M. Ordoñez** finished his tertiary education at St. Anne College of Lucena Inc. with a Bachelor's degree in Secondary Education major in English- Summa Cum Lade. Alongside this, he is also a graduate of Masters of Arts in Applied Linguistics with Academic Excellence.

Currently, he is employed at College of Sciences, Technology, and Communications Inc. as the Program Coordinator of Bachelor of Secondary Education major in English.

His research interest are Sociolinguistics, Psycholinguistics, and Language in Media.



# Analyzing Madeline Miller’s Novel Circe from a sociological lens: Highlighting value formation through worksheets

<sup>1</sup>Nicole Mae F. Fule & <sup>2</sup>Jasper M. Del Valle

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## ABSTRACT

In the Philippines, ensuring gender equality in schools is a crucial task. It involves addressing deep-rooted cultural norms and fostering inclusive educational settings. By embracing the country's diverse cultural tapestry, initiatives focused on gender equity aim to dismantle long-standing stereotypes and offer equal chances for all students. This descriptive-qualitative research analyzed Madeline Miller’s Circe from a sociological lens highlighting value formation. Descriptive-qualitative research was used in combination with reader response, social constructionism, and feminism approaches to literature to complete the objectives of the research. With the use of content analysis, the researcher examined family as a dominant factor that affects one’s gender role as embodied in the novel, character as the literary element greatly conveying gender stereotyping. Similes and metaphors were used by the author to show gender stereotyping. The author’s life experiences were reflected in the novel through the characters’ specific thoughts. Finally, the researcher created worksheets that build up value formation with the concepts of gender equality. The proposed worksheets on gender equity valuing in the teaching of English may be put into evaluation and validation to determine possible enhancements that can be done for its improvement before proposing it to be used in schools. Future researchers may look at other works of literature that address gender related concepts.

*Keywords: feminism, gender dynamics, gender equity, gender role, gender stereotyping, social constructionism*

### **About the presenter:**

**Nicole Mae F. Fule** is a graduate of Bachelor of Secondary Education, Major in English. She finished her Master of Arts in English at San Pablo Colleges. She is currently a public school teacher.



# **Business, Management and Leadership Track**

# The impact of management accounting on decision making in modern banks: Harnessing digital transformation and sustainability

<sup>1</sup>Kawa Wali, <sup>2</sup>Bnar Kareem Darwish & <sup>3</sup>Rodrigo Velasco

<sup>1</sup>PhD in financial Accounting, Assistant professor at Salahaddin University-Erbil, Kurdistan Regional Government, Iraq, [kawawali@gmail.com](mailto:kawawali@gmail.com); <sup>2</sup>Lecturer of financial accounting, Salahaddin University-Erbil, Kurdistan Regional Government, Iraq, [bnar.darwish@su.edu.krd](mailto:bnar.darwish@su.edu.krd); <sup>3</sup>Gulf College and IIARI

## ABSTRACT

In today's rapidly growing banking landscape, management accounting has transcended its traditional role to become a cornerstone of strategic decision-making. Modern banking institutions face unprecedented challenges, including the integration of digital transformation technologies, increased regulatory scrutiny, and the demand for sustainable finance. This study examines how modern management accounting practices are shaping decision-making processes in this dynamic environment, with a focus on digital innovations such as artificial intelligence (AI), machine learning (ML), and blockchain technologies. The research stresses the increasing reliance on real-time data analytics and predictive modeling tools that management accounting provides to enhance credit risk analysis, optimize cost structures, and improve resource allocation. It also explores the impact of environmental, social, and governance (ESG) metrics on management accounting, reflecting the growing importance of sustainability in banking strategies. By analyzing case studies from leading financial institutions that have successfully integrated these practices, this research demonstrates how management accounting is enhancing resilience and competitive advantage. Furthermore, this study highlights the challenges of implementing advanced management accounting systems, such as cybersecurity concerns, skills gaps, and resistance to regulatory change. The findings contribute to modern discussions on the role of management accounting in driving digital transformation and sustainable growth within the financial banking sector. Policy implications and best practices are also expected to harness these developments to enhance decision-making capabilities in an increasingly complex financial ecosystem.

