

AWARENESS, RECALL AND ATTITUDES OF PIZZA HUT CONSUMERS TOWARD DIGITAL ADVERTISING

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Digital advertising brought impact on the daily lives of the consumers and transformed the way companies do their business. Pizza Hut is one of the companies that target the demand of the Digital World. The brand aims to build loyalty, engagement and relationship with their consumers, increase sales through online ordering and to know if there is a need for the brand to expand their digital advertising promotions by determining the consumers' awareness, recall and attitudes towards digital advertising.

This study examined consumer response using a sampling method. A self-completion online survey questionnaire was adopted from Google Drive, one of the top online survey portals. The sample includes 300 randomly selected online consumers based in Metro Manila. The online survey questionnaire contained 43 questions divided to 3 categories namely internet usage and behavior, awareness, recall and attitudes and user demographics. The questions were revised and arranged properly to align with the statement of the problem. The researcher also conducted an interview with a digital marketing manager, web content writer and digital campaigns assistant. Other data are from scholarly journals, literary books, internet resources and database. The initial results revealed that all of the online consumers are aware and ordered at Pizza Hut, hence more than half of the respondents are not aware of Pizza Hut's Facebook and twitter page and email registration but free pizza and prizes such as gadgets and travel and tours are the things that can trigger them to hit like, join a contest or to register. On the other hand, majorities are aware and visited the website but do not prefer ordering online because of the convenience of calling the hotline. Most of the respondents agreed that the Pizza Huts website is credible, informative, attractive, clear and easy to use. All the data gathered from the interviews suggested that to make online consumers to be aware of the online advertising campaigns is to have cooperation between the different marketing channels. Online and offline advertising should work and complement each other.

AUGMENTED REALITY SCAN CODE AS A TOOL IN CONSUMER AWARENESS AS ADVERTISING MEDIUM

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Mobile Augmented Reality (AR) browser, one of the emerging technologies of today used for advertisement. AR browser is a tool for Smartphones revealing hidden files like image, music, games or videos on print ads by scanning the specialized code built for this application. Although augmented reality is not that new, the concept of multi-media browser in the real world has already made decades ago. The recent progress of this technology with the Internet rises, to wireless and cellular network infrastructure around, it delivers now an easy way to access and use an AR browser on a mobile device, indoors and outdoors. The knowledge about this technology is spreading rapidly in Japan and US, but the usage and knowledge of augmented reality browsers in the Philippines has not yet been thoroughly analyzed.

The study focuses on determining the consumer level of awareness regarding augmented reality browsers as an advertising tool throughout Metro Manila. Furthermore, using a non-probability sampling technique for gathering data through an online survey. The selected participants are College graduates who can be seen as tech-savvy people and owns a Smartphone. The percentage and frequency were

utilized to show the demographic profile of the respondents in terms of age, gender, monthly income and the brand of their phone. Also their awareness to augmented reality browsers was explored and identifying which existing AR application in the country they've already used. The findings show the majority of the respondent's claims even though they've seen these codes, most of them prefers to only view it but no intention on buying the item. In order to improve AR browsers as an advertising medium, from all the data gathered from the interviews and literatures, proposed to incorporate this tool into something more meaningful and useful to gain consumers' interest.

EFFECTS OF THE ABS-CBN STATION IDENTIFICATION TV ADS ON THE ATTITUDE TOWARDS ABS-CBN OF COLLEGE STUDENTS IN DAGUPAN CITY

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ABS-CBN, the Philippines' leading TV network, spends millions producing Station Identification (SID) TV ads for special seasons like summer and Christmas. The SID, an advertising tool to identify the station and promote the network, can be in the form of a promotional music video featuring popular celebrities and seasonal music. Given the hefty cost and tremendous production requirements in creating an SID, it is the main objective of this study to evaluate effectiveness of the SIDs in creating positive brand image for the TV network. The researcher aims to assess if the music, the celebrities and the emotional appeal of the SIDs are appreciated by the viewers. Moreover, the study evaluated if this positive response contributes in any way to the Dagupan viewers developing more favorable attitude towards ABS-CBN. A survey was conducted among 405 college students in Dagupan City who are also TV viewers. The researcher also conducted Focus Group Discussions (FGDs) on Mass Communication students in Dagupan and in-depth interviews with media practitioners. The study used the following procedures: *pca-factorial* analysis to filter the indicators to manageable factors, descriptive statistics to determine the inclination or level of preference or degree of perception (>6.00), correlation to determine the influence of the factors to attitude of students towards SIDs, and error component regression analysis to determine factors that influence attitude of students. Results revealed that on the average, a student watching SIDs with celebrities for a long time shows more favorable attitude towards ABS-CBN SIDs and ABS-CBN. However, the more celebrities in SIDs shown tend to diminish the favorable attitude of students towards the ABS-CBN SIDs. The other factors like music used in the SIDs and emotional appeal of the SIDs showed positive relations to the students' attitude towards the SIDs and brand ABS-CBN. We can conclude, therefore, that the more favorable the attitude of the students towards the SIDs, then the more favorable their attitude towards ABS-CBN.

BRAND EQUITY AND PRICE COMPETITIVENESS AS DETERMINANTS OF THE CUSTOMER SATISFACTION IN YELLOW PAGES ADVERTISING

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The emergence of online marketing has created a different landscape in today's business environments. The directional media such as the Yellow Pages has taken bold steps in adapting to these changes to link buyers and sellers together with brand equity and price competitiveness as leveraging factors. Being a new market channel for the Yellow Pages, it is important that this is empirically investigated to ensure that the growing demands and user expectations are strategically addressed to satisfy its users. Premised on this context, this study aims to determine whether brand equity and price competitiveness serve as determinants of customer satisfaction. Two hundred (200) respondents of Yellow Pages users covering 15 cities of Metro Manila participated in the study. Using the descriptive-predictive method, the results yielded relationships between and among the variables as indicated by

their coefficients and significance levels at .05. Determinants also of customer satisfaction were also uncovered using multiple regression analysis. The study offered programs to improve customer anchored on the findings of the study.

ASSESSMENT OF PHILIPPINE TOURISM CAMPAIGNS AND ITS EFFECTIVENESS AMONG FOREIGN TOURISTS

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Tourism plays a crucial role in the development and growth of a country or location. Hence, the Philippine government is seeking ways to promote the country locally and internationally by employing tourism campaigns such as *WOW Philippines* and *It's More Fun in the Philippines*. The goal of this study is to assess the effectiveness of the tourism campaigns, based on 2 TV ads, as a motivating factor in boosting Philippine tourism in terms of awareness to the ads, likeability towards the TV ad once seen, and the three elements of a TV commercial, namely: Visual Imagery, Message or Content of the ad, and Music. Furthermore, the study seeks to determine which between the two TV ads is more preferred by the foreign respondents; as well as investigates the level of importance of the 3 TV commercial elements as perceived by the respondents.

Using Convenience Sampling Technique, 100 foreigners, comprising 55% females and 45% males with mean age = 34 ± 11 were asked to watch 2 TV Ads and afterwards answer a survey form to immediately assess feedbacks. It was found out that 89.5% of the respondents have seen the WOW TV ad for the first time, while 81.6% have seen the It's More Fun in the Philippines TV ad for the first time, indicating that tourism TV ads were not frequently advertised mainly in television internationally. Regardless, 99% was encouraged to visit the Philippines, indicating that likeability and awareness to the TV ads once seen, would directly lead to an intention to visit. On the other hand, in terms of preference, the TV ad *It's More Fun in the Philippines* was more preferred by the majority of the respondents. At 95% certainty level, Visual Image top ranked among the 3 elements of a TV ad, followed by Message and Music. Although Message was rated secondly in terms of importance, it was the only statistically proven significant motivating factor in attracting a foreigner to visit the Philippines ($p\text{-value(Wow)}=0.02$, $p\text{-value(It's More Fun)}=0.05$). The study therefore concluded that awareness in terms of frequent airing time in international television, likeability, and message (content of the TV ad) would primarily determine effectiveness of campaigns.

ENTERTAINMENT CITY: ACHIEVING URBAN DEVELOPMENT IN METRO MANILA

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Over the years, numerous attempts have been made by the government and private sectors to develop the reclaimed land at coastal area in Parañaque City. A collaboration of four of the biggest Locators in the country and Philippine Amusement and Gaming Corporation (PAGCOR) has found its way to create the Entertainment City. Entertainment City would function as a high-end tourist magnet development that aims to reach at least 10 percent of the annual gaming revenue in the world. The fundamental aim of this study is for the development to uplift the Filipino life style through elevating the physical planning and urban design strategies in the city, and will eventually be an archetypical approach to other areas in the country. Collection of guidelines, site investigation, and comparison of similar development in neighboring Asian countries were scrutinized and evaluated to complete the research; the most crucial part is the personal interviews conducted to the Locators involved. Surveys to locals and end-users, and consultation with the main designers and planners were also instigated. Results of the study recommend the use of new and innovative technologies. These improve the quality of design and construction which address and solve customary environmental and infrastructure issues such as electrical wirings that cover the beauty of architecture, clogged drainage, garbage disposal, substandard roads, traffic roadblocks and bottleneck. Disadvantages are identified including poverty, political and morality issues. Locators have stated their willingness to support the government unravel these issues by means of additional venture. The research also shows that conceptualized architectural design plays an essential role in the development as this is one of the vital entity users, locals, tourist and investors perceive when the construction of the project started in 2011. The study demonstrates that the Entertainment City's course of designing, planning and rulebooks are very stringent that it brings the quality of physical improvement higher than the usual standard being constructed. Inspiring Filipinos through physical advancement, it shows that the development is capable to achieve a sustainable and effective planning, which a developing third world country should prove.

DETERMINING PATTERNS OF ALPHA AND BETA DIVERSITY AMONG FRESHWATER GASTROPODS IN THE THREE MAJOR AQUACULTURE LAKES (TAAL, SAMPALOC and LAGUNA DE BAY) OF SOUTHERN LUZON

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Gastropods comprise 80% of the species belonging to Phylum Mollusca, making it the most diverse class with families inhabiting marine, terrestrial and freshwater ecosystems. Of these, freshwater gastropods are the least studied due to the dullness of their physical attributes. This remains to be the case in the Philippines where updates on the biology of freshwater gastropods are lacking. In order to address this issue, this study aimed to identify and classify the gastropods present in the three major aquaculture lakes in Luzon Is., Philippines namely Lake Taal, Lake Sampaloc, and Laguna de Bay, through thorough examination of their radula, shell, and digestive system. Gastropods collected from the three lakes by hand-picking method in 10 m transect established parallel to the shore in several sites around the lake. Specimens were preserved in 70% ethanol for further examination in the laboratory. Observations on several physical and biological characteristics of the sampling sites were also noted. A total of 3, 896 samples were obtained and 17 species were identified inhabiting the three lakes, with *Tarebia granifera* dominating the three lakes which comprised 35% of the total samples obtained. This is an interesting pattern since most of the cercaria species recovered from cercarial emergence in three lakes came from these species; these species however are native in the Philippines which show that the invasion of *Pomacea canaliculata* in the lakes does not affect the growth of the natives. The least observed gastropod species in the lakes was a planorbid snail, *Indoplanorbis exustus* which only comprised 0.02% of the samples obtained. This study has been able to establish 9 new records; three are introduced, for the three lakes with the possibility of identifying a novel species.

SPECIES COMPOSITION AND DYNAMICS OF ACARINE ECTOPARASITISM AMONG PHILIPPINE LIZARDS

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The dynamics of parasitism in Philippine lizards is poorly studied. Ectoparasites weaken the host in an accelerated rate, sometimes to the point of incapacitation. Philippine lizards are a diverse group with over 150 species known so far and more than half are endemics. The infection of ectoparasites is known to contribute to the decline of lizards based on past studies. This study compared ectoparasite composition and ectoparasitic load from representative species of Philippine lizard families. Samples were collected from seven locations in the Luzon Island ranging from urban areas to protected areas. This study aimed to determine species identification, prevalence of ectoparasites. The output of the study would produce a rich source of baseline information of ectoparasites found in Philippine lizards that can be used for future studies.

A total of 120 individuals were collected representing different families of lizards. They belong to three families namely Gekkonidae, Agamidae and Scincidae. A total of 13 species belonging to 7 genera were collected. Out of the total number, almost 60% are infested with ectoparasite. The most infested part of an individual is the digits along with the hind and forelegs, evident in *Hemidactylus sp.* All ectoparasites belong to the family Pterygosomatidae. No ticks were observed in any of the parasite infested specimens.

Four possible species of scale mites extracted from the collected lizards were observed. Scanning Electron Microscope images were prepared along with illustrations for further morphological analysis to determine their identity. Additional statistical analysis will be done by correlating different variables (e.g. Species, Sex, and Tail Condition) to the ectoparasitic load of lizards.

DNA BARCODING AND PHYLOGENETIC RELATIONSHIPS OF DIFFERENT SHRIMP SPECIES IN THE PHILIPPINES

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DNA barcoding is an approach for characterizing species with ambiguous morphological features, thereby helping to establish phylogenetic relationships and reveal evolutionary histories. The use of molecular techniques is a major thrust in analyzing and studying species' unique genetic make-up. Currently, DNA sequence analysis of various organisms is now emerging; it aims to provide an efficient method for species-level identification and gives many advantages in the scientific community such as practical method for easy species identification. Samples were collected in eight randomly selected sites such as Iloilo, Guimaras, Zambales, Bulacan, Batangas, Rizal, Ilocos Norte and NCR (Navotas-Fish Port). This study aims to provide a more detailed molecular examination to establish proper identification of various shrimp species in the Philippines, evaluate their proper taxonomical classification and identification using DNA barcoding with universal markers cytochrome c oxidase I and 16S rRNA and construction of phylogenetic trees of different shrimp species. It will use specific segments of mitochondrial genome as standard barcodes to establish phylogenetic relationships among shrimp species from major habitats in the country.

DNA extraction, amplification, and purification of different shrimp species were conducted. PCR samples were sent to Macrogen, Korea for sequencing. Six (6) shrimp species were identified using molecular and morphological data, namely *Penaeus monodon*, *Penaeus merguensis*, *Macrobrachium rosenbergii*, *Macrobrachium nipponense*, *Litopenaeus vannamei* and *Trachypenaeus fulvus*. Bayesian inference utilizing cytochrome c oxidase I and 16S rRNA markers showed that the two *Macrobrachium* species (*Macrobrachium rosenbergii* and *Macrobrachium nipponense*) and the other four species (*Penaeus monodon*, *Penaeus merguensis*, *Litopenaeus vannamei* and *Trachypenaeus fulvus*) grouped with the species in their respective families, Palaemonidae and Penaeidae respectively, forming a monophyletic group. The result showed that the two markers properly identified the different shrimp species.

UTILIZATION OF RNAi TO DETERMINE THE INVOLVEMENT OF UNKNOWN HOST GENE KBX WITH WHITE SPOT SYNDROME VIRUS IN *MACROBRACHIUM ROSENBERGII*

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Prawn is the most important internationally traded fishery in terms of value. The world production of shrimp and prawn both captured and farmed gathered around 7 million metric tons and employs millions of people and generates billions of dollars. However, a serious disease caused by White Spot Syndrome Virus (WSSV) is threatening the industry, decreasing the shrimp production and increasing economic losses worldwide. To date, there are no available cost-effective remedies yet for WSSV infection. Hence, functional studies on genes critical for viral infection, is essential in elucidating shrimp-virus interaction. This study utilized gene-knock down technology through RNA Interference, to elucidate the function of an unknown host gene, KBX. KBX gene was one of the genes found in *Penaeus monodon*

after Suppression Subtractive Hybridization (SSH) of challenged shrimps that survived WSSV infection. PCR primers were designed and optimized for *Macrobrachium rosenbergii*. dsRNAs were produced for the *in vivo* assay. Four set-up using forty *M. rosenbergii* shrimps were prepared for treatment of KBX-dsRNA, GFP-dsRNA, PBS and naive. Each shrimp was challenge with WSSV and survival rate was recorded. Three shrimps were sampled on day 0, 1, 3, and 7 post infections for gene expression analysis by RT-PCR. KBX-dsRNA showed a significant mortality rate at 100% percent death at day 9 post infection compared to PBS and GFP-dsRNA injected shrimps which both have 80% mortality at day 13 post infection. Silencing of KBX, was observed as early as day 1 post infection which further corroborates with our challenge test data. Results showed that KBX is a critical gene for shrimp survival especially when infected with WSSV. Silencing KBX gene increased the mortality rate of *M. rosenbergii* challenged with WSSV. The significant increase in mortality suggests that KBX is an essential gene for shrimp survival against WSSV infection.

TAXONOMY AND DISTRIBUTION OF SIDIDAE (BRANCHIPODA: CTENOPODA) AND CHYDORIDAE (BRANCHIPODA: ANOMOPODA) IN SELECTED INLAND WATERS OF THE PHILIPPINES

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The sensitivity of zooplankton to the overall conditions of their habitats has made them good bio-indicators. Thus, proper determination of their taxonomy and distribution are very important in the precise evaluation of the status of their aquatic habitats. Sustainable aquaculture needs a healthy and adequate population of zooplankton as they serve as food for most larval stages of important fish species. The research sought to update the current taxonomy, diversity and distribution of freshwater zooplankton from two families: Sididae (mostly limnetic) and Chydoridae (littoral) across the archipelago. Plankton were collected in lakes, water impoundments, dams (53), rivers (17), temporary pools and other freshwater bodies (16) throughout the country.

Five species, from two genera – *Diaphanosoma* (4) and *Latonopsis* (1) from Sididae were found. The genus *Diaphanosoma* was the most diverse and is widely distributed among the sampling sites. *D. sarsi* and *D. excisum* were the most widely distributed species found in almost 50% of the sampling sites. *D. tropicum* and *D. dubium* was limited to several lakes in Luzon (Lake Taal, Lake Tambo several lakes in Laguna and several lakes in Camarines Sur) with the exception of Agusan River in Mindanao. *Latonopsis australis* was found in only two lakes (Calig) in Cagayan Valley and one new record in the Visayas (Lake Danao, Leyte), contrary to previous records. The family Chydoridae included six species, within two subfamilies. Their distribution was highly limited and restricted to locations with high density of aquatic macrophytes. For the Chydorinae, three species (*Chydorus sphaericus*, *Ephemoroporus barroisi*, and *Pleuroxus aduncus*) were found together with three species of Aloninae (*Alona puchella*, *Oxyurella singalensis* and, *Camptocercus uncinatus*). New records were noted for the identified species. Thirty three lakes and other freshwater bodies in Luzon, six freshwater bodies in Visayas, and eight previously uncollected and collected lakes in Mindanao extended the geographic distribution of several species of sidids and chydorids. Results show how diverse these two cladoceran families are in the Philippines. Comparisons with previous studies on Philippine cladocera revealed several discrepancies. These may be due to a more comprehensive examination of morphological characteristics of the specimens during the course of this study. Though no new species were discovered, the increased number of sampling localities examined in this study may lead to a better understanding of plankton zoogeography in the tropics when compared to species distributions in neighboring countries.

