

International Conference on Multidisciplinary Industry and Academic Research

ISSN 3028-1636 (Print)

ICMIAR



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For publication concerns, contact the publisher at icmiar@iiari.org.

ISSN 3028-1636 (print)

3028-2004 (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://iiari.org>

7th International Conference on Multidisciplinary Industry and Academic Research (ICMIAR) 2026

**“Sustaining International Research Collaboration in the Age of AI
and Digitalization”**

July 31, 2026 • Virtual Conference

BOOK OF ABSTRACTS

For more information, visit the website <https://iiari.org/conference/icmiar>.

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The global community gears toward industry sustainability and independence. However, there is thin line of interconnectedness amongst the global key players. Thus the International Conference on Multidisciplinary Industry and Academic Research (ICMIAR) brings forth a venue for the various industry key players to connect and collaborate. It focuses on the current issues and trends on both the academe and industry and the various facets of their interconnectedness.

Conference Objectives

The conference aims to:

- provide a platform for the academic and industry research outputs;
- continuously develop strong research culture among industry and academic professionals;
- enhance free and accessible knowledge sharing through industry benchmark, sharing of best practices and relevant training;
- educate the community of scholars through updates on current topics and issues in the industry and the academe;
- develop relevant professional skills through the training, symposium and workshop;
- foster collaboration among industry and academic professionals around the globe; and
- develop camaraderie among fellows in the industry and academic community.

Conference Tracks

The conference focuses on four broad themes: education and development studies; humanities and social sciences; science, technology, engineering and mathematics; and business, management and accounting. It accepts high quality research papers that uses quantitative, qualitative or mixed methods. The conference targets a diverse spectrum of readers including academic scholars and industry experts in local, regional and global context.

The journal covers, but not limited to, the following:

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Track 2: Humanities and Social Sciences

Track 3: Science, Technology, Engineering and Mathematics

Track 4: Business, Management and Accounting

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The presenter must formally declare in writing to the conference committee or during the live presentation any conflict of interest that has potential impact on the results of the study. The presenter must acknowledge the various limitations of the study and the circumstances, either financial, social or environmental, that might have adversely impacted the results of the study.

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The author ensures that the paper is free of plagiarism, fabrication, manipulation and material misrepresentation. The author needs to attribute any copied contents of the paper. The author

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Any form of academic misconduct shall be dealt with accordingly by the publisher and conference committee. Any proven misconduct of authors involving falsification and plagiarism shall be equivalent to rejection or removal of the article from the conference.

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a. Type of review

The review of papers submitted to the conference follows the double-blind editorial review process. There are assigned group of five editors headed by the Director of Conferences and Events to evaluate and review all submissions to the conference. The Institute reserves the right to select the members of the editorial team based on their qualification and specialization.

b. Review process

All submitted papers duly accepted for suitability to scope or structural requirements are sent to the reviewers. The conference team reserves the right to choose the appropriate reviewer based on their knowledge of the topic. The journal adheres to the double blind peer-review process. Neither the author nor the reviewers know each other's identity.

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Each reviewer rates the paper according to: relevance to the conference track; originality of the research; empirical evidence; appropriate methodology; and appropriate structure. Each criterion can be rated with 4 (Excellent) as the highest and 1 (Needs Improvement) as the lowest. The paper needs at least 2.6 average score in the five key areas without a rating of 1 in any area to be accepted in the conference.

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Conference Organizer



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The organization is anchored on the following strategic pillars:

Research: The value of academic and industry research is at the forefront. The organization upholds quality research through rigorous peer review process.

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.

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



Dr. Carlos S. Lanting College

Dr. Carlos S. Lanting College 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.

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Message



In today's interconnected world, meaningful progress in research is achieved not through individual efforts alone but through collaboration. The exchange of ideas across institutions and countries strengthens our collective ability to address complex challenges and create solutions with lasting impact. The 7th International Conference on Multidisciplinary Industry and Academic Research (ICMIAR) embodies this spirit by bringing together researchers, educators, practitioners, students, and institutions committed to advancing knowledge through shared expertise.

I warmly congratulate the authors, presenters, speakers, and participants for embracing the opportunity to collaborate and exchange perspectives to the global academic community. Every presentation and interaction during this conference reflects the power of collective learning and the importance of building networks that transcend geographical and disciplinary boundaries. Through these collaborations, research becomes more relevant and impactful.

As we celebrate this significant milestone, let us recognize that the greatest discoveries often emerge from shared vision. May this conference inspire interdisciplinary initiatives among institutions and professionals around the world. Together, we can cultivate a culture of excellence that drives meaningful progress and contributes to sustainable development across diverse fields.

On behalf of the organizing committee, we extend our heartfelt gratitude to all the participants, keynote speakers, partner institutions, collaborators, reviewers, and volunteers whose dedication and cooperation made this event possible. Your collective efforts have transformed this conference into a vibrant platform for learning and networking. Congratulations to everyone who accepted the challenge, and may the collaborations established through this event continue to flourish well beyond the conference.

Dr. Rodrigo M. Velasco
Gulf College
IIARI President

Message

Greetings to all the participants of the 7th International Conference on Multidisciplinary Industry and Academic Research (ICMIAR) 2026.

This conference stands as a testament to the power of shared knowledge and meaningful collaboration that the IIARI continues to foster among researchers worldwide. As artificial intelligence increasingly transforms the way knowledge is created, it is redefining the landscape of research. AI has become a valuable tool for generating ideas and processing vast amounts of information. However, despite these technological advancements, the true strength of research remains rooted in human curiosity, critical thinking, ethical judgment, and collaborative engagement. This conference therefore reaffirms the enduring importance of global partnerships, human creativity, academic integrity, and responsible scholarship in ensuring that technological progress serves the greater good.



This year's theme, "Sustaining International Research Collaboration in the Age of AI," reflects the growing need to strengthen research networks that transcend geographical, cultural, and disciplinary boundaries. It celebrates the vibrant exchange of ideas, diverse perspectives, and shared expertise that emerge when researchers work together toward common goals. More importantly, the theme recognizes that while artificial intelligence has become an indispensable partner in research, it should never replace the intellectual rigor, ethical responsibility, and innovative spirit that define scholarly work. Instead, AI should be embraced as a catalyst that empowers researchers to ask better questions, explore new possibilities, enhance research quality, and develop solutions to complex global challenges.

Dr. Ruel F. Ancheta

Gulf College

IIARI Director- Media and Publication

Message



A warm welcome to all!

On behalf of the 7th ICMIAR committee, I am honored by the guidance of my colleagues; it is truly a case of standing on the shoulders of giants.

Every time I converse with scholars, a question haunts the dialogue: What does it actually mean to consume a modicum of scientific papers? We often reacquaint ourselves with the same citations, yet what lies beneath the surface remains obscured. Science throws curveballs—it necessitates a never-ending rabbit hole of re-conceptualization. We chase the "aha!" moment, moving beyond superficial definitions to seek a comprehensive, elegant understanding of the natural world—one founded upon the fewest necessary assumptions. But research is not a trophy to be compiled into a book for another's shelf. It must have impact. It must meet the community's needs by bridging theory and utility.

Today, I will not leave you with inspiring words, but with questions and challenges. We speak of AI and digitalization as the engine for collaboration. But let us be critical. We operate in a VUCAD world—Volatile, Uncertain, Complex, Ambiguous, and Diverse. The integration of AI cannot be a blind leap; it requires a strict proviso.

Is AI truly democratizing research, or is it merely automating our biases? We treat the human element as a peripheral concern at our own peril. If we outsource the "aha!" moment to an algorithm, we risk losing the very historical and social context that gives science its soul. Can we sustain international collaboration if we lose the "human" in the digital?

These proceedings are artifacts of scholarship—proof of the convergence between industry and academia. Let us keep the momentum running and the research wheels turning.

Welcome aboard. Laus Deo.

Carie Justine P. Estrellado
Tayabas Western Academy
IIARI Director – Conferences & Events

Message

It is with great honour and profound humility that I extend my warmest greetings to all delegates, researchers, academics and practitioners participating in the 7th International Conference on Multidisciplinary Industry and Academic Research (ICMIAR 2026). My deepest gratitude also goes to the board of directors and the entire leadership of IIARI.

The theme of this conference, “Sustaining International Research Collaboration in the Age of AI and Digitalisation”, could not be more timely or urgent. We stand at the critical intersection in the history of human knowledge production. The rapid advancement of artificial intelligence and digital technologies is reshaping how we conduct research, administer assessments, disseminate knowledge and engage with one another across the research disciplines and spaces.

As we celebrate the boundless opportunities that artificial intelligence and digitalisation present to the global research community, we should also confront, with intellectual honesty and institutional courage, the deep challenges that accompany this digital revolution. The rise of AI-generated content has cast a huge shadow over academic integrity, raising serious questions about authorship, originality and the very essence of scholarly contribution. Plagiarism has assumed new and sophisticated forms that challenge the adequacy of existing detection mechanisms, while the ease of information generation risks cultivating a culture of intellectual passivity among students and researchers alike.

Furthermore, the uncritical adoption of AI tools threatens to deepen existing inequalities between the Global North and the Global South, as well as between well-resourced institutions and those operating on the margins. This is because access to advanced technologies remains profoundly unequal. It is therefore incumbent upon researchers, academics and educators in particular to approach this digital revolution not as passive recipients of technological change but as critical, reflective and ethically grounded practitioners who interrogate AI’s assumptions, question its output and insist on preserving the rigour, authenticity, and humanity that have always been the hallmarks of genuine scholarship.