*Keywords: managerial accounting, digital transformation, sustainability metrics, banking decision-making, ESG frameworks, financial performance*

## About the presenter:

**Kawa Wali** is widely recognized as a distinguished scholar, celebrated for his expertise in financial and managerial accounting, garnered through more than a decade of dedicated service at Salahaddin University in Erbil. He boasts an impressive academic background, having obtained both his bachelor's and master's degrees in accounting and finance from Erasmus University-Rotterdam in the Netherlands. Notably, he further enhanced his academic credentials by completing a PhD in Accounting/Financial Accounting from Salahaddin University in collaboration with Erasmus University-Rotterdam. Promoted from Lecturer to Assistant Professor in 2024.

Delving into the academic sphere, Kawa Wali's research interests span a broad range of topics, encompassing financial reporting, International Financial Reporting Standards (IFRS), corporate governance, and risk management. Yet, his commitment extends beyond theoretical pursuits, deeply ingrained in his passion for teaching and mentorship. Throughout his longstanding tenure at Salahaddin University, Kawa Wali has demonstrated an unwavering dedication to nurturing the next generation of accounting and finance professionals. His presence in the classroom serves as a source of inspiration, fostering an environment where students not only acquire technical expertise but also cultivate critical thinking and innovation. Moreover, his mentorship has been instrumental in guiding students towards successful careers in their chosen fields.



# The impact of behavioral biases on budget decisions from a managerial perspective

<sup>1</sup>Bnar Kareem Darwish, <sup>2</sup>Kawa Wali & <sup>3</sup>Rodrigo Velasco

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## ABSTRACT

This study explores the impact of behavioral biases on budget decisions in managerial contexts, a critical but understudied area of management accounting. Budgeting is a cornerstone of financial planning and resource allocation, but cognitive and emotional biases such as overconfidence, anchoring, loss aversion, and confirmation bias can distort managerial judgment. These biases undermine the accuracy of budgets, distort strategic objectives, and lead to inefficient use of resources. By adopting a multidisciplinary approach, this research integrates behavioral economics and management accounting principles to propose a conceptual framework for identifying and mitigating biases in budget processes. Through a literature review, case study analysis, and qualitative research, the study reveals how these biases manifest in practice and assesses their organizational consequences. Practical solutions, including structured decision-making processes, behavioral training, and data-driven tools, are recommended to enhance budget accuracy and effectiveness. By linking theoretical insights to practical applications, this research contributes to the growing field of behavioral management accounting and provides actionable strategies for improving decision making in dynamic business environments.

*Keywords: behavioral biases, budgeting, managerial decision making, management accounting, behavioral economics*

## About the presenter:

**Kawa Wali** is widely recognized as a senior researcher at Salahaddin University in Erbil who has worked tirelessly for more than a decade and is known for his expertise in the fields of finance and accounting. He has a strong academic background and has earned bachelor's and master's degrees in accounting and finance from Erasmus University Rotterdam in the Netherlands. Notably, he has further strengthened his academic knowledge by obtaining a PhD in Accounting/Financial Accounting from Salahaddin University under the auspices of Erasmus University Rotterdam. In 2024, he was promoted from lecturer to assistant professor.

Kawa Wali studies academically and his research interests cover a wide range of topics including financial reporting, International Financial Reporting Standards (IFRS), corporate governance and risk management. However, his commitment is firmly rooted in his passion for teaching and mentoring rather than theoretical pursuits.

Kawa Wali's exceptional academic excellence, extensive experience, and enthusiasm for teaching confirm his relevance in the fields of financial and management accounting. As a distinguished scholar, he continues to contribute to the world of academia while shaping the professional development of accounting and finance professionals.





# Disaster risk reduction and management on earthquake preparedness: An assessment

<sup>1</sup>Meschel L. Marcos, <sup>2</sup>Maria Aurora G. Victoriano, <sup>3</sup>Jelly L. Paredes & <sup>4</sup>Frocy M. Navarrosa

<sup>1</sup>Master of Arts, Capiz State University; <sup>2</sup>Doctor of Philosophy, Batangas State University; <sup>3</sup>Doctor of Education, Capiz State University; <sup>4</sup>Master of Science