TAXONOMY AND DISTRIBUTION OF TWO LIMNETIC CLADOCERAN FAMILIES (MOINIDAE AND BOSMINIDAE) IN PHILIPPINE FRESHWATERS

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The Philippines is a tropical country with 7,107 islands considered as one of the biodiversity hotspots in the world. The geographic distribution of the islands in the archipelago and the development of aquaculture make it interesting to conduct an extensive study that will update the present list of zooplankton species found in the tropical region. Zooplankton diversity is considered as a good indicator of the health of aquatic ecosystems. Also, limnetic zooplankton serves as the primary source of food for aquaculture fishes in the Philippines. This study updates the diversity and distribution of two limnetic Cladoceran families, Moinidae and Bosminidae in Philippine freshwater ecosystems. Zooplankton were collected from 86 sampling locations in major freshwaters in the archipelago which comprises of 53 lakes, 17 river systems, 4 reservoirs, and 12 other freshwaters such as swamps, ponds and temporary pools.

Moina micrura and *Moinodaphnia macleayi* were the only two species present from family Moinidae. *M. micrura* was widely distributed in a total of 26 inland waters in Luzon and Mindanao while *Moinodaphnia macleayi* which has a completely different habitat compared to other Moinids was found in a lake (Calig Lake, Cagayan) and a temporary pool (Asibanglan, Kalinga). There were no species from family Moinidae found in the surveyed islands in the Visayas. In family Bosminidae, *Bosmina fatalis* was more distributed than other cladocerans in this study. *B. fatalis* was found in three major island groups in the country (Luzon, Visayas and Mindanao). It inhabited 25 freshwater bodies throughout the archipelago. The only other species in Bosminidae, *Bosminopsis deitersi* which is usually uncommon in the tropics was found to be present in four locations in Luzon including Lake Naujan in Mindoro. New records of the two cladoceran families were noted for 31 sites that have been sampled in this study. This research presented a new and updated list of Cladoceran species from two families (Moinidae and Bosminidae). Variations in morphological structures were also very evident in specimens coming from different populations. Such variations may have led to some confusion which resulted to misidentifications as can be seen in previous literatures. These results highlight the need for a thorough examination of morphological characters in the identification of cladocera in any attempt to fully document its diversity. Though no novel species have been identified from these two families, results suggest interesting distribution patterns and new records from among these taxa.

COMPARATIVE DIVERSITY AND HEAVY METAL BIOSORPTION POTENTIAL OF MYXOMYCETES FROM ULTRAMAFIC AND VOLCANIC FOREST PATCHES

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Majority of the soil types in the Philippines are of volcanic origin and only a few are derived from ultramafic rocks. Both ultramafic and volcanic soils are commonly exploited for industrial activities such as mining due to their high metal content. However, it is important that species in these areas are documented before adverse environmental damage sets in. In this study, aerial and ground leaf litter, and dead vines and twigs within forest patches in volcanic and ultramafic soils in Bataan, Pangasinan, and Zambales were cultured in moist chambers and assessed for the occurrence, diversity and distribution of myxomycetes. Results showed that 76% of the moist chambers yielded myxomycetes. A total of 33 species belonging to 11 genera were identified. Interestingly, in spite of their higher heavy metal content, ultramafic forest patches had higher species diversity as compared to volcanic sites. Twigs regardless of the collection sites had the highest number of species as compared to the other substrates. Of the species recorded, *Arcyria cinerea* and *Diderma effusum* was the most abundant. To test for their biosorption potential, fruiting bodies, in vitro grown plasmodia and collected substrates of selected myxomycetes were tested for their chromium (Cr) and manganese (Mn) content using the ICP/MS. All fruiting bodies were positive for Cr and Mn. *Arcyria cinerea* had the highest concentration of 79.8 ppb Cr and 1784.2 ppb Mn. This is the first study in the Philippines to compare diversity and quantify Cr and Mn biosorption of myxomycetes derived from ultramafic and volcanic soils.

INFLUENCE OF INNOVATION ATTRIBUTES LEADING TO MOBILE BANKING ADAPTATION IN THE PHILIPPINES

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Mobile banking is a technology for people on the move who want access to their bank accounts anywhere using their mobile phones. However, despite its availability, the service is still in its infancy stage. The present study uses the innovation attributes as factors to determine consumers' underlying reasons and perceptions that brought about success in the adaptation and continued use of mobile banking services which in effect leads to a more specific and focused direction on to which kind of consumer groups the service should cater to and which key features should be improved or emphasized. The study also validate and conclude the claims and intentions of the service since new technology need to be experienced first in order to create an accurate consumer assessment.

Both primary and secondary sources of data were utilized. Survey was used to collect opinions, suggestions and vital information on the mobile banking services as used by consumers along with random interviews. Secondary data was collected from statistical reports from BSP. Respondents were purposively selected randomly based on specific requirements: willing to participate, maintaining a bank account on any of the local universal banks and is currently using mobile banking services of their depository bank. Initial significant findings show that bank clients are willing to accept and adapt to change. This is evidenced by continued usage of mobile banking services specifically when it is easy to operate and creates efficiency in banking activities in line with the individual's lifestyle. However risk and technical support are reasons in slow adaptation or hesitation in usage.

COMPARISON OF CORPORATE PERFORMANCE OF LED LIGHTING COMPANIES IN MAINLAND CHINA AND TAIWAN

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The LED lighting industry is a strategic emerging industry in China; it plays an important role in energy conservation and promotes developing low-carbon economies. Since the 3 major LED lighting companies in Taiwan shift to mainland China to gear up to penetrate the Chinese market, this study aims at carrying out a performance comparison between 3 major Taiwanese LED lighting companies and 3 major Chinese LED lighting companies for the past 5 years to help the Chinese LED lighting companies to understand their strengths and weaknesses, in order to support the survival of the Chinese companies against the competition brought by the Taiwanese companies. With this purpose, the researcher will apply grey principal component analysis (GPCA) to assess and analyze the financial performance of the 6 companies. The T-test will be used to determine whether there is significant difference in the performance of the companies in Taiwan and Mainland China. ANOVA will be adopted to determine any significant difference in the changes on the performance of the tested LED lighting companies in mainland China and Taiwan on the year to year basis, over the test period of 2008 to 2012. Meanwhile, data envelopment analysis (DEA) is used to measure the technical efficiency of the companies.

The six (6) companies were ranked from 1 being the highest to 6 being the lowest based on the GPCA scores. All three (3) Taiwanese companies turned up at the top 3 position for most years from 2008-2012 except in 2011. T-test showed significant difference between Mainland China and Taiwanese companies, in terms of fixed asset turnover, current ratio, quick ratio and gross profit margin. DEA

showed most of the companies to be technically efficient, except for one of the Mainland China companies; namely Hangzhou Silan Microelectronics.

THE FRANCHISOR-FRANCHISEE RELATIONSHIP: IT'S EFFECTS ON THE FINANCIAL PERFORMANCE OF THE FRANCHISEES

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The franchising business is one of the most successful among various forms of businesses operating in the country nowadays and the food franchise business is the most prominent. A big percentage of these entities are foreign and locally owned accounting to a sizable portion of the industry. The franchisors provide opportunities mostly to local entrepreneurs to pursue a franchising business because of its nature. What makes a franchise business appealing is its return on investment and somehow its relative low risk level. However, there are common questions which each of us may well be interested to know – are franchisees financial gain in the franchise business similar to that of the franchisors? Is the agreement that governed their business relationship in a lot of areas has something to do with the financial condition of the franchisees?

This study focuses on the franchisee-franchisor relationship under a franchise contract which both parties agreed and how this contract may have affected the franchisee financially. There are two variables used in this study; the net profit of the franchisees' franchising business and the terms and conditions of the franchising contract affecting: location decision, technical support, funding, target markets, marketing, administration and human resources and business operations. Using the Spearman Rank Correlation, the degree of association between net profit against the following variables: location decision $r' 0.78$, target markets $r' 0.45$, technical support $r'0.63$, financial aspect $r'0.80$, human resource administration $r'.015$, marketing $r'0.72$, and operations $r'0.58$ may indicate a unified but slightly verified perception. It may overwhelmingly suggest a close association between net profit and the other set of variables thus appropriate to say that the financial success of franchisees are all determined by the provisions of the franchising contract.

AN ANALYSIS OF THE NET OPERATING MARGIN OF PHILIPPINE ELECTRIC COOPERATIVES USING A MULTIVARIATE CAUSAL MODEL

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The Philippines has 119 electric cooperatives (ECs) nationwide. ECs play vital function in the country's power system. They are responsible to provide continuous power supply at their monopolized franchise area to make business grow, to let people live in a comfortable life and to help the country move for a brighter future. However, many of these ECs are still suffering from indebtedness and net loss. These reasons inspired this study to analyze the net operating margin (NOM) of the ECs on the year 2012. This study aims to improve the financial status of the ECs so that they will be able to sustain their operations. Majority of previous investigations were about operational and technical efficiency of the ECs. In spite of these, investigations on the relationship of energy sales, system loss, total operating costs, and capital intensities to NOM has never been explored to date.

Ordinary least square method was used to define the correlation of explanatory variables to NOM. Other diagnostic tests such as Variance Inflation Factor (VIF), Ramsey RESET and Heteroskedacity were also used. Initial findings showed that there was high multi-collinearity between energy sales and total operating costs. Omission of total operating costs as part of explanatory variables resulted to acceptable

VIF level. The ANNOVA test revealed that energy sales and capital intensities are significant predictors of NOM. Also, the model is free from specification error and is seen to have homoskedastic disturbances.

MEASURING THE EFFICIENCY AND PERFORMANCE OF SELECTED PHILIPPINE PORTS USING DEA AND SFA

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Total revenues of ports under the management and control of the Philippine Ports Authority (PPA) have steadily increased in recent years. However, Net Income Before Tax (NIBT) for the same period has decreased almost every year. This may be due to inefficiency or wastes incurred in inputs usage, prompting the author to conduct this study. This paper used cross-sectional and serial data of sixteen (16) selected Philippine ports from 2006 to 2011 for a total of ninety six (96) observations. The data was processed through the 'freewares' Data Envelopment Analysis (DEA) and Stochastic Frontier Analysis (SFA) to determine slacks in resource wastes and technical inefficiency of ports. Findings showed that four (4) ports in the sample (Ports of Davao, Dumaguete, Nasipit, and Ozamiz) achieved efficient (100%) scores on technical efficiency (crste), pure technical efficiency (vrste), and scale efficiency (scale), suggesting that these strongly efficient ports are operating at their Most Productive Scale Sizes (MPSS). Below the MPSS, three (3) other ports (Ports of Manila – South Harbor, Batangas, and Ormoc) are also considered as strongly efficient ports since they have not incurred excess inputs and shortage in outputs target. However, these ports are not 100% efficient in their technical efficiency (crste), pure technical efficiency (vrste), and scale efficiency (scale). The remaining nine (9) ports have not performed efficiently as evidenced by findings of input and output slacks in their operations. Results have also shown that ports with less than 100,000 units of containers (TEU) are more efficient with their operations than with ports with 100,000 units or more containers (TEU) from 2006 to 2011.

THE EFFECTS OF CONSUMER COSMOPOLITANISM ON PURCHASE INTENTION OF DOMESTIC CLOTHING BRANDS IN METRO MANILA

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With globalization at hand, the market reach of foreign goods expand and transform consumer purchasing behavior creating a more competitive environment for domestic goods. The Philippine market is no exception to this as exposure and openness to foreign lifestyle, culture and mass media increase. Due to this global consumer phenomenon, international marketing literature discussed the concept of cosmopolitanism (COS) referring to individuals oriented towards foreign culture, apart from their local culture setting. One can also be a cosmopolitan even without leaving one's country of origin and with openness and willingness to adapt foreign culture. As such, cosmopolitans have increased preference for foreign over domestic counterparts. In Metro Manila, the existence of foreign clothing brands compliment the emerging cosmopolitan lifestyle and poses a potential threat against domestic brands. This research investigates on the effects of consumer cosmopolitanism as an underlying influence to purchase intention of domestic clothing brands, and those that adapt Foreign Consumer Culture Positioning (FCCP). Based on existing empirical literatures, a conceptual model is formulated and examined through a six-point Likert-scale type survey questionnaire targeting respondents in Metro Manila. Data gathering was conducted via mall-intercept survey wherein respondents were selected via purposive and quota sampling. Initial findings show the following indicators influence cosmopolitanism at 5% level of significance: I often think about going to different countries and doing some travelling; When I read online articles, I come across many advertisements for foreign or global products; I enjoy watching Hollywood

films, I like reading magazines about fashion, décor, and trends in other countries; In general, I do not like American TV Shows; and purchases branded clothing from shops in Metro Manila. This implies that travel preference, exposure to marketing activities of multinational corporations, global mass media exposure, self-identification with global consumer culture, global mass media exposure, and socio-demographic influence the purchase intention of respondents. The study shows evidence that the respondents are conscious in buying foreign clothing brands. While, respondents with cosmopolitan tendencies show preference for domestic clothing brands if it adapts FCCP. These findings are relevant for domestic clothing brands to review their strategies in capturing the cosmopolitan market.

PERFORMANCE OF THE SELECTED RESIDENTIAL DEVELOPERS IN THE PHILIPPINES: AN EMPIRICAL ANALYSIS

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The real estate sector plays an important role in the Philippine economy. This paper examines the performance of the selected residential developers in the Philippines, specifically, before and after the global financial crisis of 2008. This paper provides quantitative evidence with regard to the performance of the selected companies whether the performance is constant regardless of the crisis. This study uses financial indicators such as sales, costs, profit margin, ROA, and asset turnover from the 2006 -2012 financial statements of the selected companies. The study introduces statistical tools such as heteroskedasticity test to determine if the selected residential developers performance are the same. The study also uses structural stability test to determine whether there is a constant performance in the residential development sector regardless of the global financial crisis. Results show that the trend of asset turnover of the companies as a whole is negative and significant at 5% alpha, and shows that the companies are homoscedastic and achieved stability as a whole. While the variables costs, profit margin, ROA, and sales show a positive trend and significant at 5% alpha, and shows that the companies are homoscedastic and achieved stability as a whole.

TECHNICAL EFFICIENCY AND PRODUCTIVITY PERFORMANCE ANALYSIS OF THE PHILIPPINE CEMENT INDUSTRY: APPLICATION OF DEA-MALMQUIST PRODUCTIVITY INDEX

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The increasing investment in infrastructure that fuels construction and cement demand makes it essential for cement manufacturers to assess their performance. This research is a first attempt to measure total productivity performance and efficiency growth pattern of the cement industry in the Philippines over the period of 2008-2012. DEA-MPI was adapted to measure changes in productivity and its decomposition: input oriented VRS was applied to measure technical efficiency of firms on a yearly basis. The study used asset, salaries and wages and power and fuel expense as input variables and total cement production and revenue as output variables. The calculated MPI result showed a decrease in total factor productivity (TFP) growth throughout the period (1.047). It also reflected that the decrease in TFP was due to the decline in technological change (1.006) and efficiency change (1.041). It can be concluded that even though decrease in the mentioned attributes were experienced the industry is still considered to operate in maximum productivity. Moreover, efficiency summary reported that two of the eight DMUs were technically inefficient. The industry's efficiency mean average score was analyzed to be at .997. The findings indicate that with the use of DEA one can determine that there is a need for a more effective policy towards increasing efficiency on the Philippine cement industry.

FACTORS AFFECTING CONSUMER'S PURCHASE INTENTION AND SATISFACTION TOWARDS ONLINE GROUP BUYING IN METRO MANILA

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Online Group Buying (OGB) is an online platform that provides opportunities for business and buyers to transact through collective buying. OGB system provides daily discount for various products and services to consumers. Currently, OGB is a growing trend in many countries including the Philippines.

The key to success in an online business is for consumers to maintain a continuous purchase intention. However, many consumers are concerned with the risk and security involves in online purchasing of products and or services. Hence, the study will determine whether the consumer's purchase intention toward online group buying in Metro Manila is influence by the following factors, namely, shopping convenience, site design, information usefulness, Transaction security, and Payment system and customer communication. The factors influencing consumers purchase intention and purchase satisfaction was likewise investigated. Survey questionnaire distributed to 350 consumers of online group buying in Metro Manila. A partial result was obtained in this study.

THE INFLUENCE OF JOB SATISFACTION, ORGANIZATIONAL COMMITMENT, AND EMPLOYEE PERFORMANCE ON EMPLOYEES' TURNOVER INTENTION IN A SELECTED SHARED SERVICE CENTER

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Many organizations are now setting up shared service centers (SSC) in order to maximize cost effectiveness, efficiency, and to improve quality of financial and employee service transactions. The focus of this study is particularly the financial service type of the industry that is employing mostly employees with business degrees. This industry is undoubtedly an ample employment opportunity as the nature of the business is services. Expertise by employees in the processes is very important to provide satisfactory services to clients. Earning expertise may require time and exposure to particular processes and clients, thus, residency of an employee is important to achieve and maintain quality services. This study explores the relationship of Job satisfaction, organizational commitment, and employee performance to employee turnover intention. The researcher surveyed 330 respondents working at a financial shared service center. The study used Games-Howell multiple comparison to determine significant differences in the four departments of the shared service center. The multiple regression analysis was used to determine turnover intention. Initial findings shows that dissatisfaction, low organizational commitment, low employee performance influence turnover of employees at 5% level of significance.

IMPACT OF CHEAPER MEDICINES ACT OF 2008 ON BRAND LOYALTY AND PRODUCT VALUE IN THE PHILIPPINE PHARMACEUTICAL INDUSTRY

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The Philippines is regarded by the World Health Organization (WHO) as one of the countries with the most expensive pharmaceutical products in the Southeast Asian region, despite being considered one of the poorest in Asia. In June 2008, the government implemented the *Universally Accessible Cheaper and Quality Medicines Act of 2008* or otherwise known as Cheaper Medicines Act (RA 9502), which was formulated to address the growing concern on affordability and accessibility of medicines.