As a scholar whose work cuts across environmental and rural history, the history of education, social justice, and the preservation of indigenous knowledge systems, I have long been convinced that meaningful research transcends institutional and geographic boundaries. The richness of multidisciplinary research lies precisely in its capacity to draw from diverse traditions, methodologies and lived experiences. Thus, weaving together perspectives that no single discipline could alone generate.

It is in this spirit that this conference (ICMIAR 2026) holds a particular significance. This conference creates a vital space where voices from education, business, social science, science and technology, engineering and mathematics converge. Such convergence does not diminish the distinctiveness of each discipline; it amplifies the collective capacity of scholarship to address the complex challenges of our time.

I wish to encourage all participants to engage with the spirit of genuine intellectual openness, to listen as much as to present, to question as much as to affirm, and to forge the collaborative relationships that will sustain research well beyond these proceedings. I am deeply grateful to the IIARI for this distinguished honour, and I look forward to the rich scholarly engagement that this conference will undoubtedly inspire.

Welcome to ICMIAR 2026. May our deliberations be fruitful, our collaborations enduring and our commitment to knowledge unwavering.

Thank you, may you all have a prosperous conference.



Patrick A. Nyathi
University of South Africa
7th ICMIAR-2026 Chairman

Message



Research is the lifeblood of innovation and progress. It is through the pursuit of knowledge that we uncover new insights, challenge existing paradigms, and contribute solutions to the pressing issues of our time. It thrives not only in the act of discovery but also in the sharing of knowledge.

Conferences serve as vital platforms where ideas are exchanged, collaborations are forged, and innovations are tested against diverse perspectives. By presenting and publishing their work, researchers contribute to a dynamic dialogue that strengthens academic communities and ensures that findings reach those who can apply them in practice, policy, and further inquiry. Dissemination through conferences amplifies the impact of research, transforming individual studies into collective progress.

This Book of Abstracts celebrates that spirit of openness and collaboration, showcasing the dedication of scholars who have chosen to present and publish their work. We extend our heartfelt congratulations to all researchers featured here for advancing knowledge, and we honor their commitment to advancing knowledge and fostering meaningful change through research.

Dr. Angela J. Nieva-Lustanas
College of Sciences, Technology and Communications, Inc.
7th ICMIAR-2026 Manager

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Educational Management and Development Studies

Filipino Gen Z slang usage and social belonging among senior high school students: A descriptive-correlational study

¹Mikie Miel M. Baylon, ¹Jay Cris P. Colindres, ¹Angela Gwyneth D. De Juan, ¹Charlotte Anne S. Martisano, ¹Baby Jean V. Macario, ¹Christian Chandel T. Tapic, ¹Jose Rafael M. Israel, ¹Paul Adrian C. Roberto, ¹Retz R. Nabartey & ²Angel Lee S. Carpio

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ABSTRACT

Despite increasing scholarly interest in youth language practices, limited empirical research has examined the relationship between Filipino Gen Z slang usage and social belonging among senior high school students in Philippine educational settings. This quantitative descriptive-correlational study investigated the relationship between Filipino Gen Z slang usage and social belonging among senior high school students at Aklan Catholic College during the 2025–2026 academic year. A total of 100 Grade 11 & 12 students from various academic strands were selected through cluster sampling. Data were collected using a researcher-developed questionnaire consisting of two 4-point Likert scales measuring the frequency of Filipino Gen Z slang usage and students' sense of social belonging. Descriptive statistics were used to summarize demographic characteristics and levels of slang usage and social belonging, while Spearman's rank-order correlation determined the relationship between the variables. Findings revealed that students frequently used Filipino Gen Z slang and reported a relatively high sense of social belonging. Social media and peer interactions emerged as the primary sources of slang exposure. Furthermore, a significant moderate positive correlation was found between Filipino Gen Z slang usage and social belonging ($r_s = 0.464$, $p < .001$), leading to the rejection of the null hypothesis. The findings support Communication Accommodation Theory, suggesting that the use of shared slang facilitates peer acceptance and strengthens group integration among Filipino adolescents. These results highlight the role of youth language practices in fostering inclusive school environments and provide implications for educators, counselors, and future research.

Keywords: Gen Z, slang usage, social belonging, language, peer acceptance, group integration

About the presenters:

Charlotte Anne S. Martisano graduated senior high school at Aklan Catholic College. She completed junior and senior high school with high honors.

Angela Gwyneth D. De Juan graduated senior high school at Aklan Catholic College. She is a consistent honor student from her junior high school and senior high school.



Proposed gender-fair language capacity building program in teaching contemporary, popular, and emergent literature

Milcah Shem V. Magsino

Doctor of Philosophy in Education Major in English, Research Ethics Board, Chair, CSTC College of Sciences, Technology and Communications, Inc., milcahshem@gmail.com

ABSTRACT

This study aimed to propose a gender-fair language capacity-building program for the teaching of Contemporary, Popular, and Emergent Literature. It assessed the extent of the teaching strategies utilized in literature classes as perceived by teachers and students. The findings revealed that all teaching strategies were implemented to a great extent. Likewise, the study determined the extent to which the dimensions of gender-fair language were manifested in literature teaching, with all dimensions also rated as implemented to a great extent. The test of differences between teachers' and students' assessments of the teaching strategies indicated significant differences in most instructional strategies. Teachers consistently rated the implementation of these strategies higher than students, indicating a perceptual gap in how frequently or effectively these practices were experienced in the classroom. Furthermore, the study examined the relationship between the utilization of teaching strategies and the manifestation of gender-fair language dimensions. The results showed a consistent and statistically significant relationship between instructional strategies and all dimensions of gender-fair language. To identify the issues and challenges in teaching literature using gender-fair language, interview sheets were administered. The qualitative findings revealed 11 major themes representing the issues and challenges encountered in teaching Contemporary, Popular, and Emergent Literature. These findings served as the basis for the proposed gender-fair language capacity-building program.

Keywords: literature teaching, teaching strategies, capacity-building program, gender-inclusive education

About the presenter:

Milcah Shem V. Magsino is a Filipino educator residing in Sariaya, Quezon, Philippines. She has been serving at CSTC College of Sciences, Technology, and Communications, Inc. for the past ten years as a faculty member and currently holds the position of Research Ethics Board, Chair. She earned her Bachelor of Arts in Communication and Master of Arts in Teaching English from Southern Luzon State University, and completed her Doctor of Philosophy in Education, major in English, at the University of Batangas.



Contract cheating, diploma mills, and the policy crisis in Philippine higher education

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ABSTRACT

The rise of commercial academic fraud poses a severe institutional threat to the credibility of Philippine Higher Education (HE). This narrative review examines the interconnected crises of the industrialized contract cheating ecosystem, the proliferation of diploma mills, and the regulatory policy failures driving this shadow market. A narrative review was conducted to synthesize current institutional policies, legal frameworks, and socio-economic literature regarding academic commissioning and commercial misconduct in the Philippines. The findings reveal that academic fraud is highly commodified and digitally scaled, with distinct pricing structures that lower entry barriers for students. The market is primarily fueled by a "moral economy of fraud," where research mercenaries rationalize their work as a response to systemic policy failures. Specifically, mandatory point-based promotion systems and strict vertical qualifications by government agencies create artificial demand, trapping time-constrained working professionals. Generative AI acts as an accelerator, rendering traditional plagiarism detection obsolete and shifting the ghostwriting industry toward advanced risk-mitigation services. Current regulatory responses suffer from an enforcement gap and a lack of national data infrastructure. Addressing this crisis requires multi-level structural reforms, including shifting public promotions to competency-based assessments, implementing educative academic integrity models, and proactively prosecuting external service providers.

Keywords: commercial academic fraud, academic integrity, academic regulation, Commission on Higher Education

About the presenter:

Mr. Mark Paul Altarejos is a Licensed Professional Teacher who earned his Master in Business Administration from San Pablo Colleges, where he is currently pursuing his doctorate in the same field. He completed his Bachelor of Science in Accountancy at Tayabas Western Academy and studied Agricultural Engineering at the University of the Philippines Los Baños. His professional experience includes corporate auditing, bank compliance, tax practice, and academe. He previously served as the Program Chair for the business and office administration programs at Tayabas Western Academy. His current research focuses on management and education.



Motivation and attitude toward research among teachers in higher education institutions: Predictors of their research writing capabilities

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ABSTRACT

Despite institutional policies and academic mandates promoting research productivity, many teachers in higher education institutions (HEIs) remain inadequately engaged in research due to limited motivation, insufficient research competencies, and inadequate institutional support. These challenges impede the development of a sustainable research culture. This study examined the extent to which teachers' motivation and attitude toward research predict their research writing capabilities. Anchored on the premise that intrinsic motivation and positive attitudes influence scholarly performance, the study employed a mixed-methods design using descriptive-correlational and qualitative approaches. Total enumeration was used to gather data from teachers, while in-depth interviews provided qualitative insights into their research experiences. The study assessed respondents' demographic characteristics, motivation and attitudes toward research, and research writing capabilities across conceptual, procedural, analytical, and technical domains. Findings revealed that respondents demonstrated positive attitudes and moderate motivation toward research; however, their technical research writing capabilities, particularly in statistical analysis, research software utilization, and data processing, remained moderately developed. Motivation showed a significant positive relationship with research writing capabilities and emerged as a significant predictor, whereas attitude did not significantly predict research capability. The findings indicate that although teachers value research for professional growth, strengthening research competence requires sustained institutional support and targeted capability-building initiatives. The study recommends enhancing research support systems, providing technical skills training, and promoting collaborative research to strengthen research writing capabilities and foster a sustainable research culture in higher education.