## ABSTRACT

This study aimed to evaluate the Earthquake preparedness at Capiz State University (CapSU) Mambusao Satellite College. Utilizing a descriptive research design, the study employed an evaluation form from the university's DRRM, focusing on five phases: alarm, building exit, evacuation safe zone, room stability safety check, and technical/logistics. Data were collected during nationwide simultaneous earthquake drills in the first semester of the 2023-2024 academic year. The results revealed commendable preparedness in the alarm phase, with high scores for siren system availability and student response. However, areas for improvement were identified, particularly in students' execution of safety procedures during alarms. The faculty demonstrated readiness in guiding evacuations, but students' behavior during evacuations indicated a need for enhancement in seriousness and appropriateness. Overall, the earthquake drill's team showed high preparedness in evacuation procedures, room safety checks, and technical/logistics aspects. The study recommends orientation and re-orientation sessions for students, improvements in signage visibility, and consistent maintenance of technical resources. Furthermore, the implementation of targeted plans and programs focusing on emergency protocols and behavioral responses is advised. Future research should explore the interrelationships among DRRM mitigation, response, and rehabilitation levels within the university context.

*Keywords: preparedness, assessment, earthquake, drill*

### **About the presenter:**

**Prof. Meschel Marcos** is currently an Assistant Professor at Capiz State University, Mambusao Satellite College and designated as College Registrar.



# Ethical climate in Capiz State University: Its influence on rule bending

<sup>1</sup>Cynthren L. Bernabe, <sup>2</sup>Rosel L. Dionio & <sup>3</sup>Frocy M. Navarrosa

<sup>1</sup>Assistant Professor at Capiz State University, Mambusao Satellite; <sup>2</sup>College Doctor of Education, Filamer Christian University; <sup>3</sup>Master of Science

## ABSTRACT

The study was conducted at Capiz State University during academic year 2021-2022. Primarily the study aimed to determine the ethical climate and extent of practices of faculty and staff of Capiz State University and its relationship to rule bending. Data were analyzed using both descriptive statistics and inferential statistics. Results were interpreted at 5 percent alpha level of significance. As to the personal characteristics of the respondents, a bigger percentage of the respondents belonged to the academic staff, females and 31-40 years old, married. Generally, the respondents have a higher level of code and law climate but lower level of personal morality climate. A positive correlation (0.051) exists between personal morality and rule bending of the respondents. Moreover, negative correlation (-0.199) was found between the level of code and law climate and rule bending. This implies that employees of Capiz State University look to government rules or professional conventions to resolve dilemmas ethically. While in personal morality is found to be a significant relationship to rule bending behavior. This implies that employees tend to bend rule as they may be more important to someone than the values of the organization.

*Keywords: rule bending, ethical climate, law, personal morality*

### About the presenter:

**Dr. Cynthren L. Bernabe** is an Assistant Professor at Capiz State University, Mambusao Satellite College, currently designated as budget officer.



# Digital work environment, employee engagement and job performance: A study of a State University Sri Lanka

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## ABSTRACT

This study explores the mediating role of the digital work environment in the relationship between leadership, training, employee engagement, and job performance within a state university in Sri Lanka. A quantitative approach was used in this study, in which data from 161 non-academic employees were collected through structured questionnaires. Regression analysis and structural equation modeling tested the hypothesized relationships. Findings indicate that leadership and training are the most influential enablers of the digital work environment, which in turn enhances employee engagement. Employee engagement is a mediator in the relationship between the digital work environment and job performance, underlining the paramount importance of transformational leadership and continuous training in digital transformation processes. The current study fills the gaps in the literature by focusing on the interplay of these variables in the context of Sri Lanka's higher education, which has not been substantially explored empirically so far. The findings of this study underscore the importance of trust-building and motivational strategies for leading, along with appropriate training programs to enhance digital competencies. This will be necessary in mitigating challenges like digital fatigue and isolation, while maximizing the benefits accruing from flexibility and collaboration in digital environments. The study gives actionable insights to improve employee satisfaction and, consequently, the performance of higher education institutions in their digital transformation processes. Although the findings relate to only one university, further research could be extended to multi-institutional or cross-country analyses.

*Keywords: digital work environment, employee engagement, job performance, transformational leadership, training, state universities*

## About the presenter:

**Dinusha Gunarathna** is a Chartered Qualified Human Resource Management Professional with vast experience in higher education administration. Presently, he works as a Senior Management Assistant at the University of Peradeniya, Sri Lanka, with human resource management, digital transformation, and organizational development as specialties in the academic setting. With the vast background in supporting academic and administrative functions, he played a significant role in driving digital work environments within the university sector.