The objective of the study is to assess the impact of RA 9502 on three aspects: (1) direct impact on sales revenue and growth of the pharmaceutical firms as generic substitution was encouraged; (2) impact on physicians' prescribing behavior as a determinant of brand loyalty; and (3) impact on consumers' purchasing behavior as a determinant to overall product value. The study used secondary data to understand the impact on the sales revenue and growth, while primary data were gathered through two separate surveys conducted on physicians and consumers to determine the influence on the prescribing and purchasing behaviors. Initial results showed that on the aspect of sales revenue, pharmaceutical firms were slightly affected by RA 9502 such that total sales revenue has been increasing but to a minimum level while sales growth was decreasing since RA 9502 was implemented in 2008 to the present. On the other hand, on the aspect of prescribing behavior, minimal impact was done by RA 9502 to influence MDs – one of the main drivers to pharmaceutical sales – to support and push generic use. Similarly, on the aspect of purchasing behavior, consumers still prefer brand over generics foregoing price over quality, safety and efficacy.

AN EVALUATION OF SERVICE LEVEL AGREEMENTS IN THE OUTSOURCING INDUSTRY

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A service level agreement is a universal mechanism used to establish the level of service quality that a service provider is bound to render its clients. The role of SLAs is crucial in the current business environment where an interrelated network of companies provides and receives services to and from each other. In the Philippines, it has become an important tool used by Business Process Outsourcing companies in ensuring that the level of quality of work they render is timely reported and the agreed targets are consistently met. SLAs are commonly violated due to various factors both controllable and uncontrollable by the service provider. These factors include technological constraints, human error, training gaps, and fluctuation in volume, and low quality of input. Through the use of survey questionnaire devised by the researcher and distributed among BPO managers, supervisors, processors, and other decision makers in the industry, this thesis aims to determine the magnitude of effect of the said factors to adherence on SLAs, and also recommend solutions to address SLA concerns. Initial findings show that SLA adherence is affected by IT-related factors, personnel-related factors, input quality, unanticipated volume, and defects on SLA itself at 5% level of significance.

THE EFFECTIVENESS OF CORPORATE CULTURE ON EMPLOYEE PERFORMANCE OF SELECTED AIRLINE COMPANIES IN INDONESIA

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Corporate culture emanates from an organization's collective attitude that set a standard to govern operation of the firm. It is informal, shared, and follows some patterns unique in an organization. It is a critical factor that enhances the attainment of goals and objectives of business organization. It exerts considerable influence on organizational behavior particularly on performance. Airline industry is an example of an organization showing fierce competition with varying display of culture in Indonesia. The airlines managed their corporate culture to develop their workers' productivity, quality, and efficiency. It is essential to acknowledge the corporate culture in maximizing competitiveness in the market. The study collected 80 respondents from 5 selected airlines operating at Soekarno-Hatta International Airport. A Games-Howell multiple comparison was used to detect variation in 26 culture indicators of the airline. The multiple regressions were used to measure significant indicators of a company's culture. Initial findings show that 24 out of 26 indicators passed the 5% level of significance. Teamwork is the most powerful indicator of an airline's culture. Airlines show varying level of cultural advantage over the other among the 24 indicators.

THE EFFECTS OF NEW FIRM FORMATION, PER CAPITA INCOME, AND POPULATION ON REGIONAL UNEMPLOYMENT IN NORTHERN PHILIPPINES

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Unemployment is an important issue in every economy. The increasing unemployment rate implies that labor resources are not being used efficiently. Hence, public policy makers are challenged to seek and devise policy measures and mechanisms aimed at improving the unemployment conditions. In this study, the dynamic effects of new firm formation, per capita income and population on the regional unemployment levels of Northern Luzon are investigated covering the period 1982 to 2012 using panel regression approach via pooled regression and fixed effects models. Specifically the paper examines how predictor variables particularly the number of new firms, per capita income, and population counts condition the level of unemployment in Regions I and II of the country. Diagnostic tests on serial correlation, heteroskedasticity, multicollinearity, and specification errors are utilized to ensure that the specified models adequately capture the hypothesized relationships.

Initial analysis showed that a greater proportion of the variance is accounted for by the model and that the fit explained an appropriate percentage of the total variation in the data. Preliminary results concerning the predictor variables indicated that the immediate employment effects brought about by variable new firm formation maybe small in the regions and even negative effects can be realized especially for low enterprise locales, while there exists a significant unemployment influence instigated by variables per capita income and population. The differences in the effects of predictor variables on the unemployment levels in the two (2) regions are also established.

EVALUATING INVESTMENT PORTFOLIO AND FACTORS VALUED IN MAKING INVESTMENT DECISION BY BANK EMPLOYEES IN THE PHILIPPINES

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Finding the perfect investment is a very tough decision to make for bank employees. This study focuses on the evaluation of the factors that affects bank employees to come up with their preferred investment portfolio. A survey was conducted to 350 bank employees to determine the kind of investments they prefer related to risk, experience, portfolio choices, age, salary range, position, rank and gender. The study used regression analysis with binary (dummy) variables to evaluate the preferred investment portfolio. Initial findings show that risk tolerance and time preference improves per increase in unit investment trust fund and food business. Time deposits are not preferred by investors. The initial findings are all significant at 5% level of significance.

ROLE OF THE BANKS IN HOUSING LOAN MARKET AND FACTORS AFFECTING THE DECISION TO APPLY FOR A HOUSING LOAN

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Determining the role of the bank in the Housing Loan Market helps encourage more borrowers to apply for a Housing Loan from the bank they prefer. Factors such as Interest rate, Family Income, Household Expenditure, Duration of the Loan, Value of the Loan and Collateral affects the decision of borrowers in applying for a Housing Loan and it help banks provide a more affordable schemes for the existing borrowers as well as the future Housing Loan borrowers. This gave us information on the contributions of banks to our society and how the banks help their Housing Loan borrowers. It also helps determine the significant factors that borrowers consider before they apply for a Housing Loan. The research includes several banks in the Philippines and a number of Housing Loan borrowers from different banks. A survey questionnaire was distributed to existing Housing Loan borrowers from different banks which is chosen randomly. Initial findings reveal that married, more number of years to pay the loans, late payment charges, sanction time and foreclosure charges by the banks are indicators affecting decision to apply for business expansion rather than acquisition of condo units and home improvement at 5% level of significance.

EFFECTIVENESS OF ELEVATED METERING CENTER IN SYSTEM LOSS REDUCTION IN TWO DISTRICTS OF MANILA

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It is important for companies to improve their organization's performance in both efficiency and effectiveness to be successful in today's competitive business world. For distribution companies, minimizing non-technical losses or inefficiencies is a major struggle not only here in the Philippines but also in other developing countries as it has a huge impact in the company profits. This paper examines the benefits of a resource intensive project aimed to curb non-technical system losses implemented by Manila Electric Company (MERALCO) which is called the Elevated Metering Center (EMC). Data

Envelopment Analysis (DEA) and Stochastic Frontier Analysis (SFA) are used to examine the efficiency of eight Elevated Metering Centers in two districts of Manila. The study finds that a significant improvement in efficiency of 28.5%, system loss (31.7 kWh), input (116.9 kWh) and energy sales (81.6 kWh). An increase in kWh of input (amount of electricity transmitted to a distribution transformer) increase system loss by 1.693 kWh. A kWh increase in energy sales decreases the system loss. Thru time, technical inefficiency decreases due to improvement in system loss. EMC improves the efficiency of system loss.

AN EARLY WARNING SYSTEM ON THE PROPENSITY OF SURVIVAL AND FAILURE OF NON-LIFE INSURANCE FIRMS IN THE PHILIPPINES

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Insurance insolvency is a global phenomenon and a national issue. It is an interesting part of the field of study because insurance sector not only protects the public but also plays an important role in business' risk management and contributes to the overall economic development of the country. This study examines the factors affecting survival and failure of non-life insurance firms in the Philippines and classifies the survivability of the firms into strong, moderate, weak and insolvent stage. Selected insolvency indicators applicable to the nature of insurance business are validated through commonly used determinants of research done in foreign countries like firm size, profitability, premium growth, claims ratio, expense ratio, combined ratio, leverage, growth of equity, type of ownership, investment performance, operating expense, degree of diversification, losses paid due to typhoon, losses paid due to flood and paid-up capital compliance. The study used a 10-year panel data of 79 non-life insurance firms in the Philippines from year 2002 to 2011 Annual Statements (AS) reported at the Philippine Insurance Commission (IC). A Levene-Welch-Games-Howell one-way analysis of variance (ANOVA) using multiple comparisons measures significant determinants that describe strong, moderate, weak and insolvent firms. The logit regression determines the survival and failure probability rate of non-life insurance companies with the use of Statistical Package for the Social Sciences (SPSS) version 17. The result shows that firm size, losses paid due to typhoon, losses paid due to flood, ownership, leverage, degree of diversification and paid-up capital compliance are significant factors that affect the survivability of non-life insurance firms in the Philippines. Foreign non-life insurance companies have higher probability of survival than the domestic companies.

ANALYSIS OF ATTRITION IN THE BUSINESS PROCESS OUTSOURCING (BPO) INDUSTRY IN THE PHILIPPINES

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Attrition is one of the biggest dilemmas faced by the Business Process Outsourcing (BPO) firms as it directly affects the company's financial performance. In finance side, attrition is one of the factors hitting the gross margin. This study focuses on the causes and impact of attrition in the BPO companies both on financials and the organization as a whole. This provides insights to management to come up with a good policies and retention strategies to at least minimize attrition rate thus ensuring timely delivery of service as required by clients. A structured questionnaire was given to 161 agents either working or resigned in BPO companies. A correlation test and ANOVA were used in analyzing differences in perception of the respondents. Stochastic frontier regression determined the effects of direct cost and number of labor to total profit. The results showed that job satisfaction is affected by

organizational commitment and negative factors at 5% level. Total profit increases by 33.2% and 48.2% for every 100% increase in direct cost and number of labor, respectively.

SOCIO-ECONOMIC IMPACT OF HIV IN THE PHILIPPINES: A BASIS FOR OPPORTUNITIES AND SERVICES IN SELECTED MICRO FINANCE INSTITUTIONS IN NCR

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The study aimed to identify the socio economic implications of being diagnosed with HIV which as an opportunity for the micro finance sector to identify a potential market and provide products uniquely catered to the niche. The research design used was Descriptive. The setting was conducted within National Capital Region. This study utilized purposive sampling technique wherein minimum of 300 HIV+ respondents served as samples. In addition, the researcher also utilized existing selected Microfinance institutions located in the NCR with physical contact information extracted from mixmarket.org and lastly, one existing client from each of the MFI collated in the list that are HIV–(negative) who have good credit standing. Evidence indicates that there were high levels of social and economic impact of HIV/AIDS patients due to depleting socio-economic resources. Microfinance institutions showed potential to mitigate these impacts of HIV/AIDS particularly those who are included in the resource-poor settings.

Commerce 

THE RECOVERIES OF CREDITORS' CLAIMS AGAINST BANKS CLOSED BY THE MONETARY BOARD UNDER PDIC LIQUIDATION MANAGEMENT

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Bank closures happen globally resulting from diversified grounds. The effects of such closures common to these countries that are detrimental to the economy includes loss of employment, disruptions in the payment and settlement system, loss of public confidence in the stability of the banking system, bank runs and losses suffered by uninsured creditors. The recoveries of creditors' claims against closed banks were attempted to validate in this study; thereby, resulting to propose changes in the present practices of closing a bank and hastening the bank liquidation process. As partial significant results show that from 1961 to 2011 there were 577 banks ordered closed by the Monetary Board under PDIC receivership and liquidation, wherein, 508 or 88% were rural banks, 67 or 12% were thrift banks and just 2 or a mere 1/3% were commercial banks. The highest numbers of closed banks were in 1998 which is 40 followed by 39 in 1985. The oldest bank under PDIC liquidation as of year-end 2011 was a rural bank closed in 1961 or 51 years ago. The Monetary Board never closed a single bank during the years 1962-1967, 1970, 1975-1976 and 1992. Only a single bank closure per year occurred in 1961, 1968, 1971-1974 and 1977-1979. Further, the high debt ratios of the majority of the closed banks from 1961 to 2011 indicated that their obligations are greater than their assets resulting to a negative capital; hence, these banks were closed due to insolvency. The significant issue on the gap between the bank closure date and the date of payment of creditors' claims under PDIC liquidation management are still to be addressed.

CORRELATION STUDY OF CUSTOMER SATISFACTION AND CUSTOMER LOYALTY: TOWARDS THE CREATION OF SERVICE QUALITY MODEL IN THE RESORT INDUSTRY

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This study was conducted in class AAA Philippine resorts based on the premise that customer satisfaction and loyalty has a significant relationship to service quality. A self-structured survey questionnaire was constructed and underwent face validity and pilot testing using Cronbach's Alpha. Survey was distributed to 300 respondents who visited any of the class AAA resorts between 2012 and 2013. Interview with resort managers was conducted to gain additional information.

The demographic profile of respondents was identified and customer satisfaction dimensions physical ($\alpha=.89$), technological ($\alpha=.72$), human resource ($\alpha=.94$) and sales and marketing ($\alpha=.91$) were examined in terms of its relationship to customer loyalty dimensions positive word-of-mouth ($\alpha=.87$), first-in-mind ($\alpha=.87$) and repurchase intention ($\alpha=.70$). With the use of percentage distribution, mean, standard deviation, Pearson's r and ETA Coefficient, results were obtained. The results showed that majority of the respondents were female young professional Filipinos with a monthly income of under P40,000.00 whose primary source of satisfaction is the physical dimension of the resort and will spread positive word-of-mouth. Physical and human resource dimensions were given very satisfactory rating in customer satisfaction while positive word-of-mouth ranked the highest among the moderately loyal ranking in customer loyalty. Age and monthly income were found to have significant relationships with customer satisfaction and loyalty while educational attainment and civil status were found to have significant relationships with customer loyalty. Based from the result of specific question summary and interviews the following areas were found to be of high importance to guests to achieve service quality: uninterrupted water supply, being hospitable, having accurate billing statement and options in settling bills, accessibility, availability of personnel, technological advancement, and affordability of the products and services.

Creative Writing 

MASKS AND *DIWATA* A COLLECTION OF SHORT FICTIONS AND SHADOWS

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Even before the colonizers came to conquer the Filipinas, the Filipinos already believed in the existence of the supernatural, so much so that some fictionists had already written their own stories about these myths and expressed them in one way or another. Although these beliefs struck other cultures as absurd, Filipinos considered them normal occurrences and part of their quotidian reality. Despite the emergence of new technological advancements in this day and age, most Filipinos still remain rooted to their ancestors' beliefs and traditions. My collection endeavored to infuse an everyday scene with Filipino mythic overtones and to blend traditional beliefs with macabre wonders. It explored the realities that would seem bizarre to others but typical to the natives of the land. It used various forms of fiction writing (i.e. flash fiction, poetic prose, dialogism) to effectively narrate the diverse Filipino beliefs, unique identity, and tradition.

A PARADIGM OF A CULTURE OF PEACE: THE BLAAN WOMEN CONTEXT

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This paper is an investigation on the culture of peace of Blaan women in the Province of Saranggani, in the southern edge of Mindanao. This study attempts to (1) present the historico-geographical and cultural identity of Blaans in the context of their settlement in Saranggani Province, Mindanao; (2) discuss the Blaan women's lived experiences in Lamlifew Village; and (3) understand the Blaan women's paradigm of a culture of peace through their understanding of Ktnak Nawa, Blaan's social construct of peace. This paper introduces an enhanced indigenous facilitation research method, named after a local Blaan term used when inviting a visitor to enter the Blaan house, the *Fles* approach. Utilizing an oral narrative technique, this paper presents the Blaan's cultural identity through an exposition of a community living museum initiated by the Lamlifew Tribal women's Association, known as *Gu Musek*, the first community village museum in the Philippines recognized by the National Museum, which houses five traditional Blaan structures and safeguards Blaan artefacts. A memory matrix, a cultural heritage research technique, was used to present the Blaan women's lived experiences in Lamlifew. A sequential mixed method inquiry was employed to understand the Blaan women's paradigm of a culture of peace. In the process, a grounded theory on peace as spirituality from the indigenous people's context was developed, and a pioneering documentation of Gu Musek cultural treasures was accomplished.

CORRELATES OF HEALTH BELIEFS AND KNOWLEDGE ON CARDIOVASCULAR DISEASE: A MULTILINEAR REGRESSION MODEL

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Cardiovascular disease (CVD) is the leading cause of death and disability worldwide. Although CVD is considered disease of the elderly, it also poses a threat to young adults due to lack of knowledge about the disease and the exposure to various risk factors. Hence, this study was conducted to determine the impact of demographic variables on knowledge and health beliefs about CVD among selected undergraduate university students.

Descriptive-correlational design was utilized and data collected from 228 college students was analyzed using descriptive statistics and multilinear regression analysis. Results of the study revealed that fatty diet ($\beta=.208$, $p\leq.01$), stress ($\beta=.157$, $p\leq.05$), history of hypertension ($\beta=.152$, $p\leq.05$), and alcohol consumption ($\beta=.142$, $p\leq.05$) positively impacts knowledge on CVD. Similarly, knowledge ($\beta=.222$, $p\leq.01$) positively influences the students' health belief. This paper raises awareness that factors affecting ones knowledge and health belief about the disease is not only confined to a single aspect, therefore, a more thorough assessment on other variables used in this study should be taken into consideration. The results of this study have important implications to health education as it provides a basis for development of prevention strategies to reduce the increasing burden of CVD in our society.

AN AUGMENTED SOLOW GROWTH MODEL FOR THE PHILIPPINE ECONOMY

Ruther Bon Descalsota and Virgilio M. Tatlonghari
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The aim of the study is to analyze and evaluate how economic growth in the Philippines, via an augmented Neoclassical Solow Growth Model, is conditioned by traditional variables such as capital and labor, together with other conditioning variables such as Monetary Aggregate (M2), Public Finance (Budget) and Trade openness (trade ratio). Using annual data from 1981 up to 2012, the standard Cobb-Douglas form of the model is estimated using a double logarithmic transformation of the data to aid the interpretation of elasticities. Diagnostic tests were employed to ensure that economic, statistical, and econometric criteria were satisfied. Statistical results suggest that for the specified period, economic growth has been significantly affected by the mentioned variables. More importantly, results provide evidence that levels of employment, trade competitiveness and levels of public finance have significantly contributed to the changes in the levels of GDP growth.