Keywords: research motivation, research attitude, research writing capabilities, higher education teachers, higher education institutions

About the presenters:

Mr. Aldwin Iumin is the full-time Department Head of the College of Computer Science at Manuel S. Enverga University Foundation-Candelaria, Inc. He also serves as the Office of Information and Communications Technology (OICT) Consultant of the University. In addition to his administrative responsibilities, he actively contributes to the institution's research initiatives as a research professor, research adviser, and research panel member.

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Managing the contradiction: The ARAL program as an apparatus of dialectical hegemony

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ABSTRACT

This paper deconstructs the Academic Recovery and Accessible Learning (ARAL) Program (Republic Act No. 12028) through the lens of dialectical hegemony. It posits that ARAL functions as a strategic state apparatus designed to manage the core contradiction within Philippine education: the tension between the emancipatory potential of critical pedagogy and the instrumental demands of neoliberal performativity. While the state rhetorically frames the program as an equitable intervention aligned with national economic development—thereby securing crucial public consent—the policy's operational reality shifts structural failures onto students and the pandemic through deficit-focused narratives. Document analysis reveals a profound structural subordination. Although the framework superficially commits to fostering critical and analytical thinking, its implementation focuses rigidly on the measurable mastery of Essential Learning Competencies (ELCs) in reading, mathematics, and science. This prioritization functionally reduces transformative critique to a standardized, testable cognitive skill, ensuring the rapid production of minimum-level human capital tailored for the global labor market. Hence, ARAL represents a managed retreat rather than a radical disruption of educational inequity. By controlling institutional uncertainty through centralized bureaucratic mechanisms, the state maintains system stability and reinforces existing class divisions.

Keywords: neoliberal performativity, structural subordination, academic framework, learning competencies

About the presenter:

Mr. Mark Paul Altarejos is a Licensed Professional Teacher who earned his Master in Business Administration from San Pablo Colleges, where he is currently pursuing his doctorate in the same field. He completed his Bachelor of Science in Accountancy at Tayabas Western Academy and studied Agricultural Engineering at the University of the Philippines Los Baños. His professional experience includes corporate auditing, bank compliance, tax practice, and academe. He previously served as the Program Chair for the business and office administration programs at Tayabas Western Academy. His current research focuses on management and education.



Humanities and Social Sciences

Effects of land tenure system changes on agricultural practices in the Western Highlands of Cameroon

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ABSTRACT

The study investigates the effects of land tenure system changes (LTS) on agricultural practices (AP) in rural and urban settings in the Western Highlands of Cameroon (WHC), as no comparative studies had been conducted on this topic in the WHC. This study challenges the urban-rural dichotomy in land governance, demonstrating how it influences agricultural practices. Primary data were collected from 520 respondents in rural and urban settings using a mixed-methods approach, including a semi-structured questionnaire, key informant interviews, and observations. Descriptive statistics and binary logistic regression were used to analyse data. Results revealed that, except for increased inter-ethnic conflicts (mean scores of 1.72 in urban and 1.62 in rural, $p > 0.05$) and resolving land disputes (mean scores of 1.77 in urban and 1.67 in rural, $p = 0.011$), the mean scores for all tested effects of LTS changes were higher in rural settings. A comparative analysis showed an increase in land prices in rural and urban settings (mean scores of 3.86/4 in rural and 3.61/4 in urban, respectively; $p = 0.009$). Regression analysis revealed that respondents' religious affiliation had a significant impact on LTS changes in urban settings ($B = 0.726$, $p < 0.05$). In contrast, in rural settings, respondents' educational levels were the most significant determinant ($B = 0.528$, $p = 0.000$). This implies that differences in LTS and APs in rural and urban settings suggest a strong influence of institutions in shaping such relationships. Further research is necessary to make stronger conclusions.

Keywords: urban-rural dichotomy, inter-ethnic conflicts, land disputes, land management, agricultural productivity, rural livelihoods, land governance

About the presenter:

Dr William Shu Neba was born in Bafut, in the Northwest region of Cameroon. Following his A-levels at CCAST Bambili, he enrolled at the University of Buea (UB), where he obtained a BSc (Hons) in Sociology/Anthropology (2004), an MSc in Sociology (2010), specializing in Social Development Studies, at the University of Nigeria, Nsukka (UNN). He later enrolled in the University of Buea (UB), where he obtained a PhD in Sociology (2022), specializing in Rural Sociology. He was a guest facilitator at the Pan-African Institute for Development Studies (PAID-WA) in Bamenda, and from 2011 to date, Dr Neba has been a lecturer at the Bamenda University Institute of Science and Technology (BUIST). In early 2023/2024, he was contracted as a part-time lecturer at the University of Bamenda in the Department of Communication and Development Studies, before leaving shortly to pursue his Postdoctoral Research Fellowship Programme in 2024 at the University of Fort Hare, Alice Campus, South Africa. Currently, he has been a Tree-time Postdoctoral Research Fellow in the Department of Social Work at the University of Fort Hare, Alice Campus, Eastern Cape, South Africa, since 2024 to date, under the mentorship of Professor Pius Tangwe Tanga. Over this period, he has supervised students' research projects and is an author/co-author of numerous Peer-Reviewed journals and a reviewer for numerous peer-reviewed Journals across various disciplines.



Cut out the middleman: Reimagining the significance and role of organised labour in the South African public sector

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ABSTRACT

The role of organised labour in South Africa's public sector is undergoing renewed scrutiny amid persistent service delivery failures, institutional reform delays, and concerns about administrative performance. Traditional approaches to union engagement, particularly the practice of simply "bringing the union in", are increasingly being questioned in relation to their continued relevance in a modern and responsive public service. Drawing on Critical Theory, Institutional Theory and Conflict Theory, this study examines how power relations, institutional routines, competing interests and entrenched administrative norms shape union activism and public sector performance. Critical Theory assists in examining unequal power relations and the extent to which organised labour challenges or reproduces them. Institutional Theory explains how formal rules, informal conventions and path-dependent practices sustain bureaucratic inertia. Conflict Theory adds a useful lens for understanding organised labour as a contested space shaped by struggles over authority, representation, bargaining power and institutional influence. The study adopted a mixed-methods design within a pragmatic paradigm and targeted 500 public servants from selected provincial government departments, municipalities and public entities in the Eastern Cape. An achieved sample of 348 participants (69.6%) was obtained and used for analysis. Emerging findings point to concerns about political influence, leadership interests, union fragmentation and the extent to which labour disputes may hinder effective service delivery. These findings suggest that organised labour's symbolic and historical relevance does not automatically translate into an effective contribution to public sector reform, accountability and institutional performance. The study therefore offers evidence-based recommendations for recalibrating union-state relations in ways that strengthen responsiveness, legitimacy, accountability and service delivery.

Keywords: governance, labour unions, public sector reform, service delivery, conflict theory, public sector efficiency

About the presenter:

Dr Tando Rulashe is a Senior Lecturer and Programme Leader in Public Administration at the University of Mpumalanga. His work focuses on Public Administration, Public Policy, governance, local government, ethics, public finance, monitoring and evaluation, and service delivery. He is an active researcher, postgraduate supervisor, and Associate Editor of the Journal of Local Government Research and Innovation.



Can public debt reduce youth unemployment?

Evidence from Philippines

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ABSTRACT

Youth unemployment remains a persistent labour market issue in the Philippines despite periods of economic expansion and continued government efforts to improve employment opportunities. At the same time, public debt has become an important source of fiscal financing to support infrastructure development, social programmes, education, and other productive government activities. However, the extent to which public borrowing contributes to better employment outcomes among young people remains insufficiently understood. This study examines whether public debt can reduce youth unemployment in the Philippines by assessing the short-run and long-run relationship between government indebtedness and youth labour market conditions. Annual time-series data are employed to capture the dynamic interaction between public debt and youth unemployment within the Philippine economy. The Autoregressive Distributed Lag (ARDL) approach is applied to investigate the existence of a long-run relationship and to estimate the adjustment process following short-run economic changes. The analysis considers relevant macroeconomic factors that may influence youth employment conditions to provide a more comprehensive estimation of the debt–unemployment relationship. The findings are expected to provide empirical evidence on the role of public debt in shaping youth unemployment in the Philippines and contribute to the limited literature connecting sovereign debt with age-specific labour market outcomes. The study also offers policy implications for fiscal management by emphasising the importance of productive debt utilisation and employment-oriented public expenditure in addressing youth unemployment.

Keywords: labour market, fiscal policy, ARDL, economic development

About the presenter:

Ms. Khairunisah binti Kamsin is a PhD candidate in Human Resource Economics at the Faculty of Business, Economics and Accountancy, Universiti Malaysia Sabah (UMS), Malaysia. She holds a Bachelor's degree in Economics and a Master's degree in Human Resource Economics from Universiti Malaysia Sabah. Her research interests include economic growth, public debt, labour markets, international trade, sustainable development, and the application of artificial intelligence to address economic and public health challenges. Her work applies econometric methods and interdisciplinary approaches to support evidence-based policymaking and sustainable socioeconomic development. Ms. Khairunisah has actively contributed to academic research through publications in peer-reviewed journals and presentations at national and international conferences. Her research covers topics such as public debt and economic growth, sustainable human capital development, digital education, bibliometric analysis, artificial intelligence in marketing, and trade openness. She has also established research collaborations with scholars from Malaysia and overseas, reflecting her commitment to multidisciplinary research and international academic engagement.