Dinusha's work experience is in integrating transformational leadership practices with comprehensive training programs, aiming to enhance employee engagement and job performance in dynamic work settings. His research interests include the interrelationship of leadership, training, and digital workspace for enhancing productivity and innovation. With the professional dedication over the years, he has contributed a great deal to empirical research into digital transformation within the higher education system by filling vital gaps in literature with actionable insights for institutions navigating rapidly changing technological advancements.



# The impact of digital health technologies on maternal health in Sub-Saharan African Countries

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## ABSTRACT

Maternal mortality is a significant global challenge, with its most devastating impact concentrated in Sub-Saharan Africa. This region accounts for 66% of global maternal deaths, where the maternal mortality ratio often exceeds 500 deaths per 100,000 live births. Mobile technology, prevalent worldwide and extending to low and lower-middle-income countries, encompasses digital health technologies such as mobile health (mHealth), telehealth, and digital health records. These digital health innovations offer solution to pregnancy-related mortality. This paper aims to explore the impact of digital health technologies on maternal mortality in Sub-Saharan African countries. Literature review was conducted using various online databases and identified twenty-one articles published in the last eight years that describe technology-based interventions used for maternal health. Inclusion criteria focused on low and lower-middle-income countries in Sub-Saharan Africa. The results demonstrate that digital health technologies have the potential to reduce maternal mortality by increasing knowledge of self-health practices among pregnant women, community health workers, and traditional birth attendants. Additionally, digital health technologies provide crucial information when complications arise, leading to increased utilization of health facilities and more deliveries attended by skilled birth attendants. Therefore, the study recommends the adoption of more digital health technologies in Sub-Saharan Africa to help alleviate maternal deaths in the region. The study is limited by its reliance on 21 articles reviewed, which may not comprehensively capture all relevant interventions. Additionally, the focus on low and lower-middle-income Sub-Saharan African countries may overlook contextual variations, and implementation challenges of digital health technologies are not extensively explored.

*Keywords: mHealth, telemedicine, maternal mortality, pregnancy, mobile app*

### About the presenter:

**Saifullahi Adam Bayero** is a graduate of Business Administration with passion for development and policy research. He has a five years of research experience in Economics, Entrepreneurship, and Finance. Mr. Bayero is an aspiring development practitioner and researcher in Africa. He is a member of the Youth Community of Practice at the Nigerian Economic Summit Group, SDG Advocate with Nigeria Youth SDGs Network enabled him to work towards achieving SDG 8 across the 36 states of Nigeria, and Ambassador Youth Sustainability. Similarly, part of his success as an Ambassador World Literacy Foundation, he laid bricks to raise \$5 a day donated to Aprende Lyndo, Columbia Project which was designed to help children and adolescents disrupted by war.



# Social protection through the seal of good local governance for barangays: The case of a local city in CALABARZON

**Jarold A. Fermanez**

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## ABSTRACT

Cognizant of the important role of the barangay in the overall development and transformation of the community and the nation, the Department of Interior and Local Government (DILG) undertakes the implementation of the Seal of Good Local Governance for Barangay (SGLGB) to encourage and challenge barangays to scale up its performance and practices of good governance that accord primacy to the principles of accountability, transparency, performance, and effectiveness. The main focus of the study is the four principles of SGLGB, in which this paper assessed its impact (namely accountability, transparency, performance, and effectiveness) on social protection. The study employed a quantitative research design, using descriptive survey approaches. Applying the purposive sampling technique, a total of three hundred respondents consented to be part of the study. Results reveal that through partial-least-square structural equation modeling (PLS-SEM), that functionality of barangay-based violence against women and children, the functionality of barangay development council, and representation of civil society to barangay-based institutions were all significantly important that could positively contribute to social protection. An appropriate barangay-based program of activities was developed assuring the continuity and even enhancement of the well-being of barangay residents.

*Keywords: barangay development council, seal of good local governance for barangay, social protection, civil society organizations, barangay based institutions*

### **About the presenter:**

**Mr. Jarold A. Fermanez** works at the Department of the Interior and Local Government as Local Government Operations Officer VI. Currently assigned at DILG Lucena City as their Program Manager. He was a graduate of Bachelor of Science in Public Administration at Dalubhasaan ng Lungsod ng Lucena, where he served as part time professor while he took his Master in Public Administration at Manuel S. Enverga University Foundation.