TAXES AND HUNGER INCIDENCE IN THE PHILIPPINES: AN EMPIRICAL INQUIRY

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Since politics and economics have been intimate since time immemorial, common the notion has become that a government that offers a good life, if not really a prosperous one, for the people is a government that serves well. In this paper, the proposed controversy directs to the possible link between a sort of a “well-fed” government (*i.e.*, a government with increasing tax collections), and “less hungry” people (*i.e.* a constituent served by its government by alleviating poverty). A simple regression analysis conducted, with taxes collected by the government as predictor, and self-rated hunger among households as criterion, exposes a strong association between the two. Without yet passing on causality save in theory, the coefficient of determination (R square), suggests that 68.2% of the variance in hunger incidence is explained by the amount of taxes collected by the government. However, the positive correlation coefficient indicates a direct relationship, meaning, as the government collects more taxes, the worse hunger incidence becomes.

TOWARDS A COHERENT ENERGY POLICY IN ASEAN USING ECONOMETRIC AND STRUCTURAL EQUATION MODELS

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The ASEAN Economic Community is an emerging regional market experiencing an aggregate output growth that drives an increase in energy consumption. With the imminent integration in the region, energy consumption in each of the member countries varies in details and dimensions defined by the internal experiences inherent to the country. This study aims to undermine the coherent energy policy in ASEAN a significant step towards a formulation of explanatory parameters for each member countries

and for the regional bloc as a whole. This paper examines the impact of regional trade, direct investment, public investment, and per capita income on the energy consumption of the ASEAN member countries. Drawing information from the Asian Development Bank, World Bank, and Enerdata Global Energy Intelligence databases, a sequence of econometric tools were utilized such as Time Series Analysis, Akaike Information Criterion, and Multiple Regression using the SPSS to establish stationary or non-stationary nature of the data. Relationships among the variables of the study were tested using the Structural Equation Model with the use of AMOS version 19. The results from the study manifest that (1) energy consumption is significantly affected by regional trade in countries such as Indonesia [prob. 0.0011], Lao DR [0.0143], Malaysia [prob.0.0143], Myanmar [prob. 0.0016], Thailand [prob. 0.0043] and Vietnam [prob. 0.0263]; (2) public investment is significant to energy consumption for countries such as Cambodia [prob. 0.0259], Singapore [prob. 0.0125], and Thailand [prob. 0.0392]; (3) energy consumption is significantly affected by per capita income in countries such as Brunei [prob. 0.0016], Cambodia [prob. 0.0185], Malaysia [prob. 0.0308], Singapore [prob. 0.0214], and Thailand [prob. 0.0418]. These findings provides a clear guidelines on certain parameters that may lead towards a coherent energy policy for the ASEAN Economic Community, and to better understand the behaviour of energy consumption amidst a globalizing region.

MIGRATION AND INCOME DIVERSIFICATION ON AGRICULTURAL AREAS OF RIZAL PROVINCE, PHILIPPINES

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Migration is a pervasive scenario in Rizal Province due to the desire of most citizens to have remittances for their household needs. In 2006, the province covers 1.6 million migrant households, making it the province with the highest number of remittances to transport in the country. But the advent of migration seems to lessen the number of farm lands on the said province. Hence, this paper will examine the effect of migration on the agricultural investment and consumption patterns of the said province. This will be done through an econometric analysis of the received remittances from the Overseas Filipino Workers (OFW) and local migrants to the sum of investment on agriculture and other financial aspects of the selected family household on the said area. This will analyze the behavior of the migrant family in four levels: (1) the way they manage their finances, (2) income and expenditure, (3) enterprise and savings (4) activities to help develop their hometown. Preliminary estimates show that the amount of remittances has a significant impact on the spending of people, savings and investment on the said area. Despite the fact that agriculture areas have a lack of sufficient banking sector, some people are placing most of the remittance on the nearest cooperative or on other forms of investment which can be used to diversify their assets in times of need. Remittance (in average) was also a tool to heighten agriculture areas' enterprises. It is also found that an increase of amount remitted potentially increase the people's willingness to invest to the area. Unlike the behavior of most of the people in our country, high level of money received does not necessarily increase Rizal citizens' money allocated for conspicuous consumption, but even induce the level of investment to the area.

INDUSTRY SPECIFIC AND MACROECONOMIC FACTORS AFFECTING THE PROFITABILITY OF COMMERCIAL/UNIVERSAL BANKS IN THE PHILIPPINES

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Banks play a vital role in the economy because they serve as intermediaries between money savers and those who are in need of additional funds. Thus, the stakeholders in the financial system such

as depositors, prospective investors and bank's shareholders, board of directors, officers and employees are interested in the bank's financial health, particularly its profitability.

The aim of this study is to identify the effects of industry-specific and macroeconomic factors on the profitability of commercial/universal banks in the Philippines for the period 2000 to 2012. The conditioning variables encompass both bank-specific and selected economic indicators. These bank-specific factors include level of resources, non-performing loans ratio, loans-to-deposit ratio, capital ratio and net interest margin. Inflation and gross domestic product (GDP) are the chosen macroeconomic indicators. Multiple regression models using ordinary least square method was employed in estimating the equation coupled with a battery of statistical diagnostics. The results showed that the predictor variables taken collectively exert a significant effect on profitability of the commercial/universal banking industry. However, if taken individually, only non-performing loans ratio poses a significant effect on profitability. The results likewise presents that the adoption of Basel II framework in 2007 does not significantly affect bank profitability.

FINANCIAL DEVELOPMENT AND ECONOMIC GROWTH: EVIDENCE FROM THE PHILIPPINES

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Rapid development of financial markets has been a main feature of many emerging markets. This view has been supported by various early empirical studies noting a positive relation between bank and stock market development on economic growth. Most of the empirical works have addressed this issue using aggregate cross country data sets where both developed and developing countries have been generalized by taking them in the same panel. As a result, this paper will seek to investigate this economic phenomenon by taking account one of the the six largest economies in the ASEAN region, the Philippines. This study covers the period from 1990 to 2011 with an objective to determine whether financial development have significant positive impacts on economic growth and their aggregate effect is also positive and statistically significant in the Philippines using Multiple regression model. The study will utilize six variables namely Real GDP per capita (Economic Growth), Private sector credit to GDP (Banking sector development), Ratio of value turnover of the stock market to GDP (Stock market development), M3/GDP (Depth of Financial System), Net Exports (International Trade) and GDP deflator (Inflation). The primary regression equation was estimated by means of the OLS method. The estimation provided evidence that economic variables such as the log value of GDPPERCAPITA, Banking Sector Development, Stock Market Development (VGDP), International Trade (TRADE), Inflation Rate (Deflator) have influence on the GDPPERCAPITA of the Philippines. The signs of these variables were also found to be in accordance with the theoretical expectations of the model. It was also found out that Depth of the financial system (M3) did not appear to be significant on GDPPERCAPITA of the Philippines. The Johansen Cointegration test procedure also provided long term relationship between the explanatory variables namely Stock Market Development, Banking Sector Development and GDPPERCAPITA. Thus the Economic growth of the Philippines follows the finance-led growth hypothesis" or "the supply-leading view".

IMPACT OF OIL PRICE SHOCKS AND OTHER FACTORS IN THE GROWTH OF SELECTED SOUTHEAST ASIAN ECONOMIES: A PANEL DATA REGRESSION MODEL

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This study emphasized on the effects of oils price changes through production function on economic growth. A rise in international oil prices has adverse effects on countries which may or may not

have oil or alternate source of energy resources. Increases or decreases in oil prices affect the economy through their effects on both demand and supply sides.

The primary objective of the study is to analyze the effect principally of oil price fluctuations and other factors on the economic growth of five (5) selected Southeast Asian countries. The other factors considered are gross fixed capital formation and employed labor, after the economic model Cobb-Douglas production function as adopted in this paper. The choice of explanatory variables was based on theoretical considerations, related scholarly studies, and relevance on the current economic setting in Southeast Asia. A panel data regression model was employed to estimate and analyze the hypothesized relationship between Gross Domestic Product (GDP) and the independent variables namely World Oil Price (Crude Oil), Gross Capital Fixed Formation, and Employed Labor. A variety of statistical diagnostic tests was applied i.e. unit roots, multicollinearity, stability, specification errors, and cointegration test, to ensure adequacy of the model used. The results of the economic procedures employed showed that at 98 percent of the variation in the economic growth of the five (5) Southeast Asian countries has been explained by the model. Moreover, gross capital fixed formation and employed labor exert significant effect on GDP at 1% level of significance. But on the other hand, oil price remained insignificant in the model. Further diagnostic tests ruled out the presence of serial correlation, heteroskedasticity, structural instability, and specification error; and the results indicate that the model is not spurious and would be useful for policy analysis.

THE ECONOMIC IMPACT OF CLIMATE CHANGE ON THE PHILIPPINE RICE PRODUCTION

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The study aims to measure the economic impact of the changing climate to the Philippine rice production. It is important that we assess the dynamics forces of rice farming because this sector is the largest employer in the country. A host of factors seem to affect the Philippine rice production. Aside from traditional economic factors such as agricultural credit, number of farmers and hectares of land, climatic change may have begun to make inroads in the relatively slow performance of the sector. To test this hypothesis, among others, an economic model would be developed, which expresses agricultural output as conditioned by both economic and climatological factors. These are capital investments, total labor employed, total land area devoted to rice production, amount of agricultural credit made available, carbon emissions, volume of rainfall, and the El Nino and La Nina phenomena. Based on historically observable data, a multiple regression model would be fitted to the data to determine how climate change, among others, motivates agricultural production in the Philippines. The initial results show that carbon emissions, rainfall, number of farmers and total land devoted to rice farming positively affect value added to rice production.

THE IMPACT OF COMMUNICABLE DISEASE AND PUBLIC HEALTH EXPENDITURE OF THE PHILIPPINE GOVERNMENT ON LABOR PRODUCTIVITY

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Tuberculosis, Malaria, and HIV/AIDS are deadly diseases that threaten both lives and livelihood of thousands of Filipinos. As of the moment, the occurrences of diseases in the country created a dent on both physical and financial costs of Filipinos therefore affecting the levels of their productivity. The paper aims to compute the loss of productivity as a result of succumbing to any these diseases and also providing a measure of its effects to government spending in controlling these diseases. Panel data per region from 2008-2012 of number of cases of malaria, HIV/AIDS, and tuberculosis as well as the

Government Budget for the prevention of Budget will be gathered. These panel variables will be regressed to the Labor Productivity of the Philippines using Gross Domestic Product over the Real Employment which serves as the dependent variable of the study. The aim is to discover if these diseases and its government's effort to control it, have impact on the Labor Productivity of the Philippines. Random and Fixed Effect Models will be used to identify the effect. Likewise, Hausman Test will be processed to distinguish which between the models is more viable.

Education (Educational Management/Curriculum & Instruction)

LEADERSHIP PREPARATION OF SCHOOL PRINCIPALS IN INDONESIAN CATHOLIC SCHOOLS: A MULTIPLE REGRESSION ANALYSIS

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There is no doubt that comprehensive reform initiatives are vital in ensuring student achievement and school progress. In fact, leadership preparation has been identified as one of the primary approaches to educational and school reform. Previous studies found that preparation of school principals fails to link the theory and practice of school leadership, including lack of preparation in data use. In a developing country like Indonesia, it remains an interesting concern to look into with a view to informing policy reform efforts at the national level.

This paper argues that the success of educational reform depends in great measure on school principal preparation. Hence, this paper purports to contribute to the growing literature on leadership preparation program of school principals, specifically in Indonesia. To better understand leadership preparation program of school principals in Indonesia, this study utilized the quantitative approach to research from the lens of multiple regression analysis.

In this study, we assumed that the quality and performance of school principal is influenced by leadership preparation program since the effectiveness of leadership practices of school principal is strongly related to preparation programs. Results of multiple regression analysis indicated that leadership preparation program had adequately prepared the Indonesian school principals. Major findings of this exploratory study yielded the following: (a) Leadership preparation program had adequately prepared the school principals; (b) School principals were more likely prepared in ethics and integrity aspect; (c) School principals were less prepared in facilitating the vision of the school; (d) School principals were moderately prepared in their disposition of school culture and instructional program; (e) Gender equity still remains disproportionately caused by Indonesian patriarchal society and stereotypes attached to women.

AM I MY BROTHERS' KEEPER? : A PHENOMENOLOGY OF THE DYNAMICS, ETHICS AND POLITICS OF SUPPORTIVE SUPERVISION IN PHILIPPINE SECONDARY SCHOOLS

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The major players in the curriculum development process such as teachers, supervisors and other curriculum developers are the key to its success and its ability to improve the students' performance. However, there are obstacles which may be inferred from the positive factors and conditions that are considered necessary to, or aid in, the curriculum development process. Guided by

the central question, “What makes the curriculum development in the Philippine secondary school political?,” the researchers employed a phenomenographical design using open-ended and semi-structured interviews (Patton, 1990) with 24 school supervisors and classroom teachers of selected secondary schools in the Philippines. Field texts were subjected to data reduction using repertory grid and dendrogram analysis. Interestingly, the cool and warm analysis revealed three contexts of the curriculum development process, namely, strategic, democratic and bureaucratic contexts.

WHO SAYS A SONG HAS FOUR KEYS? A QUALITATIVE INQUIRY INTO THE PEDAGOGICAL POSTURES, SYNECTICS, WRITTEN MEMORIES, AND SENSE-MAKING AMONG LIBERAL COLLEGE FACULTY

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This study seeks to identify the signature pedagogy dignifying a premiere liberal arts college through a Qualitative Inquiry into the Pedagogical Postures, Synectics, Written Memories, and Sense Making of its faculty members, as validated by administrators, alumni and students through the use of Phenomenography and Grounded Theory. Signature pedagogy is what Lee S. Shulman identifies as the characteristic forms of teaching and learning disclosing important information about the personality of a disciplinary field—its values, knowledge and manner of thinking or its total world view. Pedagogical postures, consisting of both espoused theories and theories-in-use, are pegged into three traditions: conservative, progressive and radical, and are manifestations of what makes teaching in the college powerful. Synectics, as designed by William J.J. Gordon, is an operational theory for the conscious use of the preconscious psychological mechanisms present in man’s creative activity, which enabled the researchers to underscore the instructional strength of faculty members across the eleven (11) disciplines of the college. Written Memories via a research method developed by Frigga Haug, whose main issue is how and with what means and constructions of self and others is a certain meaning and sense of the world produced, with the imaging of self being socially constructed through reflection, yielding a rich recollection of selected alumni about their mentors. Sense-Making (SMM) is an approach to thinking about and implementing communication research and practice and the design of communication-based systems and activities developed by Brenda Dervin to replace the noun-based frameworks that dominate research, practice and design with verb-based frameworks, using metaphors that focus on movement (including force, power, energy) through time-space across a reality assumed to be in part discontinuous, facing gaps, making bridges and evaluating outcomes, which are used as a lens for understanding teacher emotions, in particular, the dynamics of the push and pull of collegiality among the faculty of this institution. The findings in this study serves as a visioning process to help seek, articulate and enhance the unique “life-giving forces” in the art and science of teaching which are crucial in shaping the structure, values and practices of a liberal arts college.

**NUVALITREE A FUNCTIONAL PUBLIC ART: A VISUAL IDENTITY OF AYALA LAND'S NUVALI
EVOLIVING COMMUNITY IN SANTA ROSA CITY, LAGUNA**

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The proposed functional sculptures for public place have been the product of this author's observation with regards to suburban community life scenarios. It is the authors' view that the quality of community living can be enhanced significantly by the conspicuous presence of functional public art, which represents the ideals and aspirations of a particular community. Art and Design, specifically public art has a role to play in establishing the identity of a particular community, in particular the Nuvali Community, an Ayala Land Development Project in Santa Rosa City, Laguna. The author's particular interest in this locale is because the author is a resident of the the city of Santa Rosa and wanted to explore and visually express the Nuvali's EVOLIVING Concept that espouses Sustainable Development. Care for the environment, through applying it to simple functional facilities such as, but not limited to, Outdoor Functional Sculptures such as Bicycle Parking, Street Lamp Post and Signage, Waiting Shed/Bus Shuttle Stops, Public Park seating among others.

INDIGENOUS IFUGAO ARTIFACTS AS INSPIRATION IN LIGHTING FIXTURE DESIGN

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The primary objective of this study is to be instrumental in preserving Philippine regional cultures through the design of lighting fixtures for modern day application. The study is meant to focus on the Ifugao culture of the north. Elements, patterns and instruments identified with the Ifugaos were utilized to create varied lighting fixture, applicable in interior spaces, as for ceiling, walls or as free standing structure.

**INTEGRATION OF CULTURAL FEATURES AND SOCIETAL VALUES IN MODERN
PRODUCT DESIGN: DESIGN OF AN ALTERNATIVE PERSONAL TRANSPORTATION USING
RENEWABLE ENERGY**

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Recent studies underscore the need for renewable energy in transportation. Electric powered vehicles and hybrid transportation devices could only be considered as environment-friendly if it uses renewable energy. Existing personal transport devices such as E-scooters and E-bikes also relies on conventional sources of energy and does not have the cultural and societal values that we could truly call "Filipino Design".

This research aims to provide an alternative solution in personal transportation and to produce energy thru available means like solar energy or kinetic mechanism. It is also hope that after this study, I

should be able to reduce the consumption of electricity and increase mobility options for work or pleasure while also promoting the integration of cultural and societal values in modern product design.