Comparative study in crop production using diesel and solar-powered pump irrigation system

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ABSTRACT

This study explores the comparative effectiveness of diesel-powered and solar-powered pump irrigation systems in rice farming within a rural agricultural setting. It aimed to identify which system yields better outcomes in productivity, cost-efficiency, and sustainability. Fifty farmer-respondents were equally divided between users of diesel and solar-powered systems. Data were collected through structured surveys and analyzed to compare rice yield, operational costs, irrigation frequency, land ownership, and system-related challenges. Results showed that farmers using solar-powered irrigation produced more rice on average than those using diesel-powered pumps. Solar systems enabled more consistent and timely irrigation, unaffected by fuel prices or maintenance issues. In contrast, diesel pump users faced limited irrigation schedules, machine damage, and rising fuel costs. The study highlights the growing role of renewable energy in agriculture and recommends government support through financial aid, training, and subsidies. These measures can enhance access to solar irrigation, improve productivity, foster rural development, and promote environmentally sustainable farming practices.

Keywords: solar-powered irrigation, diesel-powered irrigation, rice production, cost-efficiency, sustainability

About the presenter:

Jose Carlo C. Dailisan., 32 years of age, is a resident of Maloco, Ibajay, Aklan. He is a graduate of Bachelor of Science in Civil Engineering at Garcia College of Technology. He took his Master in Public Administration at Northwestern Visayan Colleges, Kalibo, Aklan. He is a registered Civil Engineer and presently employed at National Irrigation Administration.



Computerization of emergency response of the Provincial Disaster Risk Reduction Management Office Aklan: Impact on work performance

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ABSTRACT

This study explores the potential of computerization of emergency response within the Provincial Disaster Risk Reduction and Management Office (PDRRMO) of Aklan. It examines the underlying factors influencing employees' readiness to adapt to change, their demographic profiles, job roles, and other relevant elements. Respondents of the study are the employees of PDRRMO-Aklan. Using a descriptive research design, the study aims to assess how the computerization of emergency response can improve work performance and provide recommendations for enhancing governance and public service delivery. The PDRRMO of the Province of Aklan has historically relied on manual processes for disaster management, which can be slow and prone to errors, the PDRRMO aims to transition to a computerized system to streamline operations, automatic critical function such as data collection, resource allocation, and communication. This system integrates real-time monitoring tools, Geographic Information Systems (GIS), and data analytics, offering a more efficient approach to disaster response. It enables rapid data collection, identification of affected areas, and coordination of resources, which enhances overall response efforts. The computerized system will also improve tracking of emergency vehicles, personnel, and supplies, ensuring that resources are deployed efficiently. This shift is designed to improve decision-making, reduce response times, and strengthen disaster preparedness in Aklan. By providing up-to-date and accurate information, it empowers the PDRRMO to respond more effectively in times of crisis ultimately boosting community resilience and serving as role model for other provinces seeking to modernize their emergency response systems.

Keywords: emergency response computerization, traditional manual processes, emergency response operation, disaster management, training program

About the presenter:

Mary Jude Arboleda-Sabino, RSW is a dedicated public servant currently serving as Local Disaster Risk Reduction and Management Officer II (LDRRMO II) at the Local Government Unit of Kalibo, Aklan. Born on October 28, 1984, in Barangay Poblacion, Kalibo, Aklan, she has consistently demonstrated professionalism, compassion, and commitment to public service. She earned her Bachelor of Science in Social Work from Pamantasan ng Lungsod ng Maynila (PLM) in 2005 and became a Registered Social Worker (RSW) after passing the Licensure Examination in 2006. She joined the LGU of Kalibo in 2011 as a Social Welfare Assistant, was promoted to Social Welfare Officer I in 2019, and assumed her current position as LDRRMO II in 2021. Alongside her government service, Mary Jude also work as volunteer social worker at the Missionaries of Charity – Aklan Home for the Elderly, reflecting her passion for community service and care for vulnerable sectors. In June 2024, she completed her Master of Science in Public Administration, major in Local Government Management, at Northwestern Visayan Colleges, further enhancing her expertise in governance and disaster resilience. Mary Jude is the fourth child of Mr. Charlito Arboleda and Mrs. Gemma Arboleda, and is married to Teodorico Javin Sabino, RN. Her dedication to leadership, lifelong learning, and community empowerment continues to inspire excellence in public service.



Impact of National Irrigation Administration system on agricultural productivity in Kalibo, Aklan

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ABSTRACT

This study aimed to determine the impact of the National Irrigation Administration (NIA) system on agricultural productivity in Kalibo, Aklan, with particular emphasis on farmers' demographic characteristics, the level of system implementation, the complexity of irrigation use, and differences in perceptions across demographic groups. The study sought to assess whether the NIA system effectively supports farm productivity, income stability, and sustainable agricultural livelihoods. The research employed a descriptive quantitative research design. Data were gathered through a structured questionnaire administered to 70 Irrigators' Association Board of Directors in Kalibo, Aklan, using total enumeration. The instrument measured demographic profile, level of implementation of the NIA system (existing farming practices, socio-cultural norms, and environmental conditions), and level of system complexity (access and use, operation and maintenance, and payment of irrigation fees). Data were analyzed using frequency distribution, weighted mean, and Analysis of Variance (ANOVA). Results revealed that the NIA system has enabled expanded land use and increased planting frequency, but its contribution to actual yield improvement remains limited. Farmers generally accepted irrigation-based farming; however, deficiencies were noted in environmental management, technical training, procedural clarity, and payment transparency. Significant differences in perception were observed when respondents were grouped by educational attainment and farming experience, while no significant differences were found based on sex and age. The study was limited to NIA users in Kalibo, Aklan and relied on self-reported perceptions over one cropping period. Despite this, findings provide valuable empirical evidence for improving irrigation governance, farmer training, system transparency, and targeted interventions to enhance agricultural productivity and sustainability.

Keywords: agriculture, agricultural system, irrigation, farmer income

About the presenter:

Mar Fred I. Carrillo, 36 years of age, is a resident of New Buswang, Kalibo Aklan. He is a graduate of Bachelor of Science in Civil Engineering at Aklan State University. He took his Master in Public Administration at Northwestern Visayan Colleges, Kalibo, Aklan. He is a registered Civil Engineer and presently employed at National Irrigation Administration.



Students' disclosure of mental health concerns to a faculty through computer-mediated communication: The impact of online learning modality among selected UP Mindanao faculty and students

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ABSTRACT

Communication between the students and faculty is essential much more during the remote learning setup where the absence of physical interaction hinders one from making observations of the other's conditions. Knowing the students' conditions, especially during these trying times, helps the faculty manage the course effectively and efficiently and assist them with their needs. It is when students disclose that this would be possible. Using qualitative exploratory research, the study explored the process of student disclosure of MHCs to a faculty in the context of computer-mediated communication. Guided by the Communication Privacy Management Theory of Sandra Petronio and the Hyperpersonal Model of Joseph Walther, the study involved nine (9) students and three (3) faculty members in the focus group discussion and key informant interview, respectively. The study was conducted during the pandemic, hence, the limitations on the number of participants. The study used a thematic analysis to identify recurring codes and themes from the responses of the student participants. Results showed that students' privacy rules and privacy boundary coordination with the faculty influence (non)disclosure of MHCs to the latter. Culture, motivation, context, and risk/benefit ratio are the criteria that influence their privacy rules. Meanwhile, students perceive their relationship with faculty as formal, thus, affecting the way they communicate with the latter. Moreover, the study revealed that students' impressions of communicating with faculty in the CMC context are enhanced through experiences.

Keywords: privacy, student-faculty relationship, communication privacy management, computer-mediated communication

About the presenter:

Dr. Karen Joyce G. Cayamanda is a Professor in Communication from the Humanities department, CHSS, UP Mindanao. She has 28 years of teaching experience and 21 years of administrative experience in different positions. Her research on risk communication and disaster communication management has been presented at different international and national conferences. She has published her dissertation into a book titled: "Community-based Risk Communication Management", served as an Editor for the book "The World in Different Perspectives: rebuilding Lessons after a Crisis" and published a number of articles in both national and international peer-reviewed journals. She is also a Trainor of various workshops on technical writing, leadership, public speaking and human relations using her developed training modules. She is currently the University Registrar of UP Mindanao, Board of Trustee of the Philippine Association of Media Educators (PACE) and Board Member and Local Fellow of the Institute of Industry and Academic Research, Inc (IIARI). She is also a founding member of the Philippine Academic Society for Climate and Disaster Resilience (PASCDR).



Poverty as a systemic equilibrium: An Integrated Household Systems Framework (IHSF) for development dynamics

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ABSTRACT

This paper develops an Integrated Household Systems Framework (IHSF) that reconceptualizes poverty as a nonlinear dynamic equilibrium arising from interactions among cognitive, social, economic, and institutional processes. Unlike conventional approaches that treat constraints in isolation, households are modeled as coupled, state-dependent systems in which these dimensions co-evolve through endogenous feedback. The framework generates multiple equilibria and threshold dynamics, with poverty emerging as a locally stable state. Simulation results illustrate a critical threshold, below which trajectories converge to persistent poverty, while above it, they transition to self-sustaining growth. Crucially, marginal interventions and incremental policies yield only temporary gains, whereas sufficiently large and coordinated interventions can shift long-run outcomes. By integrating cross-domain complementarities into a unified dynamic system, the framework explains the limited effectiveness of isolated interventions and provides a tractable basis for analyzing poverty persistence, regime shifts, and multidimensional policy design.

Keywords: poverty traps, systems theory, household decision systems, development dynamics, capability approach, behavioral development economics

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.