He is an adept resource speaker in the field of local governance and regional management, public fiscal administration and environmental planning; and attended leadership and management trainings as a junior executive officer.

Mr. Fermanez is a licensed environmental planner wherein he assisted local government units in the formulation of various local-mandated plans such as Comprehensive Development Plan and Comprehensive Land Use Plan.



# Artificial Intelligence in Philippine construction industry: A review of literature vis-à-vis future directions

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## ABSTRACT

This paper examines the adoption of Artificial Intelligence (AI) technologies in the Philippine construction sector, analyzing factors influencing its integration, associated benefits and challenges, and the industry's readiness. Drawing upon the TOE framework, TRI, and diffusion of innovation theory, the study synthesizes findings from twenty-five (25) articles published between 2018 and 2024. Results indicate a promising but varied AI adoption landscape, catapulted by the need for improved efficiency, decision-making, and quality. Successful implementation requires digital readiness, robust data management, and stakeholder collaboration. Notably, it is conceivable that the future of AI in the Philippine construction industry will witness a paradigm shift towards hyper-automation offering significant benefits like increased productivity and cost-effectiveness, challenges such as data quality, technological complexity, and ethical concerns.

*Keywords: AI adoption, Philippine construction industry, cost management, technological integration, diffusion theory*

### **About the presenter:**

**Mark Paul O. Altarejos** holds a degree in Bachelor of Science in Accountancy and a Master of Business Administration. He is a tax and accounting services practitioner and a former corporate auditor for a group of companies in the grocery, hotel and restaurant, and gasoline station industries. He has completed 30 units of professional education and is a Licensed Professional Teacher. Currently, he serves as a senior high school teacher and the Business Management and Office Administration Program Chair at Tayabas Western Academy in Candelaria, Quezon.



# The efficiency of barangay council in performance of its function: Assessing its delivery service to the community

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## ABSTRACT

The social need for public service is an essential component of governance. The Barangay Council, as mandated by law, dispenses the powers, functions, and services derived thereat with a growing number of constituents from urban centers and expanding necessities and needs. Empirical evidence show that essential projects like peace and order, health and welfare, and coordination with local government units enhance its capacity to dispense this avowed goal of public service and good. Hence, the local government code and local councils should extend their functions as well as expertise to their constituent barangay, and lend personnel and financial resources to embody the powers and functions directed by law to engage the community for a positive, proactive, and orderly community. Furthermore, respondents of this study present that the barangay council is somewhat effective in organizing and dispensing peace and order, health and welfare, and coordination with local government units; there is a need to regularly conduct these projects to expand coverage and participation. However, results also showed the barangay council's inconsistent performance and launch of various activities in their respective communities and constituents. Given the insights from the community, this study argues that projects need effective communication channels, and sourcing of personnel and funds for sustainability and continuity.

*Keywords: barangay council, peace and order, local government, public service*

### **About the presenter:**

**Mr. Felipe K. Jamero** is a graduate of Bachelor of Arts in Political Science with an option in International Relations at the Polytechnic University of the Philippines and earned Master in Public Administration at Eulogio Amang Rodriguez Institute of Science and Technology. He is currently writing his dissertation for the degree of Doctor in Public Administration at the Polytechnic University of the Philippines. He is interested in writing research and studies on local government units and policy studies. During his free time, he conducts labor education and engages with the Eulogio Amang Rodriguez Institute of Science and Technology – Faculty and Employees Union (EARIST-FEU) where he is the chairman of the labor education committee.



# Alignment of higher education competencies with workforce demands: Insights on job relevance

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## ABSTRACT

This study explores the alignment between the competencies gained by Bachelor of Secondary Education (BSEd) graduates from Pangasinan State University (PSU) and the demands of their current jobs. Employing a descriptive research design, the research utilizes the Commission on Higher Education (CHED) Tracer Tool to gather data on the employability, job relevance, and professional growth of graduates from 2019 to 2023. Results indicate that 85% of respondents are employed, with 64.1% working in the education sector, highlighting strong industry alignment. Key competencies such as communication, critical thinking, and IT skills were identified as highly relevant, while gaps in entrepreneurial skills and practical application of knowledge were noted. The findings emphasize the need for curriculum enhancements, including experiential learning and job readiness programs, to bridge the gap between academic preparation and workforce demands. By addressing these gaps, the study contributes to the ongoing discourse on sustainable education and workforce development, ensuring graduates are better equipped to excel in dynamic labor markets.