A SYMBOLIST SCULPTURAL INSTALLATION ON BICOLANO MYTHOLOGY, HEROES AND SYMBOLS, INTERPRETING THE *IBALON* IN MIXED MEDIA

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This artistic exploration seeks to create a sculptural installation to depict the *Bicolano* epic-fragment *Ibalon* in a search for understanding the Bicolano's pre-colonial cultural identity and its impact to today's contemporary culture; and draws on the combination of materials and techniques as artistic media, such as earthen clay and paper, ancient pottery molding technique, modern paper manipulation and *papier-mache*. The contemporary mass audience is very much familiar to the current themes of superheroes, vampires, wolves, and many more, yet there seems to be a dearth of visual art forms focusing on the forgotten mythologies that shaped our culture, such as the *Yling / Cadugñung* (later renamed by modern *Bicolano* writers as *Ibalon*), in Wescleslao E. Retaña's *Archivo del Bibliofilo Filipino, Tomo I*, published in 1895. The epic-fragment chronicles the exploits of three heroes, *Baltog*, *Handiong* and *Bantong*, on how they conquered the mystical beings and wild animals of the ancient land of *Ibalon* thereby paving the mythological narrative of cultural development of Bicolandia. In using paper as an artistic material, reflects the back-story of the epic-fragment as one of the only two Filipino epics written during the Spanish Colonial times, the other is *Biag ni Lam-Ang*, in contrast with the time-honored oral tradition of relating stories and legends. The earthen clay used is sourced from the town of *Libmanan*, where *Handiong* originally established his kingdom and the craft of pottery mentioned in the epic-fragment is 'invented' by pygmy *Dinahong* (stanza 39). In *Libmanan*, an ancient pottery tradition is currently still being practiced up to this very day. In combining the two materials, this project endeavors to elevate these 'craft' materials into a level of contemporary sculptural practice while informing the modern audience of the mythology that is now called *Ibalon*. This artistic exploration then seeks to translate the *Ibalon* to Symbolist Art style through Expressive Art Theory to convey the artist's interrogation of the current artistic interpretations of the *Ibalon*, its apparent exclusion in the contemporary educational literature, while foregrounding *Bicolano* values, foibles, customs and traditions as representation of today's Bicolano culture.

THE POSTMODERN FILIPINO WOMEN: REINTERPRETING 2D PAINTINGS THROUGH FLORAL FOAM SCULPTURES

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Reinterpretation is the most influential preservation scheme for new media art each time an artwork is recreated. It may require a different rostrum, following site-specific instructions regarding exhibition, or recasting a work in concurrent medium with the metaphoric worth of an outdated medium.

This research reinterprets a series of 2D paintings by Anita Magsaysay-Ho showcasing images of outmoded and domesticated women at work. Parts of these paintings were modified to communicate the idea that women today are more educated, aggressive, and multi-tasking potential leaders of our time. Emanating from the primary theme that depicts the images of women then and now, this study explores the rare conflation of materials, style, and technique utilizing dry floral foam to create a series of cubism-inspired sculptural reliefs. The delicate characteristic of the floral foam was likened to the fragility of a woman but do not necessarily imply inherent weakness. The use of floral foam also raises non-

mainstream materials into a level of Fine Arts, intended to contribute to the broad field of visual culture with new artistic ideas, attitudes, and contexts.

RESHAPING THE SHAPED CANVAS

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Depicted through Edgar Degas' and Auguste Rodin's impressionist/realist style, ecclesiastical robes shaped from sculpture made of canvas serve as the bodies of freestanding artwork. Through the fusion of two art methods of painting and sculpture, this hybrid art is an evolution of the shaped canvas art, which began in the 1960's.

This study probes into the colorful and artistic history of the first religious orders to arrive in the Philippines in the early 16th century. Five of the eight prominent orders (Augustinian, Franciscan, Jesuit, Dominican and Recollects) are represented through individual painted canvas sculpture in the form of a friar's bust. Each sculpture is painted with an image depicting the characteristic of each religious order, and their distinguishing works as narrated by Filipino historians. Through the merging of the two forms of tangible and visual art, this study hopes to expound on the colorful and trivial influences of religion brought by the Spanish conquest to our country. The bust sculptures are represented in a classical manner, with Edgar Degas' style of rendering as the inspiration of the painting studies. It is his "impressionist" characteristic style of painting which influenced the researcher who is a practicing artist for several years to date.

AN EXPLORATION OF WIRE MESH, MIRRORS, LIGHTS, STEEL BARS AND RECYCLED COPPER WIRE AS MEDIUM FOR SCULPTURE TO DEPICT THE RESEARCHER'S SPIRITUAL EXPERIENCE OF CONSOLATION

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This thesis is an exploration of wire mesh, mirrors, steel bars, and lights and recycled cooper wire. Through the juxtaposition of these materials, an inner metamorphosis is visualized through a linear array of five diaphanous in the round sculptures in the attempt to represent this spiritual state of "desolation" to one of "consolation", following the Ignatian way of prayer (Daily Examen) and the "Spiritual Exercises" developed and prescribe by Saint Ignatius of Loyola. These sculptural images portray a progressive state of "Desolation", "Come as you are", "Concupiscence", "Struggle", and "Consolation".

ANTIOXIDANT PROPERTIES OF *IPOMEA BATATAS* LEAF EXTRACTS IN ACCELERATED OXIDATION STUDY

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This study investigated the potential use of sweet potato leaf (SPL) powder as a natural antioxidant using accelerated oxidation of palm olein. Freeze dried SPL powder were tested for the following: proximate composition, phytochemical content (anthocyanidin, flavonoids and polyphenols) as well as its antioxidant activity (DPPH and FRAP). SPL powder was incorporated to palm olein- 0.02% and 0.2% (w/w) and was subjected to accelerated oxidation at 180°C from 0, 24 and 32 hours. Changes in the oil such as peroxide value, iodine value, free fatty acid value and oxidative stability index were determined. Addition of sweet potato leaf powder exhibited a heat stable antioxidant property and may be a good natural alternative to existing antioxidants in the food industry.

DEVELOPMENT OF FUNCTIONAL CEREAL BAR CONTAINING MICROENCAPSULATED BITTER GOURD (*MOMORDICA CHARANTIA*) EXTRACT

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Diabetes mellitus is one of the most common death-causing and rapidly increasing diseases in many parts of the world. The prevalence of this disease leads to the development of functional foods to aid in the early prevention of the onset of diabetes. Plant materials that will be utilized for the development of this functional food should contain extracts that exhibit antidiabetic property. Bitter gourd is a popular, low-cost, natural plant containing numerous bioactive compounds such as momordicin, charantin, triterpene, proteid, steroid, alkaloid, inorganic lipid and phenolic compounds which acts like insulin that regulates blood glucose in the body thus exhibits antidiabetic property. However, due to its very distinct bitter flavor, bitter gourd is rarely used as an ingredient to foods. Thus to maximize its application to foods without affecting sensory qualities of products and take full advantage of its beneficial antidiabetic effects, this study aims to microencapsulate bitter gourd extract and incorporate it into a cereal bar. Bitter gourd extract was microencapsulated by freeze-drying method using two different wall materials such as maltodextrin (MD) and whey protein concentrate (WPC) in 1:1 ratio at 30% concentration. Both microcapsules had a particle size range of 10-100µm. The microencapsulated extract will be analyzed for its polyphenol, flavonoid and anthocyanidin content to determine efficiency of encapsulation even after incorporation to the cereal bar. Plain cereal bar (Blank), cereal bar containing bitter gourd powder (Control), cereal bar containing extract encapsulated using MD (Treatment 1) and cereal bar containing extract encapsulated using WPC (Treatment 2) will be evaluated for its sensory acceptability using 9-point hedonic scale by 100 consumer panelists and will be computed using ANOVA at p<0.05 level of significance.

EFFECT OF COLD BREWING METHOD ON ANTIOXIDANT PROPERTIES OF COFFEE

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Brewing process is essential for the antioxidant composition and health properties of a coffee brew, because the contact of water with roasted coffee grounds is the crucial step for extraction of coffee compounds. In cold brewing method, 8.25 grams of coffee is allowed to come in contact with 150 ml of water and let it stand between 12-24 hours. In this study, the content of polyphenols and caffeine were determined from coffee brew prepared by cold brewing method for 12 and 24 hours in refrigerated temperature using a single variety of medium roasted ground Robusta (*Coffea robusta*). Ground roasted coffee and water were placed in a French press and stored inside the refrigerator during the entire duration and pressed after the specified brewing time. The content of total polyphenols, total flavonoid and total anthocyanidin were determined using UV/Vis spectrophotometric methods and antioxidant capacity by colorimetric assays (Folin-Ciocalteu, DPPH and FRAP) while the caffeine content was determined by means of HPLC analysis. In addition, the cold brew coffee extracts were subjected to sensory evaluation by panelists in terms of color, flavor, aroma, body and general acceptability using 9-point hedonic scale. Samples were subjected to microbiological analysis prior to sensory evaluation. Data were analyzed using analysis of variance (ANOVA) at 5% level of significance. Summarily, the cold brewing method would be a new alternative way to prepare coffee.

MINERAL AVAILABILITY FROM *SORGHUM BICOLOR* (L.) MOENCH

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Sorghum bicolor (L.) Moench or sweet sorghum was introduced in the Philippines in 2004. It can be separated into utilizable parts. Local variety SPV 422 has not been thoroughly studied for its potential mineral content such as calcium, iron and zinc source. Calcium is an important mineral that is related to bone health; iron for metabolism and an integral part of red blood cells; zinc is involved in physiological functions. Mineral deficiencies are detrimental to health. Calcium deficiency could lead to decreased bone mass. Iron deficiency anemia is still prevalent in the Philippines. Zinc deficiency is now of general public concern. Objectives of this study include calcium, iron and zinc quantification and assessment of their *in vitro* availability. Study samples are raw (**RG**) and boiled (**BG**) grains and raw (**RF**) and baked (**BF**) flour. **BG** samples were soaked at 1:2 ratios; 24 hours; boiled for 60 minutes using a rice cooker. **BF** samples were cooked at 350 °C for 45 minutes using an electric oven. Proximate, mineral and total dietary fibers were analysed using AOAC methods. *In vitro* mineral availability was assessed by simulating the conditions in the small intestine. Results include total mineral content (mg/ 100g): **CALCIUM: RG= 5.17 ± 0.38; BG= 2.83 ± 0.34, RF= 4.70 ± 0.70, BF= 8.94 ± 1.09; IRON: RG= 1.57 ± 0.03, BG= 1.43 ± 0.04, RF= 1.82 ± 0.03, BF= 2.17 ± 0.03; ZINC; RG= 1.98 ± 0.07; BG= 1.99 ± 0.06, RF= 1.99 ± 0.05, BF= 2.21 ± 0.05.** Percent mineral availability showed **%CALCIUM: RG= 5.16 ± 0.13; BG= 8.41 ± 0.34, RF= 5.70 ± 1.04, BF= 3.08 ± 0.18; %IRON: RG= 3.10 ± 0.30, BG= 4.02 ± 0.61, RF= 3.93 ± 0.30, BF= 2.65 ± 0.29; %ZINC;** no zinc availability was detected for all samples.

EFFECT OF MICROFILTRATION ON THE STABILITY OF TENDER COCONUT WATER

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A 0.3 micron tubular ceramic filter was used to cold-sterilize tender coconut water. The minimally processed coconut water was stored at $7\pm 1^{\circ}\text{C}$ and its bacteriological load, sensorial properties, and physico-chemical properties monitored weekly until the samples fail in at least one of the acceptance criteria. Total plate count, coliform count and *E. coli* count were analyzed using 3M Petrifilms. The samples remained within safe limits for total plate count and total coliform count until the third week of storage. No *E. coli* bacteria were observed all throughout the four weeks of analysis. The sensory attributes of the stored samples (appearance, aroma, flavor, mouth-feel, and refreshing capacity) and its general acceptability were tested against fresh coconut water by a semi-trained panel consisting of 15 members. The microfiltered coconut water scored higher in most sensory properties than the fresh coconut water throughout the test period. Most of these differences, however, are statistically insignificant at a confidence level of 95%. The appearance of the microfiltered sample scored significantly lower beginning the second week of testing when the sample turned pink resulting from enzyme-induced chemical activities as evidenced by the results of a PPO analysis. The three-week old refrigerated microfiltered sample was comparable to fresh coconut water, scoring even higher in most attributes. Physical properties of microfiltered coconut water namely pH, clarity, viscosity, and density changed significantly during the storage period. A continuing decrease in total sugar and protein content was observed as storage time progressed. Both physical and chemical properties of the three-week old processed samples versus fresh coconut water samples were significantly different. Whether these values are acceptable will still be determined as standards on coconut water products are yet to be established.

COMPARISON OF PURPLE YAM AND COCOA AS FUNCTIONAL INGREDIENT IN THE DEVELOPMENT OF PORRIDGE

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Purple Yam (*Dioscorea alata* L.) more commonly known in the Philippines as ube, has been proven to contain mainly of starch, sugars, protein and fiber. And due to its purple hue, it also contains a known antioxidant called anthocyanin that helps reduce risks of hypertension, obesity and certain degenerative diseases. While cocoa (*Theobroma cacao* L.) and cocoa products such as cocoa powder contains provision of lipids, sugars, minerals and antioxidants, principally polyphenols. Cocoa polyphenols has been proven as bioactive compounds with antioxidant, antiradical and anticarcinogenic properties. In the Philippines, cocoa powder is used as a traditional ingredient in the development of a Filipino porridge delicacy called "champorado". This study aims to compare purple yam powder and cocoa powder as functional ingredient in the development of "champorado". Purple yam powder and cocoa powder were tested for the following: proximate composition, dietary fiber, resistant starch and antioxidant (anthocyanidin, flavonoid and total phenolic content) content as well as its antioxidant activity (DPPH and FRAP) and sensory characteristics. The development of purple yam champorado is to offer an alternative variety and it may be better in terms of nutrition compared to the traditional chocolate champorado. While purple yam and cocoa may both contain phytonutrients, however, in terms of dietary fiber and resistant starch, purple yam may be a better source in comparison to cocoa.

THE IMPACT OF PSYCHOLOGICAL WELL-BEING, PERCEIVED SOCIAL COMPETENCE AND COPING STYLES ON THE SEXUAL IDENTITY SATISFACTION OF LESBIAN, GAY AND BISEXUAL ADULTS

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Studies related to identifying factors that lead to sexual identity stability and maintenance among adult populations particularly the sexual minority group rarely exist in both foreign and local literature. This research explored the relationships and prediction values of psychological well-being, perceived social competence and coping styles on the sexual identity satisfaction using a descriptive-correlational method participated by 78 young and middle Filipino adults self-identified sexual minorities ages 25-53 years old (Mean=30.26; SD = 5.84) covering the following sexual orientations: 29 gays, 11 lesbians, 29 bisexual males and 9 bisexual females through purposive sampling. Predictor and outcome variables were measured using the following standardized tests: Multi-Dimensional Wellness Indices, Social Skills Inventory, Brief COPE Inventory and Measure of Sexual Identity Exploration and Commitment with internal consistency reliability among the sample of $\alpha=0.94$, $\alpha=0.88$, $\alpha=0.83$ and $\alpha=0.72$ respectively. Based on the quantitative analysis employed, average levels in psychological well-being, perceived social competence and both problem-focused and emotion-focused coping styles have been observed while dysfunctional coping is being the least used. Participants also recorded a low level of identity uncertainty and obtained average levels in both sexual identity commitment and synthesis scales.

Results also showed significant relationships in the areas of psychological well-being, perceived social competence and problem-focused and emotion-focused coping styles. Dysfunctional coping, on the other hand, has also been identified to have an evidence of negative association with psychological well-being and a positive association towards identity uncertainty. Strong correlations have also been derived from some areas of psychological well-being, perceived social competence and problem-focused coping style with sexual identity commitment and synthesis. Multiple regression analysis indicated that psychological well-being has the greatest impact among the predictor variables in attaining sexual identity commitment and synthesis. Further investigations will be done in determining relevant factors that constitute sexual identity satisfaction among sexual minority adults by means of qualitative analysis approach as the second phase of this study.

PARENTAL PERFECTIONISM AND CAREER INDECISION OF PRO-EX STUDENTS IN MIRIAM COLLEGE HIGH SCHOOL: A BASIS FOR CAREER DEVELOPMENT PROGRAM ENHANCEMENT

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Career indecision is a universal experience occurring at different developmental stages and is primarily evident and highlighted during years in secondary education. In recent studies, parental maladaptive perfectionism is among specific family dynamics being examined for its role in career indecisiveness among young individuals. The research aims to investigate the relationship between parental perfectionism and career indecision among high school students in the local setting. In the same

way, certainty among grade levels are to be determined so as to address possible enhancement to career development programs in academic institutions.

The study was conducted to 167 students enrolled in different grade levels of the Programs of Excellence in Miriam College High School. Instruments used were Career Decision Scale (CDS) and Family Almost Perfect Scale (FAPS). Descriptive statistics such as mean, standard deviation, Pearson's Product Correlation and one-way ANOVA were utilized for data analysis. Findings reveal significance in terms of Certainty within grade levels $F(3,163)=7.122, p=.000$, specifically, there is a significant difference between Grades 9 and 12 ($p=.006$), Grades 10 and 12 ($p=.000$), Grades 11 and 12 ($p=.002$). Indecision has a low negative correlation with grade level $F(7,159)=-.297, p = .003$, and a moderate negative correlation with certainty $F(7,159)=-.487, p = .000$. On the other hand, Indecision is directly related to age $F(7,159)=.274, p=.044$ and perceived parental perfectionism $F(7,159)=.206, p= .003$. The study yielded a significant relationship between career indecision and perceived parental perfectionism $F(7, 159)=.029, r=0.169$. Perceived parental perfectionism accounts to only 3% of career indecision among students, which would suggest other factors contributing to indecision. Findings will underline enhancement in career development programs of academic institutions in response to the implementation of the K-12 curriculum.

EXAMINING STUDENTS' ENGAGEMENT IN SCHOOLS: BASIS FOR A PROPOSED TEACHERS AND STUDENTS SCHOOL ENGAGEMENT PROGRAM

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The importance of student engagement with school is recognized by educators, as is the observation that far too many students are bored, unmotivated, and uninvolved, that is, disengaged from the academic and social aspects of school life (Appleton, Christenson, & Furlong, 2008). The purpose of the study is to examine students' engagement using the Student Engagement Instrument (SEI) a tool that is designed to measure two subtypes of engagement: cognitive and psychological. Differences in student engagement were analyzed according to demographic profiles/variable of the respondents. The Student Engagement Instrument (SEI), Relationships Motivation Scale (REMO), and the Student's Information Sheet were administered to a sample of 1,014 high school students from selected private and public schools in Metro Manila. Six subscales of student engagement were considered: control and relevance of schoolwork, future aspirations and goals, and extrinsic motivation are considered cognitive engagement. Affective engagement included teacher-student relationships, family support for learning, and peer support for learning. Teachers, peers as motivators, and individual learning behavior were included in the subscales for Relationships Motivation Scale. Results generally indicated that there are significant differences in the respondents' engagement when age, sex, GPA, grade level, and scholarship status of the respondents were considered. Subscales of the REMO significantly predicted cognitive and affective engagement. Based on the results, a proposed teacher and student engagement program is developed to promote higher levels of engagement in school. Teachers are also equipped with necessary skills to promote competence in cognitive and affective engagement of students.