Impact of implementing the MIS in improving the municipal service delivery in Bangladesh

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ABSTRACT

In the modern world, Management Information Systems (MIS) have become an integral component in public service delivery. In the notion of the fourth industrial revolution, citizens are now demanding technology-driven quick service delivery and real-time responses. From this standpoint, the principal aim of the study was to explore the impact of implementing the MIS in improving the municipal service delivery in Bangladesh. The researchers conducted the study using a quantitative research approach, while they followed a positivist research philosophy and an exploratory research approach. A survey method was carried out to collect the primary data, and following the z-score formula, 396 respondents (service providers) participated from 12 randomly selected municipalities in Bangladesh across three districts: Kishoreganj, Mymensingh, and Jamalpur. However, the findings of the study revealed that municipal corporations in Bangladesh are struggling to implement the MIS in public service delivery due to budgetary constraints, lack of skilled manpower, poor infrastructure, inadequate training facilities, and data security and privacy issues. Conversely, it was found that MIS has significant potential for prompt decision-making, real-time interaction, efficient resource mobilization, and effective public service delivery to citizens. From this perspective, the study provided suitable policy recommendations to address the issues behind the successful implementation of the MIS in the municipal corporations in Bangladesh. However, the major limitation of the study was that it did not consider the service recipients' thoughts. Future research may explore the service recipients' satisfaction with the MIS-based service delivery in the municipal corporations.

Keywords: digital governance, management information systems, municipality, effective service delivery, citizen satisfaction

About the presenter:

Tanjil Ahmed is a committed academician and researcher with a strong foundation in public administration and governance studies. He is now an Assistant Professor at Jatiya Kabi Kazi Nazrul Islam University (Trishal, Mymensingh-2224, Bangladesh), with extensive expertise and a fervent commitment to developing knowledge in his discipline. He previously served as a Lecturer in the same department, refining his pedagogical and research abilities. Tanjil Ahmed has an excellent academic record, distinguished by several national and international honors acknowledging his dazzling talent. He received the Prime Minister Gold Medal (2018), the UGC Merit Scholarship (2018), and the Kazi Aniruddha Merit Scholarship (2019), highlighting his dedication to academic and professional advancement. His research interests include a varied and modern array of topics, including Gender and Development, Public Policy, E-Governance, Education. Tanjil Ahmed aims to enhance the comprehension and advancement of governance systems and societal development through his research and instruction. With his devotion, knowledge, and pursuit of significant research, he never stops motivating students and colleagues.



Business, Management and Accounting

The impact of perceived work culture on BPO employee performance in the City of Manila

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ABSTRACT

This study explores the impact of perceived work culture on employee performance within the business process outsourcing (BPO) sector in the city of Manila, focusing specifically on the influence of bullying, harassment, discrimination, and negative leadership. Using the lens of Social Exchange Theory (SET), the research investigates how these workplace behaviors affect employee productivity, morale, and organizational commitment. A descriptive-correlational research design was employed, with data gathered from 353 employees in one of the leading BPO companies in Metro Manila selected through simple random sampling. A structured questionnaire measured perceptions of workplace culture and employee performance. Statistical tools such as weighted mean, standard deviation, and multiple linear regression were used to analyze the data. Reliability tests confirmed strong internal consistency across all constructs. Findings reveal that while employees generally disagreed with the presence of severe workplace bullying and harassment, subtle forms of toxicity, particularly negative leadership, remain prevalent and significantly affect performance. Cultural values like *hiya* (shame) and *pakikisama* (harmonious relationships) were identified as barriers to reporting workplace mistreatment. Among the factors studied, negative leadership showed the strongest adverse effect on employee productivity and well-being. The study concludes that toxic workplace culture negatively influences employee engagement and organizational effectiveness. It recommends the implementation of inclusive leadership development programs, confidential reporting mechanisms, and stronger anti-bullying and harassment policies. The insights provided are valuable for HR practitioners, organizational leaders, and policymakers aiming to foster healthier and more productive work environments in the Philippine BPO industry.

Keywords: workplace culture, bullying, harassment, discrimination, negative leadership, social exchange theory

About the presenters:

Dr. Antonette Belago, DBA, CLSSYB, MRITax, CRS, is a seasoned Strategic Business Analyst with over eight years of experience in financial modeling, project management, and end-to-end accounting operations. She currently leads strategic initiatives at Vivant Energy Corporation and teaches part-time, leveraging her strong academic and industry background to drive data-driven decision-making and professional development.

Dr. Allan A. Calderon is the Research and Extension Faculty Coordinator of the Financial Management Department at PUP, bringing over 22 years of industry experience in life insurance and banking to his academic leadership. He is a DBA graduate (Magna Cum Laude), a Post-Doctorate holder in Total Quality Management, an AFBE awardee, and a published author of widely used academic texts in finance and management.



Corporate spirituality as a driver of corporate sustainability: Insights from a developing economy

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ABSTRACT

Sustainability has become a strategic imperative for organizations seeking to balance economic performance with social responsibility and environmental stewardship. Although sustainability integration has received considerable attention in contemporary management research, limited understanding exists regarding the internal organizational factors that facilitate the effective incorporation of sustainability principles into business operations. Among these factors, corporate spirituality has emerged as a promising yet underexplored construct. Drawing upon Person–Organization Fit Theory, this study examines the influence of corporate spirituality on Corporate Sustainability among listed and non-listed companies in Sri Lanka. Corporate spirituality is conceptualized through the dimensions of compassion, inner life, joy at work, mindfulness, social connectedness, and values alignment, reflecting the extent to which spiritual values are embedded within organizational culture and practices. Corporate Sustainability is assessed through economic, environmental, and social dimensions, representing the holistic incorporation of sustainability principles into organizational strategies and operations. The findings indicate that organizations characterized by stronger spirituality-oriented practices demonstrate greater integration of sustainability considerations into their business activities. The results support the proposition that alignment between employee values and organizational values encourages behaviors and practices that advance organizational objectives. By extending the spirituality–sustainability discourse from workplace spirituality to corporate spirituality, this study contributes to the growing body of knowledge on sustainable organizational development and highlights the importance of cultivating values-based organizational cultures to support long-term sustainability goals and stakeholder value creation. The study further provides empirical evidence from a developing-country context and offers practical insights for organizations seeking to strengthen sustainability integration through values-driven management practices.

Keywords: person–organization fit theory, values alignment, social responsibility, Sri Lanka

About the presenter:

Hiranya Dissanayake is a Senior Lecturer in the Department of Accountancy at Wayamba University of Sri Lanka with over 12 years of experience in teaching and research. She is currently reading a Ph.D. in Management (Finance) at the University of Sri Jayewardenepura. She holds an M.Sc. in Applied Finance and a B.Com. (Special) Degree from the University of Colombo. Hiranya has served as the Head of the Department of Accountancy and actively contributes to academia as an editor, reviewer, and referee for international journals. She is widely recognized for her expertise in bibliometric analysis, systematic literature reviews, and advanced research methodologies. Her research excellence has been acknowledged through several prestigious awards, including the CIMA Research Excellence Award in 2022 and 2025, recognition at the National Pitching Research Competition in 2021, and the award for Most Outstanding Senior Researcher in Publications at Wayamba University of Sri Lanka in 2024. Through her research, publications, and academic leadership, she continues to make significant contributions to the fields of accounting, finance, governance, and sustainability.



Impact of leadership styles to employees' job performance in National Irrigation Administration

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ABSTRACT

This study examined the effect of leadership styles: autocratic, democratic, and laissez-faire on employee job performance in the National Irrigation Administration (NIA), Linabuan Sur, Banga, Aklan. The research is descriptive-correlational and was conducted with seventy rank and file employees classified as regular, casual and job order. Leadership styles were analyzed for their impact on key performance indicators in the workplace: productivity, quality of work, and adherence to organizational standards. Data were obtained through the application of structured questionnaires and analyzed by descriptive and inferential statistical methods. Results indicated that democratic leadership style was the most practiced leadership style in NIA characterized by employee participation in decision making, joint setting of the goals and encouraged input from team members. In contrast, an autocratic leadership style was rarely utilized, between little autonomy granted to employees and strict oversight. Laissez-faire leadership showed moderate presence mainly through employees' autonomy, however, minimal supervision and other traits were rated as more neutral. Performance results are positively associated with passages of successful democratic implementation as noted with employees completing work systems, adapting as needed, and taking initiative. Laissez faire had mixed results, emphasizing the importance of balanced autonomy; high levels of autocratic approaches led to negative effects such as decreased employee engagement, job satisfaction, and morale. Depending on demographic profiles, such as sex, age, employment status, length of service, and job grade the study found that there is a significant relationship to perceived leadership effectiveness. The study highlights the importance of adaptive leadership approaches that are designed to empower and engage workers. This will have important implications for improving leadership practices in NIA and further strengthening operational efficiency and providing quality irrigation management services.

Keywords: employee performance, autocratic leadership, democratic leadership, laissez-faire leadership, organizational effectiveness, employee engagement, productivity

About the presenter:

Gene D. Ureta Jr., 32 years of age, is a resident of Mabilo, New Washington, Aklan. He is a graduate of Bachelor of Science in Civil Engineering at Garcia College of Technology. He took his Master in Public Administration at Northwestern Visayan Colleges, Kalibo, Aklan. He is a registered Civil Engineer and presently employed at National Irrigation Administration.