*Keywords: free web-based learning platforms, usage patterns, assessment management, feedback features, platform utilization*

### **About the presenter:**

A teacher for almost a decade, **Vladimir Marie E. Cabutotan** has been a facilitator of English-related and Teacher Education courses in the tertiary level of education at Pangasinan State University. She graduated Bachelor of Secondary Education at Pangasinan State University and took her Master in Education in English at Lyceum Northwestern University-Dagupan City and Master of Arts in Education- Educational Management at PSU- Open University Systems. At present, she is a PhD candidate at Benguet State University. Her research interests include linguistics, higher education and educational technology. Her works emphasize the integration of modern pedagogy with culturally responsive teaching, aiming to enhance the learning experience for diverse student populations.

She authored book chapters and articles related to her academic endeavour and contributions to her field of expertise. She is committed to upholding the standards of academic writing and providing a platform for thought-provoking research. Her publications give a valuable resource for educators, researchers, and policy-makers.

Outside of academia, Ms. Cabutotan actively engages in community-based educational programs and advocates for lifelong learning, believing that education is the cornerstone of societal progress.





## Institutional Partners & Members



**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 Teacher Education (CTE) of the Aklan State University** strives to lead in the transformation of future educators imbued with positive values for the global village. It is guided by the four T's mantra – “Training Tomorrow’s Teachers Today!” It offers accredited doctorate, masters, and baccalaureate programs in an encouraging environment steered by faculty researchers in highly specialized areas. Its evolution from a mere field of specialization in agriculture in 1975 to be a full degree program in 1987, and ultimately as a leading college in 2006, has carved a niche of graduates with sterling performances in the regional and international arena. Today, CTE is the preferred source of skilled and competent educationists for the basic, technical, and higher education institutions in and outside of the province.



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.



**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.



The **Northwestern Visayan Colleges (NVC)** is a school conceived in freedom and democracy, dedicated to the ideals of love, which affirms its commitment to the cause of truth, and imparts the arts of the sciences, culture, and all related studies. This non-sectarian institution of higher learning is guided by its purpose of contributing to the formation of a progressive and humane society, as well as responsible citizenry.



Founded in 1993 as the Southern Mindanao Institute of Technology (SMIT), **Aces Colleges System** has grown from offering short-term technical courses to becoming a prominent educational institution with multiple campuses. Initially focusing on computer science, hotel and restaurant management, office management, and seaman courses, SMIT was renamed Aces Polytechnic College, Inc. in 2006, expanding to degree programs. The system includes Aces Tagum College and ACES Polytechnic College, Inc. in Panabo City, each recognized for their entrepreneurial-focused curricula and strong industry linkages. With modern facilities, including interactive speech labs and incubation centers, Aces Colleges maintain their commitment to quality education, adapting to the evolving needs of the academe and industries.



**Dr. Carlos S. Lanting College (DCLC)** was established in 1979 by Dr. Romeo B. Casaul and Dr. Ruby Lanting-Casaul, starting as a small Lying-in Clinic along Quirino Highway. In 1983, it expanded into a paramedical school, and by 1984, it produced its first Midwifery graduates. Over the years, DCLC has grown into a reputable institution offering a variety of programs, including Nursing, Radiologic Technology, Medical Laboratory Science, and Physical Therapy. It has consistently produced topnotchers in board exams, establishing its academic excellence. The school has also broadened its reach by introducing programs in Business Administration, Education, Psychology, Hospitality Management, and more, while complying with international standards as an ISO 9001:2015 certified institution. DCLC has further gained recognition with several programs accredited by PACUCOA. Committed to quality education, DCLC continuously enhances its facilities and curriculum, ensuring a holistic and transformative learning experience for its students. The institution remains a beacon of excellence, fostering academic and professional growth.

# Training Partners

## **The CPD Certification Service London, United Kingdom**



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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.