EMOTIONAL INTELLIGENCE: IT'S IMPACT ON SERVICE QUALITY AND LIFE SATISFACTION OF THE EUCHARISTIC LAY MINISTERS

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Eucharistic Lay Ministers play a crucial role in the active life of the Church. The Second Vatican Council has allowed the lay people to participate in the apostolic activity (Apostolicum Actuositatem no.2-4) as a result of the clergy shortage. Thus, concomitant with their sacred role, it is essentially important for a Eucharistic Ministers to have sound emotional Intelligence. Emotional intelligence is defined as the ability to adaptively perceive, understand, manage, and harness emotions in the self and others (Salovey & Mayer, 1990; Schutte, 1998). Emotional intelligence can contribute to and affect ministry's performance. Maturity of emotions is being widely considered in ministry as a value that has a great impact to quality service work and satisfied living.

The aim of this research is to determine the relationship between Emotional Intelligence, Service Quality and Life Satisfaction. The participants were forty (N=40) Eucharistic Lay Ministers from The Immaculate Heart of Marry Parish, Quezon City. The Bar-On Emotional Quotient Inventory: Short (EQ-i:s), Service Orientation Scale (SOS) and Satisfaction with Life Scale (SWLS) were used as instruments to collect the data. The data was analyzed by utilizing descriptive statistic like frequency and percentage distribution, means, standard deviation, Spearman's rho and regression analysis that determined the influenced of variable. Result reveals that there is no significant relationship between EQ & Service Quality ($r = 0.190, p = 0,241, \geq 0.05$); EQ & Life Satisfaction ($r = 0.191, p = 0,237, \geq 0.05$); Service Quality & Life Satisfaction ($r = 0,123, p = 0.448, \geq 0.05$). The result of this study will be significant to the Eucharistic Lay Ministers, the Catholic parish priests and the people for more effective ministry and evangelization in the church.

COMPASSION AND FORGIVENESS: PATHWAYS TO SUBJECTIVE WELL-BEING

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This study investigated the roles of compassion for others, self-compassion, forgiveness of others and forgiveness of self to subjective well-being among Filipino counseling professionals. This current research used two studies: Study 1 is a quantitative –explanatory research design to test the association of compassion for others, self-compassion, forgiveness of others and self with subjective well-being among Filipino counseling professionals and Study 2 is a single group pretest posttest design to investigate the effects of an intervention program designed to enhance compassion and forgiveness and subsequently improve subjective well-being. In Study 1, a path model depicting the conceptual process where both compassion for others and self-compassion contributes to forgiveness of others and forgiveness of self was tested using structural equation modeling (SEM) approach. Results of the path analysis of data from 231 Filipino counseling professionals revealed acceptable fit for the model, but only self-compassion was associated with both forgiveness of others and forgiveness of self, whereas compassion for others was associated with forgiveness of others. Moreover, only forgiveness of others has a significant contribution to subjective well-being. Removal of insignificant paths led to a better model fit. Additional analyses provided evidence for full mediation and significant indirect effects in the model. In Study 2, the results from Study 1 were used as the basis of the development of an intervention program for the enhancement of Filipino counseling professionals' level of compassion and forgiveness.

EMOTIONAL INTELLIGENCE, SELF-COMPASSION AND ACADEMIC MOTIVATION AMONG ADOLESCENTS WITH SUICIDAL IDEATION: IMPLICATION FOR A CRISIS MANAGEMENT PROGRAM

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Suicide remains one of the ten leading causes of death globally. The purpose of this study is to investigate the impact of emotional intelligence and self-compassion on the academic motivation of adolescents with suicidal ideation which would give implication for a crisis management program. The study employs mixed method, using battery of psychological tests and interviews. A standardized psychological test was used to identify student with suicidal ideation. Quantitative study used 3 standardized tests such as Bar-On Emotional Quotient Inventory for measuring emotional intelligence, Self-Compassion Scale for self-compassion and Academic Motivation Scale for measuring motivation towards academics. Qualitative design made use of interviews to respondents to gather additional information regarding other factors that may leads to suicidal ideation. Psychological test was used with a screening instrument to identify students with suicidal ideation. Initial findings of the 51 respondents with suicidal ideation, 78% falls within the area of enrichment in terms of emotional intelligence, 73% and 27% are average and below average respectively in self-compassion, while 63% are below average in academic motivation. Gathered findings imply the need for the implementation of an intervention program for the identified students with suicidal ideation.

LIVING IN A HOME WITH ONE LIGHT STANDING: UNDERSTANDING IRRATIONAL BELIEFS AND PERSONALITY TRAITS OF CHILDREN FROM SOLO-PARENT HOME

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In the face of today's fast changing world, the prevalence of solo parenting is becoming a rising trend in the Philippine society. Family situations are constantly put on test wherein the child is the one who always suffers the consequences. Anchored on the A-B-C theory of personality and emotional disturbance by Albert Ellis, the way people think determines how they feel. When people have an emotional reaction on a life event that occurred, it is not the event that causes the emotional state. It is the belief which people have about that certain event that mainly causes their emotional reaction. Life events do not make people happy or sad; instead, the way they think about those does. Psychological problems arise from irrational interpretation of these events and therefore irrational beliefs can block a person from achieving his or her goal. Once irrational beliefs are discovered, they can be counteracted. This study aims to identify the irrational beliefs that may lead to dysfunctional consequences and hamper an individual to live fully as well as to understand its relationship to personality traits of children from a solo-parent home. Students from the University of Santo Tomas - College of Tourism and Hospitality Management participated in this descriptive-correlational study. A three-part instrument was used in eliciting the needed data. The first part of the data gathering made use of a robotfoto to establish the demographic profile of the respondents. The Shortened General Belief Scale (SGABS) was administered to identify and determine the respondents' level of irrationality; specifically self-downing, need for achievement, need for approval, need for comfort, demand for fairness, and other downing. Lastly, the NEO Personality Inventory-Revised (NEO-PI-R) test was also administered respectively.

INUNDATION OF PATIENTS AT THE OUTPATIENT DEPARTMENT OF A SELECTED GOVERNMENT AND PRIVATE TERTIARY HOSPITAL IN NEPAL: TOWARDS STRATEGIES TO IMPROVE HOSPITAL EFFICIENCY

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In developing countries, despite the institutionalized concepts and provisions of a health service system, a concern, especially in the urban areas is the inundation of outpatient clinics of tertiary hospitals by the local population. This trend leads to inappropriate use of valuable resources, facilities and manpower reducing the efficiency of these hospitals. This study aims to know the perspectives of patients utilizing these health services and to devise priority strategies to improve the efficiency of the hospitals based on the findings. The study is descriptive and was conducted at the outpatient clinics of the purposively selected Medicine department of one government and one private tertiary hospital in Kathmandu, Nepal for a period of two weeks in each hospital. The data was collected by having the outpatients fill a structured questionnaire to know their background information and perspectives on why they chose to seek health care in the present hospital based on certain factors.

A total of 765 outpatients were surveyed and percentage and frequency were utilized to show their profile in terms of socio-demographic factors. Findings show that, for the outpatients of both the government and private hospital, quality of care ($\mu=3.61$) was assessed to be the highest and accessibility the lowest ($\mu=3.19$). Responses of the outpatients in the government hospital in terms of accessibility ($\mu=3.31$), affordability ($\mu=3.52$), facilities ($\mu=3.05$) and quality of care ($\mu=3.39$) was shown to be statistically significant with a *p-value* of 0.034. Responses in the private hospital in terms of accessibility ($\mu=3.07$), affordability ($\mu=3.14$), facilities ($\mu=3.61$) and quality of care ($\mu=3.83$) was also shown to be statistically significant with a *p-value* of 0.045. The responses of the outpatients between the government and private hospitals were found to be statistically significant with regards to accessibility (*p-value* = 0.023), affordability (*p-value* = 0.047), facilities (*p-value* = 0.050) and quality of care (*p-value* = 0.031). Thus, it can be demonstrated that the most important factor for patients in the government hospital is affordable healthcare followed by the quality of care the hospital provides. Whereas, patients seeking care in private hospitals value most the quality of care provided to them followed by the availability of facilities in the hospital.

Human Resources Management

CONSTRUCTION AND VALIDATION OF HUMAN RESOURCE AUDIT SCALE IN SELECTED DELUXE HOTELS IN THE PHILIPPINES

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This study investigated the current practices of the deluxe hotels in the Philippines that lead to the Construction and Validation of an HR Audit Scale for the Hotel Industry. Thus, the research was divided into three phases. The first phase described the state of human resource practices. The second phase focused on developing an HR Audit questionnaire. The third phase focused on the validation, reliability and validity of the HR Audit Instrument.

The study made use of Katz and Kahn's 1978 model of Open System to identify human resources areas that requires audit. Specifically, interviews were conducted and survey questionnaire was administered to achieve this task. Results of the interviews and survey identified the following areas for audit: Recruitment and Selection, Compensation and Benefits, Training and Development, Performance Management and Employee Engagement.

Following the identification of human resource areas, 50 items were formulated for the scale. Results of the Exploratory Factor Analysis trimmed down the original scale of 50 to 25 items where analysis suggest four factors, in Human Resource Audit Scale; Employee Engagement ($\alpha = .89$) with 7 items, Compensation and Benefits ($\alpha = .86$) with 4 items, Performance Management ($\alpha = .89$) with 6 items, and Recruitment and Development ($\alpha = .78$) with 8 items and total explained variance of 72.8%. Thus, it can be said that the newly developed HR Audit scale is valid and reliable.

JOB SATISFACTION AND ORGANIZATIONAL COMMITMENT OF FLIGHT ATTENDANTS IN SELECTED COMMERCIAL AIRLINE COMPANIES IN THE PHILIPPINES

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Human resources management is more intensely felt in today's fast-paced business environment. Such is further experienced in the hospitality industry being one of the busiest and largest income-generating industries, more specifically on airlines that primarily rely on their front liners in creating competitive advantage. This research aimed to gain better understanding of the relationship between job satisfaction and organizational commitment, and how these particular variables are affected by demographic characteristics of the flight attendants in selected commercial airline companies in the Philippines: PAL Express, Cebu Pacific Airways, and Air Asia Zest. It was conducted using survey questionnaires which were distributed to the abovementioned airline companies. A descriptive-correlational design was utilized using statistical methods like Percentage, Weighted Mean, T-test, One-Way Analysis of Variation and Pearson Product Moment Correlation of Coefficient.

Initial results of this study indicated that there is a significant correlation between the job satisfaction and organizational commitment of the respondent flight attendants in terms of work itself and supervision; and no significant correlation in terms of promotional opportunities, pay and co-workers. Further, this study was able to identify that there is a significant difference in the level of job satisfaction of the respondents when grouped according to age, gender and years in the company; and no significant difference in terms of civil status and educational attainment. The researcher will conclude with recommendations for improving managerial practices in commercial airline companies with regard to job satisfaction and organizational commitment. Furthermore, the researcher hopes to provide the respondent airlines with proposed enhancement programs.

PERFORMANCE EVALUATION: A SELF ASSESSMENT TO PROMOTE FACULTY MEMBERS CAREER DEVELOPMENT

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The study was an effort to promote growth and development among the faculty members of the University of Santo Tomas (UST) which focused on teaching performance, advising, departmental duties, behavioral, and scholarship. The objective of which is to identify the possible deficiencies or growth in the various activities they dealt with as teachers. Such attempt provided information that will serve the basis

for an appropriate program that will upgrade their career development opportunities. A descriptive method of research was employed. Data were in Likert rating scales and frequency scores. The rating scales were analyzed using the average means. Chi-square goodness of fit test was utilized in the analysis of frequency scores. The one way ANOVA was used in the analysis of the difference in overall performance. Statistical tests were conducted at 0.05 level of significance. As a pilot study, it covered only teachers from College of Commerce and Business Administration, and later on may proceed with the same endeavor involving the entire faculty members of UST. The results revealed that teaching performance was highly satisfactory at an average of 4.56; the teachers met expectations in advising and in departmental duties with mean ratings of 2.06 and 1.73, respectively. In behavioral analysis, it was found significantly prevalent that the teacher "did not at all" on issues such such smoking in class, eating and drinking in classes, not cooperating with the administration, and absent without prior notification. The teachers effort to be friendly and cooperative with colleagues, and treating students with due professionalism were significantly prevalent most of the times. As to the teachers' scholarship, workshop involvement was significantly prevalent. The one way ANOVA on the overall performance of teachers between last year and the present, it gave a significant difference at .05 level. This suggested that teachers improved significantly in teaching performance; stayed the same in advising, departmental duties and behavior; and their performance in scholarship deteriorated somehow. The study concluded that in organizing a new career development program, great priorities should be given on encouraging scholarship activities; making improvement in advising, departmental duties and behavior; and maintaining effort in teaching performance.

TOWARDS AN EFFECTIVE ASSET FORFEITURE SCHEME BY THE OFFICE OF THE OMBUDSMAN

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Asset recovery is a key element in deterring and punishing the corrupt. As the lead anti-corruption agency of the government, the Office of the Ombudsman is vested with authority, among others, to institute cases for forfeiture of unexplained wealth amassed by any public officer or employee. In recovering the proceeds of corruption, the Office of the Ombudsman is guided by Republic Act No. 1379.

In spite of the law, the government seemed and still seems to have difficulty in recovering proceeds of corruption. Most of the time, it is obvious that these public officials have in their possession unlawfully acquired properties; however, the government appears to be powerless in recovering these unlawfully acquired assets. Often, thefts on government assets were committed yet the government lacks the power to put a stop to it. An efficient and effective recovery of ill-gotten wealth and unlawfully acquired properties is crucial in the fight against corruption. The research intends to give a critical analysis on the asset forfeiture scheme of the Office of the Ombudsman. In sequence, it will discuss the laws relating to asset forfeiture in the country, its conduct and related jurisprudence thereto. It aims to provide recommendations especially on how to strengthen the forfeiture powers of the state for it to have efficient forfeiture proceedings that can lead to the successful recovery of unlawfully acquired assets. Using historical, descriptive and analytical methods of research, this study shall analyze the present asset forfeiture scheme of the Office of the Ombudsman. Consequently, it shall assess why the Office of the Ombudsman is encountering difficulty in its conduct of asset forfeiture. An exhaustive discussion on the present barriers the Office of the Ombudsman is facing on the conduct of unlawfully acquired assets would be presented, both the institutional and legal barriers, and how these barrier affect the conduct of asset forfeiture by the Office of the Ombudsman.

A CRITICAL ANALYSIS OF THE RIGHTS OF WOMEN ON MARRIAGE AND ITS DISSOLUTION UNDER THE SHARIA LAW VIS-À-VIS THE FAMILY CODE

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The Universal Declaration of Human Rights (UDHR) recognizes the universal and fundamental rights of women including the right to marry and have a family. This right on marriage should be protected and observed by every State regardless of race, origin and religion. This academic work is an analytical study of the Sharia Law (Presidential Decree 1083 otherwise known as the "Code of Muslim Personal Laws of the Philippines") in two specific areas: marriage and its dissolution. The Sharia Law was decreed to promote the advancement and recognition of the marginalized Muslim community in the country. While the Sharia Law adheres to the principle of equity and justice, there is a need to examine provisions specifically on marriage to assure that women's rights and gender justice are recognized and protected. The provisions on divorce (*talaq, ila, zihar, lian, khul, tafwid and faskh*) are likewise discussed and examined. The grounds in availing divorce as well as its procedure are defined and scrutinized in line with the beliefs and traditions of the Muslim community but focusing on the rights of the Filipino Muslim women. The Family Code is then compared to the Sharia Law. The similarities and differences of these important laws are comparatively analyzed in order to fully understand these laws covering marriage and its dissolution. Important recommendations aiming for the enhancement and protection of the status of women and gender justice are discussed. The findings in this study can be utilized in an advocacy for social awareness and for the promotion of women's rights. Sensitivity is observed in order not to disturb any religion, tradition or culture. The study employed the design of research involving qualitative research methods using the historical, descriptive and content analyses of the laws, data and other pertinent documents gathered.

DECONSTRUCTING THE ENFORCEMENT OF INTELLECTUAL PROPERTY RIGHTS IN THE ERA OF GLOBALIZATION

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In international trade, intellectual property is the ultimate leverage. Notably, globalization has taunted the effectiveness of intellectual property rights enforcement. Intellectual property violations affect all sectors of society, and noting its extensive effects, enforcement has become a serious concern. As intellectual property rights are recognized as private rights, investigation and prosecution substantially depend on the rights holders, leaving law enforcers practically helpless if no complaint is filed and maintained by them. This paper provides a critical study on the challenges of enforcement in the era of globalization, and the necessary legal framework to protect the economic foundation of the country. The study shows that while enforcement operations are generally commendable, the prosecution aspect remains an issue. There are many obstacles in the prosecution, such as rights holders' lack of interest to prosecute, cost of litigation, dependence on government, procedural technicalities and even legal ambiguities. Taking into account the present trend in international trade vis-à-vis the present legal system in the Philippines, a critical analysis reveals that enforcement of intellectual property rights should be viewed more as a trade law enforcement. Thus, government should be empowered to initiate and maintain legal actions with the end view of ensuring not only compliance with the laws on intellectual property, but more importantly, to secure trade and commerce in an open and fast-paced economic environment. In this context, the enforcement function of the Intellectual Property Office of the Philippines, as the government body tasked to administer laws on intellectual property, should be defined as an empowerment to lead, avail and integrate all legal measures to protect and enforce intellectual property rights. Corollary thereto, the practicability of establishing a more simplified procedure of prosecution and adjudication of intellectual property related cases have been considered.