Redefining work and building organizational agility through artificial intelligence of selected financing and lending institutions in Cabanatuan City

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ABSTRACT

This study examines how artificial intelligence (AI) adoption reshapes work and enhances organizational agility in selected financing and lending institutions in Cabanatuan City, guided by Sociotechnical Systems (STS) Theory. Using a quantitative descriptive–correlational design, data were collected from 120 managers and employees across 20 institutions through a validated survey instrument. The study assessed AI adoption across the social subsystem (redefinition of human roles, employee adaptation, and engagement), technical subsystem (AI capability, task–technology fit, and system usability), and the human–technology interface (human–AI collaboration quality and workflow integration). Descriptive and inferential analyses, including Pearson correlation and structural modeling, were employed. Results reveal strong and statistically significant relationships between the social and technical subsystems ($r = 0.909$, $p < 0.01$) and between the technical subsystem and the human–technology interface ($r = 0.922$, $p < 0.01$). Findings indicate that AI functions primarily as a complementary tool, enhancing employee adaptability, engagement, decision quality, and workflow efficiency rather than replacing human roles. The study contributes empirical evidence supporting the joint optimization of human and technological elements and offers policy directions for human-centered, ethical, and agile AI integration in financial institutions.

Keywords: sociotechnical systems, employee adaptation, employee engagement, human–AI collaboration

About the presenter:

Angel Marie D. Gonzales is a human resource professional with experience in human resource management, finance, auditing, and organizational development. She currently serves as a Senior Human Resource Personnel Officer at the ASKI Group, where she has been involved in strategic human resource initiatives, employee development, and organizational learning since 2018. Prior to this role, she worked as an Accounting Assistant at the ASKI Group and as an Assistant Internal Auditor at a rural bank, gaining valuable experience in finance and internal controls. She earned her Bachelor of Science in Business Administration, major in Financial Management, from Wesleyan University–Philippines, where she was recognized as a Dean's Lister. She later completed her Master in Business Administration (MBA) and is currently pursuing a Doctor of Philosophy in Business Administration (PhD). Ms. Gonzales is a Licensed Professional Teacher (LPT), a Certified Human Resource Associate (CHRA), and a holder of National Certificates as a Certified Safety Officer I and II. Her professional interests include human resource management, organizational development, leadership, workforce development, and the application of emerging technologies to enhance organizational effectiveness.



Tourism business managers' practices in achieving sustainable municipal tourism development: Implications for tourism management education

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ABSTRACT

This study investigated the sustainable practices of tourism business managers in achieving municipal tourism development in Candelaria, Quezon, and examined their implications for tourism management education. Employing a quantitative-descriptive research design, the study surveyed 35 experienced tourism business managers selected through purposive sampling to assess their sustainability practices, challenges, and perceived opportunities. The findings revealed that the respondents consistently implemented sustainable practices aligned with the Sustainable Development Goals (SDGs), particularly in promoting economic growth, environmental stewardship, and social development. Despite this strong commitment to sustainability, the respondents identified several challenges, including overconsumption of water and energy, inadequate transportation infrastructure, and a shortage of skilled tourism personnel. At the same time, they recognized significant opportunities to strengthen the tourism sector through technological innovation, multi-stakeholder collaboration, and enhanced community engagement. The study concludes that a gap exists between the competencies developed through tourism management education and the practical demands of the tourism industry. Consequently, it recommends that higher education institutions offering tourism management programs integrate sustainability-oriented and industry-responsive learning experiences into their curricula, with particular emphasis on risk management, digital literacy, and community-based tourism strategies. Aligning academic preparation with industry sustainability competencies will better equip future tourism professionals to contribute to resilient, responsible, and sustainable tourism development. The findings provide valuable insights for curriculum enhancement and serve as a strategic reference for municipal tourism planning and sustainable tourism development initiatives.

Keywords: sustainable tourism, tourism business managers, tourism education, community-based tourism

About the presenters:

Dr. Juanda Lee T. Rayos is a full-time Instructor at the College of International Tourism and Hospitality Management of Manuel S. Enverga University Foundation-Candelaria, Inc. She is actively engaged in teaching, research, and academic mentoring. As a research advocate, she has presented scholarly papers at various international conferences, contributing to the advancement of tourism and hospitality research. She also serves as a research professor and research adviser, guiding students in the conduct of quality research and fostering a culture of academic excellence and innovation.

Mr. Jonathan N. Cube is the full-time University Research Officer at Manuel S. Enverga University Foundation-Candelaria, Inc. He also serves as a part-time instructor, teaching research and science courses at the college level. As the University's Research Officer, he is responsible for the administration and supervision of all institutional research programs and activities, ensuring compliance with the University's research policies and standards. He oversees the implementation, monitoring, and evaluation of institutional research initiatives and manages the allocation and administration of research funding to support faculty, student, and institutional research projects. In addition to his administrative responsibilities, Mr. Cube actively contributes to the University's research initiatives as a research panel member and research adviser, providing guidance to faculty and students in the conduct of scholarly research. He is committed to promoting research excellence, strengthening research capabilities, and fostering a sustainable research culture within the institution.



The untold stories of a lending institution: Financial analyst in focus

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ABSTRACT

This study explored the lived experiences of financial analysts working in a lending institution in Panabo City. Using a qualitative – phenomenological approach, data were collected through in-depth interviews with five participants to understand their challenges, coping strategies, and insights. Using thematic analysis, the findings revealed that financial analysts experienced work under tight deadlines and quotas, learn to remain composed during transactions and opted to mitigate loan risks. On the other hand, participants shared coping with the challenges through reporting anticipated setbacks promptly, seeking support from teammates and verifying documents and client details. Furthermore, the insights reveal that precision matters—no room for assumptions, clear workflows and guidelines improve efficiency and client satisfaction and prioritize client engagement in a competitive market. Moreover, in the prevailing era of online loans, financial institutions are starting to amend a rigid process to a data-driven lending. Hence, Financial analysts are being left out with tedious investigative process to filter borrower's with credibility for business sustainability. By anchoring daily operations in vigilant risk mitigation, steadfast commitment to clear workflows, and strong client engagement in the digitalized lending landscape, financial institution can successfully combat modern fraud while simultaneously driving both individual growth and organizational success.

Keywords: financial management, client management, business management, Panabo City Davao Del Norte

About the presenter:

Eleazar E. Rejuso is a dynamic student leader and media practitioner currently in his fourth year pursuing a Bachelor of Science in Business Administration, majoring in Financial Management at ACES Polytechnic College. Balancing business acumen with communication skills, he serves as a Radio DJ for ACES Broadcasting Network (106.1 Sure FM) and the Vice President for Corporate Relations of the Junior Confederation of Finance Associations Philippines - Davao Chapter. An award-winning broadcaster, Eleazar was named the TV News Broadcasting Champion (Male College Category) during the DavNor Interscholastic Press Freedom Month 2025.



The synthetic oracle: Artificial superintelligence as an information source and Generation X consumer behavior

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ABSTRACT

As AI moves closer to Artificial Superintelligence (ASI), the way we find information is changing. This concept paper looks at past studies to understand how ASI will become a main source of information, acting like a "Synthetic Oracle" or a trusted digital guide. It focuses on Generation X, who are busy with careers and retirement planning, and how they use this technology daily. Reviewing current research, the paper shows Gen X uses ASI as a trusted helper to filter out online noise and check facts. Past studies show a clear change in how Gen X shops: they stop buying just because of brand names and start buying based on proven facts and real value. By using ASI to quickly understand product details and hidden costs, these buyers know just as much as the sellers. Because of this, traditional marketing does not work as well. Instead, shoppers demand clear, proven facts about products. Also, research points to "delegated shopping," where busy Gen Xers let their AI assistants buy everyday items for them based on their personal goals. In short, this paper uses past research to show a future where ASI is the main judge of truth. This changes how Gen X trusts brands and shops, giving marketers a new way to understand the highly informed consumer.

Keywords: ASI, delegated shopping, brand trust, digital age

About the presenter:

Faerozh Madli, PhD is a Senior Lecturer in the Marketing Programme at the Faculty of Business, Economics and Accountancy (FBEA), Universiti Malaysia Sabah (UMS). He obtained his Bachelor's degree from Universiti Teknologi MARA and completed both his Master's degree and PhD at UMS. His expertise focuses on marketing, social marketing, and communication technology, particularly in digital transformation, sustainable development, and community empowerment. His research interests include digital marketing, youth digital readiness, sustainable tourism, social change, and inclusive development, especially within rural and indigenous communities in Sabah and the Borneo region. At the national and international levels, his work contributes to research on digital communication, sustainable development goals (SDGs), tourism sustainability, and technology for social impact. Dr. Faerozh is also an active Research Fellow at the Borneo Tourism Research Centre, the Centre for Economic Development and Policy (CEPD), and the UMS-UNICEF Communication for Development Research Unit, where he is involved in research, development projects, and strategic communication initiatives related to sustainable socio-economic development.



Managerial practices in the unorganised sector: An empirical study with reference to the plant-based catering industry in Dakshina Kannada District, Karnataka

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ABSTRACT

This study examines managerial practices in the unorganised plant-based catering sector in Dakshina Kannada district. The research adopts a descriptive and exploratory design using both primary and secondary data. Primary data were collected through a structured questionnaire administered to 120 plant-based catering entrepreneurs selected through purposive and snowball sampling techniques. The study analyses managerial practices across operations, financial management, human resource management, customer relations, digital adoption, sustainability practices, and informal business challenges using descriptive and inferential statistical tools. The findings reveal that the sector is predominantly driven by experienced, male entrepreneurs operating small-scale, sole proprietorship enterprises. Operational practices and customer relationship management are strong, while financial planning and formal human resource systems show moderate implementation. Although digital payments and basic communication tools are widely adopted, the use of advanced digital management systems remains limited. Sustainability practices such as local sourcing and eco-friendly packaging are highly prevalent. Despite facing challenges related to competition, workforce constraints, and access to finance, the majority of businesses report growth and demonstrate willingness to adopt innovative and formalised practices. The study concludes that strengthening managerial training, improving financial inclusion, enhancing digital integration, and encouraging formalisation can significantly improve the performance and long-term sustainability of plant-based catering enterprises in the unorganised sector.