AN ANALYSIS OF THE CONSTITUTIONAL REQUIREMENTS FOR THE APPOINTMENT TO THE JUDICIARY IN THE SOCIAL, MORAL AND ETHICAL CONTEXT

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This paper analyzes the constitutional requirements for the appointment to the judiciary in the social, moral and ethical context. The profile of judges; their compliance with the constitutional requirements for the judicial appointment; demands of judicial ethics; the perception of selected members of the bench and determination on how to meet the gap between what is being required from judges by the 1987 Constitution and their actual work fitness, are discussed. This endeavor seeks to formulate concrete recommendations on how judges can always adhere to the constitutional requirements attached to their appointment. Historical research and descriptive-analytical design using interview, questionnaire and contextual analysis of data are utilized. Questionnaires were pre-tested to ensure clarity and comprehensibility. After compliance with the requirements, these will be distributed through electronic mail, personal, postal and air freight service. Descriptive statistics is used to interpret the data gathered. Collected data are tabulated to facilitate clearer presentation and interpretation. Initial results revealed that of the 584 RTC judges and 607 first level judges appointed from 2003 to 2012, 116 RTC judges and 303 first level judges were born from 1966 to 1980. It is gross ignorance of the law which is the most frequently filed administrative charge against a judge for the period starting from 2003 to 2012. The Supreme Court through the Legal Education Board is exerting efforts to improve the law curriculum being adopted by law schools to answer the needs of time. The Philippine Judicial Academy has a number of activities to ensure that judges keep abreast of the latest development in law. So that judges can always adhere to the demands of the constitution, the present law curriculum should be improved to include subjects that would better prepare lawyers for a judicial career; a more stringent policy in the recruitment and selection of nominees by the Judicial and Bar Council with respect to educational and professional qualifications of applicants should be implemented; and a longer orientation and immersion program for new appointees and more frequent seminars on current trends and developments in law should be conducted by the Philippine Judicial Academy.

THE IMPLEMENTATION OF THE 2006 ILO MARITIME LABOR CONVENTION IN THE PHILIPPINES: ESTABLISHING THE “SEAFARERS’ BILL OF RIGHTS”

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The present study intends to analyze the impact of the 2006 ILO Maritime Labor Convention on the existing Philippine laws relating to Filipino seafarers. The 2006 Maritime Labor Convention was ratified by the Philippine Senate on August 13, 2012. The Philippines was the 30th State to have ratified the said Convention, making the Philippine ratification significant. It signals the coming into force of said Convention. The Convention then provides that it will become effective on August 13, 2013, one year after the ratification of the 30th State.

The importance of this Convention to the Philippines cannot be doubted. The Philippine is the crewing capital of the world. Statistics show that out of 1.2 million merchant sailors in the world, 22% or 261,614 are Filipinos. It was estimated that in 2009, overseas Filipino seafarers brought a total of \$4.340 billion, up to \$534 million or 14% against the \$3.806 billion they remitted in 2010. It is believed that such growth was three times faster than the 4.15% increase in cash remittances by land-based Overseas Filipino Workers (OFW). The Convention is dubbed as the “Bill of Rights of Seafarers.” Its purpose is to give utmost protection to seafarers by setting standards to their working conditions and providing mechanisms for their compliance and enforcement by State parties. Thus, the dissertation proposal will

figure out whether the present legal infrastructure of the Philippines concerning seafarers is consistent with the Convention. The issues and gaps between Philippine laws and the Convention will be the focal point of the dissertation and how these gaps and issues will be remedied and addressed.

INSTITUTIONALIZING PRECAUTIONARY PRINCIPLE AS A PHILIPPINE ENVIRONMENTAL POLICY THROUGH LEGISLATION

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This study examines precautionary principle as it is adopted in the Philippines or incorporated in the Rules of Procedure for Environmental Cases as promulgated by the Supreme Court through the exercise of its constitutional rule making power. The purpose of this study is to determine whether precautionary principle as an evidentiary tool of the judicial department is sufficient and effective in attaining the objective of protecting the environment. Through the application of historical, descriptive and analytical methods, this research reached its conclusion and able to determine that precautionary principle adopted as an environmental policy through legislation can protect better the environment. This undertaking led us to the conclusion that the adoption of precautionary principle in our jurisdiction by incorporating it in the Rules of Procedure for Environmental Cases pursuant to the rule making power of the Supreme Court is just the initial step to strengthen its legal foundation. Its formulation is purely in the context of procedural evidentiary utility. This limited use of the principle is primarily due to lack of statutory foundation.

The institutionalization of precautionary principle could be done through legislation. Once it is legislated, it becomes a state environmental policy. Meaning, precautionary principle will not be utilized solely by the judicial department but by all agencies of government mandated to protect the environment. In this way, the impact of its legal utility will be broadened, the legal foundation strengthened, and it ensures further protection for the environment.

STEPPING-UP GOOD GOVERNANCE: A CRITICAL ANALYSIS OF THE ASSET DISCLOSURE POLICY OF THE PHILIPPINES

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Conflict of interests and looting of public wealth remain to be a scourge to good governance. They constitute as barriers to economic growth and prosperity. They diminish public trust and people's confidence to the government. They corrode people's respect to public officials and employees. If State policy or government tools to address them are not strengthened, precious and scarce government resources would continue to be dissipated for private gains and interests.

In the Philippines, the public policy requiring government officials and employees to submit Statement of Assets, Liabilities and Net worth (SALN), including their business interests, financial connections, and relatives in the government service, is widely perceived to deter abuse of public office. Hence, as a tool for good governance, it is imperative to critically analyze the SALN policy by exploring, among others, its gaps, loopholes, weaknesses or imperfections. Otherwise put, this study principally seeks to reconfigure the asset disclosure policy of the Philippines thereby stepping it up as an anti-corruption tool.

PERFORMANCE OF SELECTED GOVERNMENT OWNED AND/OR CONTROLLED CORPORATIONS IN THE PUBLIC UTILITY SECTOR OF THE PHILIPPINES, 2002-2012

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It is essential for Filipino people to be informed about the operating performance of government firms since taxes are rightfully paid and manifested. Government funds are scarce and should be utilized in accordance with the aligned functions of public service. This study conducts Data Envelopment Analysis [DEA] approach to benchmark and compare the operating performance of 13 Government Owned and/or Controlled Corporations [GOCCs] in the Public Utilities Sector of the Philippines for the period of 2002-2012 by determining Overall Technical Efficiency [OTE], Pure Technical Efficiency [PTE] and Scale Efficiency [SE]. The result shows that 1 out of 13 GOCCs performs efficiently in terms of OTE, TE and SE in the given period. It is observed that GOCCs operates at an average scale of 39.68% in Decreasing>Returns to Scale [DRS] and 38.46% in Increasing>Returns to Scale [IRS] based on 143 observations. Mean DEA scores of 56.44% in OTE, 68.83% in PTE and 84.07% indicates that GOCCs in the public utility sector are not all operationally efficient. Poor performing GOCCs are identified to further improve their operating efficiencies by developing operation strategies such as reduction of costs/losses and investing in profitable or productive assets can contribute to their improvement.

THE TECHNO-ECONOMIC EVALUATION OF 5-WIRE SYSTEM AT ANVAYA COVE N4 ELECTRICAL SYSTEM

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It has been a design practice to Anvaya's Electrical Secondary Wiring system of residential household of using 3-wire system 230/110V namely: lines 1, 2, or 3 and ground wire. Continuous development in the electrical engineering industry has led to further reduce the cost in the implementation of the electrical components particularly in the wiring system without violating the worldwide electrical code. The design consultant has introduced the value engineering (VE) approach of using the 5-wire system 400/230V, also called 400V System, with the addition of neutral line in the existing wiring system. Though this entails additional wire and corresponding tap box, the cost impact is still very minimal when compared to the existing secondary wiring system design. System of power distribution to the residential households also remains the same and power source reliability unchanged. N4 will be the pilot project for the value engineering approach using the 5-wire system 400/230V to determine that the cost difference is greater than 10% when the two designs are being simulated and compared. It will also be implemented to the other projects once VE is achieved.

APPLICABILITY OF DEMAND-DRIVEN SUPPLY CHAIN MANAGEMENT ON THE METALWORKING INDUSTRIES IN THE NATIONAL CAPITAL REGION

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Real Time Customer demand is the latest trend in the Global Supply Chain. In line with this, the study determined the applicability of the Demand-Driven Strategy in the Supply Chain Management of the metalworking industries in the National Capital Region by generating a model that is applicable to the current supply chain management. A reference process modeling was used as an approach to map and generate the framework of the demand-driven supply chain process on three structure and components - the physical flow process; the operation and planning processes; and the strategies for the industry. The researcher distributed sets of survey questionnaire to the seventy six (76) members of the Metalworking Association of the Philippines Metro Manila Chapter to assess the two (2) major components (integration and technology information) strategy through factorial analysis.

Initial results showed that the companies under this industry use traditional system and that through collaboration and with the aid of the technology they can be demand-driven. Thus, by using the proposed model, they will become responsive and flexible to the demand of the customer and be in line with the current global supply chain trend. This also supports the goals of the Department of Trade and Industry (DTI) to make the small scale enterprises be competitive, to have an access to the market, and to increase the industry's efficiency and profitability.

DETERMINING CLOUD COMPUTING ADOPTION AND GAP ANALYSIS OF THE IDENTIFIED CENTERS OF EXCELLENCE (COES) AND CENTERS OF DEVELOPMENT (CODS) IN INFORMATION TECHNOLOGY EDUCATION OF THE PHILIPPINES

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Cloud computing is likely to be one of those opportunities pursued by the cash-strapped educational establishments in these difficult times and could prove to be of immense benefit (and empowering in some situations) to them due to its flexibility and pay-as-you go cost structure”(Sultan N. , 2012). Nowhere are the benefits of cloud computing more obvious than in developing countries like the Philippines and its education system. The purpose of the study is to determine the current adoption level of Cloud computing in selected Philippine Colleges and Universities and provide Gap analysis institutions. The study will be limited to the identified Centers of Excellence (COEs) and Centers of Development(CODs) in IT of the Commission on Higher Education based from the latest release of the CHED memorandum order No. 32 of 2007. Initial results show that 40% out of the 39 respondents are already using cloud services and 53% are already planning to use cloud services. These early cloud adopters are already subscribed to software as a service (SaaS) cloud computing model. It also suggests that the top two (2) candidate of application that the institutions migrated to the cloud are their E-mail services and document management systems. Results also shows that early adopters of cloud received management support towards using cloud computing solutions in their organization. These institutions believe that reduced implementation and maintenance cost is one of the direct benefits of cloud computing. The findings suggest that the educational institutions in the Philippines are on their way to their cloud journey and their adoption behavior are driven by management support and perceived benefits of the cloud.

SYSTEM ANALYSIS OF THE TECHNICAL WORK PROCESSES IN A NORWEGIAN OIL AND GAS COMPANY FACING CHALLENGES OF ENGINEERING GLOBALIZATION

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The objective of the study is to analyze the current management system of a Norwegian upstream oil and gas company with regard to technical work process management. Based on the evaluation of current practice that already includes Manila in the work flow (KPI = 12% of Engineering projects), the existing technical processes are not followed due to the “people-based” way of executing projects. The use of the current system is not strictly enforced, and the development of a new project execution model (PEM) in this study would like to address. Aside from this, the analysis of five accomplished projects showed significant cost-savings for one project that was done mainly in the Manila office, and presented opportunities to increase profit for the other projects that did not meet the 12% KPI. Quality and on-time delivery as important measurables for projects were examined through survey of and interviews with 35 key personnel in the company. It was determined that Manila personnel are technically competent on theoretical knowledge but lacks practical oil and gas drilling experience. With this, the Norwegian counterparts have low confidence on competency of Manila office personnel resulting in low transfer of workload to Manila. The effective transfer of knowledge can be a means of resolving the problem. Other factors that affect the transfer of knowledge are miscommunication, cultural difference and time differential resulting in low contact between the two offices. A possible solution was proposed to address issues brought about by globalization in the said industry.

MOTIVATORS AND EFFECTS OF ADOPTING GREEN PRACTICES ALONG THE SUPPLY CHAIN OF SELECTED PHARMACEUTICAL COMPANIES

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Life is able to prosper on Earth due to the huge amount of natural resources present, but the use of these resources is far greater than what the Earth could provide. Thus, various organizations from both the public and private are finding ways to measure and assess the progress towards sustainable development. Green practices are being adopted by different companies not just to promote environmental sustainability and corporate social responsibility but also to gain competitive advantage over its competitors. The study will focus on the three aspect of Green Supply Chain Management (GSCM) these are Green Purchasing, Eco-design and Investment Recovery. This study investigates what are the different external factors such as regulatory agencies, household consumers, competitors, clients, domestic and international suppliers, environmental groups or organization, and neighborhoods or community groups, affects the adoption of green practices along the supply chain of the local pharmaceutical companies. This study will also examines the effect of having an Environmental Management System to the adoption of green practices. The study examines how the adoptions of these practices have affected the company's operational, economic and environmental performance. Respondents for the study includes companies engaged in the manufacturing of pharmaceutical products. Two (2) out of the ten (10) selected companies have been practicing Investment Recovery as part of their waste minimization program. This provides them with additional income generated from the sale of Scraps and reduces the company's expense due to waste disposal. These companies also mentioned that regulatory agencies have a greater effect on the adoption of green initiatives.

EXTENSIVE CHARACTERIZATION OF BAMBOO WITH DIFFERENT BINDERS AS ALTERNATIVE MATERIALS FOR CONCRETE PRODUCTS

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This study aims to explore the different possibilities of making a feasible low cost reinforced concrete product. The alternative materials that were chosen are Rice Husk, Saw Dust and Polypropylene Plastic String as the mortar component in producing concrete. In addition, Bamboo was used as a replacement for reinforcement bar. There are 3 types of combination in this research. The rice husk ashes and saw dust ashes were retained in its burnt state and replace a portion of ordinary Portland cement in 10%, 20% and 30% by mass of ordinary Portland cement. Polypropylene Plastic Strings were added in concrete mixture in 1%, 3% and 5% by mass of ordinary Portland cement. Compressive strength test were performed to all concrete samples and were compared to a class A concrete of having a probable compressive strength of 2500 – 3000 psi at 28 days. All concrete cubes were tested at the ages of 7, 14 and 28 days. Compressive strength decreases with an increase of RHA and SDA replacement. The addition of PPS also decreases the concrete Compressive strength. The 10% replacement of RHA and SDA resulted in more than 1000 psi after 28 days while the 1% added PPS achieved more than 1500 psi after 28 days. It was concluded that a 10% RHA and 10% SDA replacement is comparable to a class C mixture of concrete having a probable compressive strength of 500 – 1000 psi at 28 days while a 1% additional PPS is comparable to a class B concrete mixture of having a probable compressive strength of 1500 – 2000 psi at 28 days. The ultimate carrying load of a reinforced concrete beam is significantly low due to the failure of bamboo as it does not bond with concrete. Therefore, a reinforced concrete structure using these alternative materials can only be used to a non-load bearing structures.

Medical Physics 

DETERMINATION OF PATIENT PARAMETERS FROM FILIPINOS UNDERGOING HIGH DOSE I-131 THERAPY OF THYROID RELATED DISEASES

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Radiation iodine (I-131) has widely been used for therapy of patients with thyroid cancer. Patients administered with I-131 become sources of unacceptable radiation exposure to medical personnel and other individuals. Hence, patients are required to be confined in an isolation room to such time that the measured remaining radioactivity in the body at 1 m from the patient's body fall to within acceptable levels. In this study, effective half-life of I-131 and the patient body shielding factor were obtained from the dose rate measurements. Twenty-one patients, administered with high activity of I-131 ranging from 3.7 GBq to 5.55 GBq, involved in this study. Daily dose rate measurements were obtained until the day the patient is released from the hospital. No diuretics were used for the patient to eliminated I-131 from the body. Instead, patients were advised to drink more water, bathe 2-3 times a day. Effective half-life was calculated from the series of dose rate measurements. The study presents that the average effective half-life of I-131 in the patient's body is 17.61 hours with a standard deviation of 7.15 hours.

LOW DOSE NON-ENHANCED PET/CT VERSUS STANDARD DOSE CONTRAST-ENHANCED PET/CT FOR STAGING AND THERAPY PLANNING OF CANCER

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Current procedures done in a PET/CT facility is the acquisition of PET images fused with Low-Dose CT images followed by a separate diagnostic contrast-enhanced CT scan. The purpose of the separate diagnostic CT is to provide better anatomic diagnosis. Several doctors request the fusion of the PET images with the diagnostic CT as it somehow provides better diagnostics. However, this technique is not yet well established. The aim of this research is to evaluate low dose non-enhanced PET/CT (PET/low-dose CT) versus standard dose contrast enhanced PET/CT (PET/contrast-enhanced CT) when applied to staging and therapy planning of cancer. Sample selection of PET, low-dose CT, and contrast-enhanced CT images were taken from St. Luke's Medical Center- PET Center. PET images from cancer patients were fused with low dose non-enhanced CT and standard dose contrast enhanced CT images to produce PET/low-dose CT and PET/contrast-enhanced CT respectively. Nuclear medicine specialists were consulted for interpretation of the fusion images. Interpretation was based on TNM cancer staging system, Standardized uptake values, and lesion analysis which involves localization, characterization, and delineation of the cancer lesions.

DOSIMETRIC EVALUATION OF MOTORIZED WEDGES AT CENTRAL AXIS AND OFF-AXIS FOR SYMMETRIC AND ASYMMETRIC FIELD SIZES

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Motorized wedges, a variation of physical wedge filters, produce an angled tilt of the dose distribution planned for radiotherapy. This technique is a combination of an open and fully wedged beam that is able to synthesize any wedged angle from 0°-60°. Clinically, treatment planning systems automatically compute for the doses of the open and wedge fields for a certain field size and the desired angle. The ratio of these two quantities is described as the Wedge Factor. Because of the limited beam parameters required during commissioning, computed Wedge Factors particularly at off-axis points and for asymmetric field sizes should be evaluated to match doses produced by the machine.

This study investigated the use wedge angles produced from an Elekta™ Compact Linear Accelerator with built-in Motorized Wedge filter. Wedge Factors, Dose Profiles, and Dose distribution were acquired using an Ionization chamber and a treatment verification film in a tissue equivalent water phantom. Doses for Symmetric and Asymmetric field size were measured along the central axis and off-axis respectively. An IAEA test case using wedges was also utilized evaluating the planning system. Measured data were presented as percent differences

ESTIMATION OF RADIATION DOSES TO PATIENTS UNDERGOING VARIOUS INTERVENTIONAL ORTHOPEDIC PROCEDURES

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Interventional orthopedic procedures, such as intramedullary nailing, open reduction and internal fixation, placement of lock plates, and deformity correction and fixation, require fluoroscopic guidance that will result in radiation exposure of the patient. This study aims to determine whether the

entrance surface doses (ESD) of the patients undergoing interventional orthopedic procedures in the Philippine Orthopedic Center (POC) are comparable to patient doses from previous studies done in different institutions worldwide. To determine the entrance surface dose (ESD), an optically stimulated luminescence (OSL) nanodot dosimeter will be attached to the skin of the patient and positioned within the radiation field. The type of procedure, peak kilovoltages (kVp), anode current (mA), exposure time (s), were recorded for each procedure. For the most performed procedures (open reduction – femoral lock plate, and in situ multiple screw fixation), the estimated mean exposure times were 2.5 and 2 minutes, the estimated mean kVp's were 76.8 and 79.6 kVp, the estimated mean mA's were 3.05 and 3.42 mA, while the estimated mean ESDs were 21 mGy and 26 mGy respectively.