Keywords: digital adoption, business sustainability, financial management, human resource management

About the presenter:

Dr. Ganesha Acharya B is equipped with degrees in Commerce, Management, and Industrial Relations, culminating in a Ph.D. in Commerce from Mangalore University. He began his professional journey as a Commerce lecturer before gaining valuable industry experience as an Internal Auditor with the Manipal Group of Companies. Since joining Govinda Dasa College, Surathkal in 1999, he has served in key leadership roles, including Head of the Department of Commerce, Dean of Commerce, and Coordinator of the Postgraduate Centre. A committed researcher, he has authored more than 20 scholarly articles published in reputable national and international journals. Beyond his professional achievements, he values family and education. He and his wife, Dr. Prathima Bhat B, a fellow academic and Ph.D. holder in Commerce, have nurtured a family dedicated to professional excellence, with their sons serving as a High Court advocate and a banking officer.



Science, Technology, Engineering and Mathematics

Development and performance evaluation of a solar-powered IoT-based automated pesticide sprinkler (AutoPest) for sustainable smallholder farming

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ABSTRACT

Pest control remains a persistent challenge in Philippine smallholder agriculture, exacerbated by tropical climate conditions and the health risks associated with manual pesticide application. Despite advances in precision agriculture, affordable and locally adaptable automated spraying systems remain limited for smallholder rice farmers. This study developed and evaluated AutoPest, a solar-powered Internet of Things (IoT)-based automated pesticide sprinkler designed to reduce labor demands, minimize pesticide overuse, and improve application accuracy in sustainable farming practices. A descriptive developmental research design was employed, with data collected from 25 rice farmers and 5 IT experts in New Washington, Aklan, Philippines, selected through purposive sampling. Performance was assessed using a validated four-point Likert scale questionnaire across six criteria, and data were analyzed using descriptive statistics (mean, standard deviation). Results indicated that AutoPest performed at a high level in terms of efficiency ($M = 3.52$), safety ($M = 3.64$), usability ($M = 3.59$), and acceptability ($M = 3.67$), while accuracy ($M = 3.40$) and reliability ($M = 3.45$) were rated as moderate. These findings demonstrate that AutoPest is a promising automated solution for sustainable smallholder farming, though further design improvements in spray coverage and system reliability are recommended before broader deployment.

Keywords: precision agriculture, automated pesticide application, Internet of Things, solar energy integration, sustainable farming

About the presenters:

Angel Grace M. Rusia is a Senior High School graduate from the Science, Technology, Engineering, and Mathematics (STEM) strand at Aklan Catholic College. She was awarded With High Honors, together with the San Lorenzo Ruiz Religious Award and the Loyalty Award. Their capstone project, developed with her team (AUTOPEST), was also recognized as Best in Capstone Project during the ACC SHS FUSION 2026: 1st Forum of Unified Strand Innovations and Ongoing New Knowledge, in recognition of their exceptional creativity, critical analysis, and impactful contributions to advancing knowledge across disciplines.

Hannah Marie L. Lasara is a Senior High School graduate from the Science, Technology, Engineering, and Mathematics (STEM) strand at Aklan Catholic College. She was awarded With High Honors and the Loyalty Award. Their capstone project, developed with her team (AUTOPEST), was also recognized as Best in Capstone Project during the ACC SHS FUSION 2026: 1st Forum of Unified Strand Innovations and Ongoing New Knowledge, in recognition of their exceptional creativity, critical analysis, and impactful contributions to advancing knowledge across disciplines.



DISCIPAY: A self-service kiosk payment system for automated student disciplinary fee management -

Development and functional evaluation

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ABSTRACT

Manual collection of school violation fees remains inefficient and error-prone in many academic institutions, creating administrative burdens for student government officers and delaying enrollment processes. This study developed and evaluated DisciPay, a kiosk-based digital payment system designed to automate violation fee management in a Senior High School setting. Employing a mixed-method developmental-descriptive research design, the system was assessed by 30 purposively selected participants comprising IT experts and student respondents using a validated researcher-made instrument grounded in the DeLone and McLean Information Systems Success Model and the Technology Acceptance Model (TAM). The system was evaluated across eight dimensions using a 4-point Likert scale. Results revealed that DisciPay performed at a very high functional level in all software dimensions: automated record management obtained the highest grand mean ($M = 3.80$, $SD = 0.45$), followed by system performance ($M = 3.60$, $SD = 0.52$), data security ($M = 3.45$, $SD = 0.52$), and payment security ($M = 3.35$, $SD = 0.50$). Kiosk hardware evaluations similarly yielded very high functional ratings in processing speed ($M = 3.64$, $SD = 0.51$) and system availability ($M = 3.52$, $SD = 0.55$). User satisfaction was very high for both accessibility ($M = 3.68$, $SD = 0.51$) and user-friendliness ($M = 3.67$, $SD = 0.46$). These findings indicate that DisciPay is a functional, reliable, and user-acceptable self-service solution for institutional penalty payment management. Future studies are recommended to expand deployment to larger and more diverse institutional settings and to conduct longitudinal assessments of system performance.

Keywords: school penalty management, self-service technology, information systems, technology acceptance

About the presenter:

Yzabela Nicole O. Cortez is a STEM graduate with a consistent record of With High Honors awards. Throughout her academic journey, she was recently recognized as her batch's Best in Research awardee and Presenter in the Science and Technology Research category. She has also consistently represented her school and division as a District and Regional Journalist and earned 3 distinctions in the CEAP Impromptu Speaking Competition. She is currently serving as a Youth Leader in multiple nonprofit organizations in her home province as she aims to serve the people and the country.



HELPCCHARM: An Arduino-based IoT SOS pendant system for emergency distress signal transmission -

Development and performance evaluation

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ABSTRACT

Delayed emergency response due to smartphone inaccessibility or user panic poses a critical safety risk in community and institutional settings. This study developed and evaluated HelpCharm, an Arduino-based IoT SOS pendant designed to transmit distress signals through a single-action mechanism without reliance on conventional mobile device operation. Employing a descriptive-developmental research design grounded in the Technology Acceptance Model (TAM), the device was assessed by 30 purposively selected participants comprising students, parents, barangay tanods, and police personnel using a validated researcher-made instrument on a 4-point Likert scale. Evaluation covered five performance dimensions: transmission speed, signal reliability, range, ease of use, and overall user satisfaction. Results indicated that HelpCharm performed at a high to very high level across all dimensions, with grand mean scores ranging from 3.64 to 3.73, reflecting strong perceived usefulness and ease of use among diverse user groups. These findings suggest that a low-cost, single-action IoT pendant offers a viable complement to smartphone-dependent emergency alert systems, particularly in contexts requiring rapid, panic-proof distress signaling. Limitations include constrained signal reliability in low-connectivity environments and a sample confined to a single community setting. Future research should conduct broader field trials across varied geographic and network conditions to further validate the device's operational scalability.

Keywords: emergency alert system, rapid communication, user satisfaction, wearable technology

About the presenters:

Nikka Ellah M. Patricio is from Toledo, Nabas, Aklan. She completed her Senior High School education at Aklan Catholic College. Throughout her Junior High School and Senior High School years, she consistently earned academic honors, reflecting her dedication to excellence and commitment to learning.

Athena Joy C. Villarias is from Cajilo, Makato, Aklan. She completed both her Junior High School and Senior High School education at Aklan Catholic College. A consistent honor student throughout her secondary education, she has demonstrated academic excellence, perseverance, and a strong commitment to her studies.



Cultural foundations in neurodevelopmental therapy: Merging music, art, and sand play for children with NDDs

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ABSTRACT

Children with neurodevelopmental disorders (NDDs) face challenges in communication, emotional control, sensory processing, and social engagement. While creative and sensory-based therapies gain recognition for their benefits, structured, culturally relevant models for low- and middle-income countries remain scarce. This research evaluates a new integrated indigenous therapeutic approach merging music-based intervention, Indian art therapy, and Kerala sand play into standard neurodevelopmental treatment. This preliminary study took place at the Malankara Orthodox Syrian Church Medical College in Kerala, India, in the Division of Child Neurology and Developmental Pediatrics. The model comprises three key components based on developmental principles: (1) musical activities focusing on rhythm and interaction, (2) expressive therapies using culturally familiar Indian art forms, and (3) symbolic sand play from the Kerala model incorporating sensory experiences. Children with neurodevelopmental challenges engaged in customized interventions alongside traditional play-based therapy. The effectiveness was evaluated through clinical observations, caregiver feedback, and standardized assessments of adaptive behavior, emphasizing attention, emotional regulation, communication, social interaction, and adaptive functioning. The integrated model was effectively incorporated into routine clinical services. The children exhibited enhancements in attention, joint attention, emotional responsiveness, sensory regulation, and social engagement during each session. Quantitative assessments are scheduled, and analyses of long-term and controlled outcomes are ongoing. This study introduces a culturally informed, integrated creative-sensory approach for children with neurodevelopmental disorders. The model provides a practical, scalable framework that enhances traditional therapies, especially in resource-limited settings. Further systematic assessments are needed to confirm effectiveness, outline training, and facilitate adoption.

Keywords: neurodevelopmental disorders, music therapy, art therapy; sand play therapy, integrated therapy

About the presenter:

Dr. Varghese Abraham is an Associate Professor in the Division of Child Neurology and Developmental Pediatrics at Malankara Orthodox Syrian Church Medical College, Kerala, India. His clinical and research interests focus on pediatric neurology, neurodevelopmental disorders, developmental pediatrics, and innovative rehabilitation models. He is the recipient of the Dr. Harbans Memorial Original Research Paper Award (2015), the Junior Travel Fellowship of the World Federation of Neurology, and the ICMR Young Scientist International Travel Grant. He has delivered 16 international scientific presentations and has 8 peer-reviewed publications. He serves on the Research & Career Working Group of the European Paediatric Neurology Society (EPNS), is a member of the Special Interest Group on Artificial Intelligence of the International Child Neurology Association (ICNA), and is the State Secretary of the Association of Paediatric Neurology (AOPN), Kerala (2025–2026). He is an active member of several national and international professional organizations, including the European Paediatric Neurology Society (EPNS), Asia Oceania Child Neurology Association (AOCNA), Association of Child Neurology (AOCN), Association of Paediatric Neurology (AOPN), Indian Academy of Pediatrics (IAP), National Neonatology Forum (NNF), and The Centre for Bioethics (TCB).



A hybrid ALS-based collaborative filtering and semantic profile framework for personalized movie recommendation

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ABSTRACT

Personalized recommendation systems play a major role in discovering relevant items for users within a digital service platform. Matrix factorization based collaborative filtering models such as Alternating Least Squares (ALS) have shown good results in predicting user-item interactions. Nevertheless, traditional collaborative filtering algorithms depend only on past user ratings and do not provide any information about the semantic aspects of user interests. This work proposes a hybrid movie recommendation algorithm that combines ALS collaborative filtering and semantic user profiling. The proposed approach generates a list of candidates based on collaborative filtering and constructs semantic user profiles based on positive movies' ratings using their genres and tags provided by the user. Movie semantic profiles are computed based on feature extraction using TF-IDF and dimensionality reduction. Candidate movies are compared with semantic profiles of the users based on cosine similarity and the hybrid method ranks items based on collaborative and semantic similarities. Experimentation shows the effectiveness of adding semantic aspects of user interests in recommendations. According to the results of experiments conducted using Precision@10, Recall@10 and NDCG@10 measures semantic profiling improves recommendation results without losing scalability of candidate-based re-ranking approach.

Keywords: recommender systems, semantic user profiles, hybrid recommendation, apache spark

About the presenter:

Vithusha Balachandran received the Bachelor of Science (Honours.) in Computer Science from the South Eastern University of Sri Lanka. She is currently pursuing the Master of Science degree in Artificial Intelligence with the University of Moratuwa. She is currently a Lecturer at the Department of Information and Communication Technology, University of Vavuniya, Sri Lanka. With more than two years of academic experience in teaching ICT and computer science, her research interests include machine learning, artificial intelligence, NLP, and big data analytics. She has contributed to several reputed conferences through her research publications and remains dedicated to developing innovative solutions to address real-world problems within the global research community.



Institutional 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.



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.



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 **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.



Department of Business Administration – University of Technology and Applied Sciences-Shinas The Department of Business Administration at the University of Technology and Applied Sciences-Shinas (UTAS-Shinas) plays a vital role in shaping the future business leaders of Oman. Established in the Academic Year 2007-2008, the department began with a certificate program and an initial batch of 66 students and 3 faculty members. Over the years, it has grown significantly and now serves more than 500 students across various business disciplines, supported by a dedicated team of 32 faculty members from diverse academic and professional backgrounds. The department offers three key specializations aligned with the needs of the economy: Accounting (Bachelor of Technology) Human Resource Management (Bachelor of Technology) Marketing (Diploma) Committed to experiential learning, the department emphasizes practical application, critical thinking, and leadership development. The department fosters a strong research culture, with student and faculty research projects receiving funding from the Ministry of Higher Education, Research, and Innovation (MOHERI) and the university.



Saint Gabriel College (SGC) in Kalibo, Aklan, Philippines, was established in 1970 as the Saint Gabriel School of Nursing. It was the first paramedical school in Aklan. After offering its first bachelor's degree program in Nursing in 1979, the school earned college status. In 2014 the Saint Gabriel College School of Pharmacy (SGCSOP) was established, and the Commission on Higher Education (CHED) granted full recognition in 2018. The college offers other curricular programs, including Bachelor of Science in Pharmacy, Bachelor of Science in Radiologic Technology, and Bachelor of Science in Medical Technology. In addition, it has also a high school department. Saint Gabriel College is the only private school in Region VI ranked as a TWO STAR AWARDEE under the System for TVET Accreditation and Recognition (STAR) Program for Emergency Medical Services NC II and awarded as a Level 2 Center of Technical Proficiency for achieving significant progress in developing and implementing sound processes and procedures in its quality assurance system.



Aklan Catholic College is a private non-sectarian Catholic institution. It was founded in 1945 with basic education and higher education programs. Basic Education is complete with Elementary, Junior and Senior High School (with PAASCU Candidate Status). In the Higher Education level, it offers Teacher Education, Liberal Arts, Business Education (with PAASCU Level II Re-Accreditation), Information Technology, Nursing, Criminology, Juris Doctor, Master of Arts in Education and Master in Business Management. It also offers TESDA short-term and Diploma programs as training and assessment centers for this program.



Calayan Educational Foundation Incorporated (CEFI)

has long stood as a pillar of quality education in Lucena City, offering hope and opportunity to learners of all ages. Guided by the mission to develop holistic, self-fulfilling, and productive citizens, CEFI is deeply rooted in the core values of HONOR, SCHOLARSHIP, and SERVICE. What began as a shared dream by two visionaries has grown into an institution that not only educates minds but also shapes character, contributing meaningfully to both local and global development. Despite facing trials—including extreme weather and two devastating fires—CEFI has remained steadfast and resilient. Its humble yet enduring campus reflects the perseverance of generations of Cefizens who walked its halls with dignity and pride. Today, CEFI continues to shine brightly, upholding its legacy while looking ahead with hope and determination to create a lasting impact on future generations.



Colegio de Santo Cristo de Burgos, a Catholic institution catering to both men and women in Quezon Province, was established in the year 2008. The genesis of the school can be traced back to the visionary Juanito Manigbas, the former Mayor of Sariaya, Quezon and a devout follower of Santo Cristo de Burgos, who envisioned a school dedicated to molding the youth in accordance with the principles of the Catholic faith. The institution was founded with the aim of providing a local college for students in Sariaya, alleviating the financial burden on parents seeking higher education for their children.



Al-Fateh Institute of Health Sciences (AFIHS) is a nationally registered educational institution in Pakistan, ranked among the Top 5 Globally Credentialed and Connected Health Sciences Institutions in the non-university category and holding the #1 position in South Asia for credentialing and global connectivity. The institute delivers industry-aligned education in health sciences, professional studies, business, and digital learning, with a strong focus on global standards, employability, and lifelong learning. Under the leadership of Mr. Mohammad Umaid, recognized as the world's most diversified digital credential professional with over 800 verified digital credentials from 300+ global issuers via Credly, AFIHS has achieved global recognition and expanded its international academic presence. The institute maintains over 40 active international memberships, partnerships, and affiliations, enabling cross-border collaboration in education, research, and professional development. AFIHS is a Silver Business Partner of IBM and holds registered partnerships and affiliations with AWS, Snowflake, Cloudera, Lenovo, PECB, Oracle Academy, UNGC, and HIFA. Through innovation-driven education, globally recognized certifications, and ethical academic practices, AFIHS continues to position South Asia as an emerging hub for globally certified health sciences education.



CSTC College of Sciences, Technology and Communications, Inc. was founded in 1991. Its main campus is located at the town proper of Sariaya, Quezon. Through the years, it has become the fastest growing private institution in the province of Quezon. CSTC envisions becoming a top transformational learning community and center of excellence for academic proficiency, intellectual learning, technical competence and professional expertise. In the field of higher education, it has been listed among the Top Philippine Schools to Study Teacher Education. Out of more than two thousand Philippine schools, colleges and universities with Secondary Teacher Education, CSTC ranked 55 in 2017, ranked 66 in 2018 and ranked 42 in 2019. This institution also ranked 30 in the top 90 Schools during the September 2019 Licensure Examination for Teachers on Secondary Level. From a promising facilitator of Computer Literacy Awareness Program from 1991 to 1997 under DECS, CSTC became an official provider of Technical Vocational Education Training (TVET) Courses under TESDA in 1997. In 2002, the institution began to offer long-term technological courses and eventually became a Technological College. In response to the implementation of the K-to-12 program of the Department of Education, CSTC offered Junior High School and Senior High School Programs in 2003 and 2016 respectively, And finally, in 2011 the Commission on Higher Education programs. In the span of eleven fruitful years (2011-2022), CSTC made the giant leap from a neophyte HEI with four (4) degree program courses to a thriving and flourishing College with over fifteen-degree courses and three post-graduate programs.

Training Partners

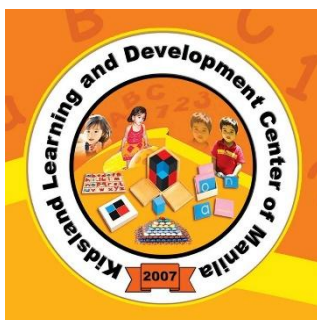
The CPD Certification Service London, United Kingdom



The CPD Certification Service was established in 1996 as the leading independent CPD accreditation institution operating across industry sectors to complement the Continuing Professional Development policies of professional institutes and academic bodies. The CPD Certification Service provides support, advice and recognised independent CPD accreditation compatible with global CPD principles.

Our unique experience and history working with training providers, professional bodies, academic institutions and corporate organisations enables us to support organisations seeking authoritative CPD certification for their further learning activities. Thousands of CPD training courses, events, e-learning programs, conferences, workshops and seminars are formally certified by us every year adding significant value for audiences and providers alike.

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.



For more information, visit the website <https://iiari.org>

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