ASSESSMENT OF BRACHYTHERAPY PLANNING AND DOSIMETRY USING A LOCALLY DESIGNED PHANTOM

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Brachytherapy is a well-established treatment modality for treating cancer, where in a radioactive source (Iridium-192) is implanted near or inside the tumor while sparing the organs at risk. This study designed an acrylic phantom that is suitable for absorbed dose measurements using an ionization chamber. The general objective of the study is to conduct an end-to-end accuracy test for brachytherapy, i.e., from localization to treatment planning and delivery of treatment. Using quantitative designs, accuracy tests were done in Jose R. Reyes Memorial Medical Center (JRRMMC). The Statistical Package for Social Science (SPSS) was the statistical software used in the analysis. The reconstruction of the phantom with the applicators was obtained using the C-arm and was inputted in the treatment planning system (TPS) - to test the accuracy of the TPS in measuring the length of the applicators. Using the 0.125cm³ Semiflex Chamber Type 31010, optimal dwell positions of the applicators were obtained. Dose rate measurements were also obtained using the American Association of Physicists in Medicine Task Group 43 (AAPM TG-43) protocol. Initial test of the reconstruction has given a negative result, i.e. the TPS does not give the actual size of the applicators.

ESTIMATION OF OCCUPATIONAL DOSES DURING INTERVENTIONAL PROCEDURES IN ORTHOPEDIC SURGERY

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Radiation protection has been a concern since the first use of x rays as a modality for diagnosis and treatment. Through the years, the use of x rays in medical applications has increased. In Interventional Orthopedics, x rays are used to guide the physician during procedures for treatment of specific illnesses. During these procedures, the patients, the surgeons and the staff in the operating room are exposed to ionizing radiation. This study aims to determine the doses received by the orthopedic surgeons during the different interventional procedures in orthopedic surgery at the Philippine Orthopedic Center. Optically Stimulated Luminescence (OSL) Dosimeters was used to determine the radiation doses received by the surgeons. The doses received by the surgeons are monitored for the whole month of December. The OSL's will be read by the end of the month and will be compared to the occupational dose limits set by the Department of Health. The results can be used by the Department of Health as a reference for their regulations.

ASSESSMENT OF PATIENT DOSE FOR SELECTED INTERVENTIONAL RADIOLOGICAL PROCEDURES USING OPTICALLY STIMULATED LUMINESCENCE (OSL) DOSIMETERS

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In recent years, interventional procedures have composed a major part in diagnostic radiology and increasingly replaced many surgical procedures. Under x-ray fluoroscopic guidance these interventional procedures provide imaging information which allows physicians to perform a variety of operations such as embolization and implantation of stents.

Despite its advantages, the utilization of ionizing radiation for diagnosis delivers radiation doses which present risk to the patient. These radiation doses can be further reduced without compromising diagnostic quality. The fundamental principles of radiation protection call for exposures to patients that are As Low as Reasonably Achievable (ALARA). The purpose of the study is to obtain data for the implementation of optimization measures for selected interventional radiological procedures in the Philippines and to provide some dosimetry data for the determination of national diagnostic reference level (DRL) doses. The study was conducted at the Radiology Department of the University of Santo Tomas Hospital which has a conventional x-ray machine that is being used for a large number of interventional radiological procedures. Optically Stimulated Luminescence (OSL) Dosimeters (nanoDot, for patient dose measurements) were used in the measurement of entrance skin dose (ESD) of patients. OSL nanoDot dosimeters were positioned within the four corners of a rectangular radiation field to determine the dose. The measured data will be compared with the diagnostic reference levels recommended by the ICRP. The results of this study, together with other factors may be used in the process of optimization of image-guided interventional procedures.

IMPACT OF PROSTHETIC IMPLANTS TO RADIOTHERAPY TREATMENT DOSE DISTRIBUTION

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Treatment planning computers used electron density values generated from scanning phantoms with varying materials. However, these materials have much lower densities than metal. Patients with prosthetic metal implants have been a problem during radiotherapy treatments because of the perturbations to dose distributions caused by these metals during radiotherapy treatment planning. The aim of this research is to study effects of metal prosthesis to the dose distribution of radiotherapy treatments. Rods of bone cement and different prosthetic implants will be fabricated and will be inserted into an anthropomorphic phantom. CT images of the phantom with the different prosthetic implants will be acquired and imported to a treatment planning system. Photon beams with energy of 6MV and field size 10x10 cm at SSD 100 will be used to calculate doses beyond the implants. Dose values generated will be compared with actual measurements.

CALIBRATION OF CAMERA-BASED ELECTRONIC PORTAL IMAGING DEVICES (EPIDs) FOR TRANSMISSION AND MIDLINE DOSE MEASUREMENTS

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Accuracy in dose delivery is a critical aspect in radiotherapy. Too much or too little deviation from the proposed dose will affect the effectiveness of the treatment. As a solution to this need in radiotherapy, dose monitoring during treatment and dose verification before the treatment is being optimized by many radiotherapy facilities. This work investigates a process on how to calibrate the iViewC camera-based EPID of a 6MV Elekta Compact Single Energy Linear Accelerator. Solid phantom slabs of different thickness were irradiated with 100 MU machine setting which will lead to variations in the pixel density of the images produced. MATLAB was used to obtain the histogram of each image used for calibrations. The location of the peaks in the histogram will give the associated pixel density of the dose. It was determined that there is a linear relationship between pixel density and dose below 100 cGy. The shoulder where this linearity ends is expected to occur within the 100 cGy-150 cGy range but the toe of the linearity is yet to be determined. Each test image will then be subjected to a smoothing algorithm known as the cubic spline algorithm, which will also be implemented in MATLAB, in order to reduce the effect of light scattering on the surface of the camera. Finally, these smoothed images will then be subjected to the calibration done between dose and pixel densities in order to obtain the dose map of the images.

Medical Technology 

ANTICOAGULANT AND FIBRINOLYTIC EFFECTS OF DIMOCARPUS LONGAN EXTRACT ON HUMAN PLASMA

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Dimocarpus longan is a fruit-bearing subtropical tree, which belongs to the plant family Sapindaceae and is widely cultivated in regions of Southeast Asia. The plant has been traditionally used for industrial purposes as well as its anti-inflammatory, antioxidant and cytotoxic medicinal properties. However, the plant's anticoagulant and fibrinolytic effects, which could generally contribute to enhancement of cardiovascular therapy, have not been given enough attention. The present study investigated the effects of 95% ethanol extract from microwave heat-dried *Dimocarpus longan* pericarp (DLP XT) on coagulation and fibrinolysis in vitro. Human Platelet Poor Plasma (PPP) were processed from whole blood extracted from voluntary participants of one hundred fifty two (N) healthy voluntary blood donors randomly assessed using the criteria of the Blood Donor Recruitment Section of National Kidney and Transplant Institute Department of Laboratory Medicine (BDRS-NKTI Lab). Human platelet poor plasma were mixed and incubated at 37°C with different doses of DLP XT (1.0; 2.0; 4.0 mg/ml) and coagulation assays were examined thereafter testing it against Heparin as standard reagent and Quercetin as control. DLP XT at 4.0 mg/ml exhibited a maximal inhibitory effect on coagulation by significantly inhibiting clot formation as demonstrated by prolonged prothrombin and activated partial thromboplastin time in human platelet poor plasma. Results of the study showed that DLP XT (1.0; 2.0; 4.0 mg/ml) produced a significant elevation in coagulation time for both PT and APTT coagulation assays using a t-test with p-value 0.000. Results also show that DLP XT at 4.0 mg/ml produced a significantly higher elevation in coagulation time compared to heparin and quercetin using a T-test with p-value of .000. Fibrinolysis was assessed using the modified fibrin plate assay by Astrup and Mullertz, which presented increased fibrinolytic activity in a dose-dependent manner as significantly presented by increased clearance zone of DLP XT at 4.0 mg/ml against Plasmin as control reagent. The results

gathered from the study suggest that *Dimocarpus longan* may be a new potential natural source of anticoagulant and thrombolytic therapeutics for thrombotic and cardiovascular diseases.

MYXOBACTERIA AS A BIOCONTROL AGENT FOR BACTERIAL WILT *RALSTONIA SOLANACEARUM*

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Myxobacteria are uniquely-designed bacterial species that primarily live in soil and feed on other bacteria and insoluble organic substances. Most of the species of myxobacteria are bacteriolytic while some species are cellulolytic. Hence, this present study focuses on the bacteriolytic ability of myxobacteria species as a potential biological control agent on phytopathogenic *Ralstonia solanacearum*. Although not widely investigated, most of the studies on myxobacteria and its bioactive secondary metabolites showed promising results both on clinical and environmental aspects. Thus, it is imperative to explore and expand the knowledge on the possibilities of making myxobacteria and its bioactive compounds as a biological control agent against bacterial wilt *Ralstonia solanacearum*. A total of 12 myxobacterial isolates from moist chamber cultures of leaf litters and barks were isolated and were identified morphologically. *Ralstonia solanacearum* was isolated from wilted tomatoes in Pangasinan, Philippines, and subjected to pathogenicity testing on 4-5 leaf stage tomato plants. The bacterium that caused wilting was re-isolated and identified through conventional biochemical tests and molecular analysis. Bacteriolytic activity of the 12 myxobacterial isolates against *Ralstonia solanacearum* was assayed *in vitro* using modified lawn-predation method. Subsequently, isolates that yield positive inhibition were subjected to metabolite-based assay using disk diffusion method.

ANTIMICROBIAL ACTIVITY AND FOOD BIOPRESERVATIVE POTENTIAL OF PARTIALLY PURIFIED BACTERIOCIN FROM LACTIC ACID BACTERIA ISOLATED FROM ORGANIC VEGETABLES

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Bacteriocins are ribosomally-synthesized peptides or small proteins with bactericidal effect against other bacteria but often on closely related organisms. These protein-like antibiotics isolated from lactic acid bacteria (LAB) have gained much interest because they inhibit a variety of food spoilage microorganisms and pathogens during food processing and preservation. Increasing adverse health effects on the use of synthetic chemicals to eliminate food-borne pathogens and extend shelf-life has been observed, thus, the use of bacteriocin as a potential food biological preservation will reduce, if not totally eliminate the use of synthetically made chemicals. In the initial screening, a total of 45 lactic acid bacteria were isolated from organic vegetables. Partial identification of the isolates was done through Gram staining and biochemical testing. Out of these isolates, 10 isolates exhibited good antimicrobial activity against the indicator organisms used. DNA extraction and PCR amplification was done and gene sequences were analyzed for further identification. Results showed that the isolates belong to the *Lactobacillus* group. These were *Lactobacillus plantarum*, *Lactobacillus paracasei*, *Lactobacillus rhamnosus* and *Lactobacillus farciminis*. Bacteriocin isolation was performed using these 4 isolates. Cell free supernatant was separated from the culture broth by centrifugation at 10,000 g for 15 mins at 4°C, pH neutralized and heat treated. Partial purification of the bacteriocin was done through ammonium

sulfate precipitation at 40% saturation. The protein precipitate was collected by centrifugation, dissolved in 5 mM phosphate buffer (pH 6.5) and assayed using the “spot – on – lawn” method. The 4 bacteriocin-producer isolates showed significant inhibitory activity against the food borne pathogens used as indicator organisms. pH, temperature and enzyme stability tests of these bacteriocins are currently being performed. Application of the bacteriocin to food model system using organic lettuce is also being done.

BIOLOGICAL CONTROL OF BACTERIAL LEAF BLIGHT DISEASE USING MYXOBACTERIA

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Rice is the staple food of almost half of the population worldwide. Its cultivation has also become the major source of livelihood of about one-fifth of the world's population. However in the recent years, there has been an increase in the severity of rice diseases and this has presented a major challenge in sustaining rice production necessary to meet the demands of rapidly escalating human population. Current management relied mostly on chemical agents or development of resistant rice varieties. However, the enormous increase in chemical use resulted in bactericide resistance, damaged ecosystem, and human health hazard. Thus, there is a growing concern in discovering alternatives to combat these rice diseases, such as the use of biological agents. Hence, this study aimed to evaluate the potential of myxobacteria and its secondary metabolites in controlling bacterial phytopathogen in rice that causes bacterial leaf blight disease. A total of 13 myxobacteria were isolated from moist chamber cultures of decaying leaves and barks, which were purified and identified morphologically. The dominant myxobacterial species observed were mostly of the bacteriolytic type with either simple-globular or stalked fruiting bodies. On the other hand, the bacterial plant pathogen was isolated from infected rice plants in Pangasinan, Philippines. Pathogenicity of the bacterium was tested on 4-5 week old rice plants through leaf-clipping method. All 13 isolates of myxobacteria were screened *in vitro* for its lytic activity against the bacterial plant pathogen via a modified lawn-spotting method. Consequently, isolates positive for lysis/inhibition were then subjected to the metabolite-based assay using the Kirby-Bauer susceptibility method.

DEGRADATION OF CHLORPYRIFOS AND ENDOSULFAN BY PESTICIDE-METABOLIZING INDIGENOUS BACTERIA

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The rampant and indiscriminate use of pesticides as agents-of-control in agricultural fields has led to the contamination of several ecosystems that includes the soil. In this study, ninety indigenous bacterial isolates were isolated from a rice plantation in Ilocos Norte and a tobacco plantation in Ilocos Sur for their degradation potential against a neurotoxic pesticide, chlorpyrifos (CPY), and to a mammalian gonadal-toxic pesticide, endosulfan (EN). Initial selection of tolerant isolates was done by streaking on Basal Minimal Medium plates supplemented with the pesticides, separately as the sole carbon source. Cultural, morphological, biochemical and molecular identification of the isolates were performed to determine probable identities. From a starting concentration of 45 mg/L of chlorpyrifos and endosulfan, selection of tolerant isolates were done by increasing the pesticide concentrations at 800 mg/L and 100 mg/L for chlorpyrifos and endosulfan, respectively and considered as their Minimum Inhibitory Concentration (MIC). Tolerant isolates coded as 5B-IS-CPY-C1 (*Comamonas sp.*) and 19A-IS-CPY-C1 (*Sphingobacterium sp.*) for chlorpyrifos and 3B-IN-EN-C2 (*Pseudomonas aeruginosa*) for endosulfan were selected for further biodegradation assays. The degradation of chlorpyrifos were colorimetrically determined by subjecting aliquot samples under alkaline hydrolysis which resulted in the formation of trichloropyridinol then followed by absorbance reading at 520 nm using UV-Vis

spectrophotometer. Likewise, the determination of endosulfan degradation was done under alkaline hydrolysis which resulted in the formation of diphenylbenzidine and read at 505 nm. The effects of temperature, pH and concentration on the rate of degradation were found to be 30°C, pH 7 for the three isolates. As to concentration, the degradation of CPY was observed best at 90 mg/L and 45 mg/L for EN. Further optimization of the cultural conditions in relation to degradation was done using the Taguchi method.

DETERMINANTS TO DIETARY AND FLUID REQUIREMENT REGIMEN ADHERENCE BEHAVIOR OF A SELECT GROUP OF FILIPINO HEMODIALYSIS PATIENTS

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The greater parts of End Stage Renal Disease (ESRD) patients are undergoing maintenance hemodialysis (HD) which requires significant life style adjustments including frequent HD sessions, strict fluid and dietary restrictions, medication regimen, and an exercise prescription. However, despite the necessity and benefits of HD treatment, adherence to multi-modal therapy is a vital constituent to reduce complications thus preventing mortality and morbidity. Patient adherence or lack thereof, is a problem that health care providers face daily. By and large, adherence to fluid and dietary restrictions are recurring problems and the most non-adhered protocol ranging from 30-74% and 25-86% respectively among HD patients. Hence, it is important to explore and recognize then eliminate the barriers to fluid and dietary adherence and to consider strategies to avoid non-adherence. This non-experimental, descriptive correlation, cross-sectional research aimed to examine relationships among determinants—socio-demographic variations, fluid and dietary knowledge and emotional intelligence with fluid and dietary adherence behavior of purposively selected 120 Filipino HD patients recruited from four free-standing HD centers using a four-part researcher-made (Personal Data Sheet) and validated adapted questionnaires (Fil-CHeKS, Fil-WEIS and Fil-ESRD AQ) to elicit subjective data and information. Data gathered were analyzed descriptively and inferentially using STATA version 12. Comparison on the continuous variables was done using t-test to assess for the significant differences between categories. Significant results were further analyzed using Chi-square or Fisher's exact test to determine the significant associations on the two categorical variables. Factors associated with adherence behavior were analyzed using Stepwise Multiple Logistic Regression, alpha level set at 0.05. In the present study, male group (n= 65, 54.17%) dominated the sample population, with mean age of 43.92 years and with mean duration in HD treatment of 26.28 months. Further, results revealed significant relationships among variables —sociodemographic variations (educational attainment, age, duration in HD treatment), emotional intelligence to fluid and dietary adherence.

EFFECTIVENESS OF ANDRAGOGICAL GROUP ANTENATAL EDUCATION PROGRAM ON CHILDBIRTH SELF-EFFICACY, MATERNAL ROLE COMPETENCE, AND SOCIAL SUPPORT

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One major challenge the health care system faces today is the improvement of maternity services to decrease maternal and child morbidity and mortality. Philippine statistics show that the national maternal mortality rate is 162 out of 100,000 and the infant mortality rate is 25 per 1,000 live births. This is far from the Millennium Development Goals (MDGs) targets for 2015 of 52 per 100,000 and 19 per 1,000 live births. To contribute to the improvement of maternal health, the 5th MDG for 2015 of the United

Nations, nurses can take part in the provision of antenatal services. Childbirth and early parenthood preparation as well as the role of support persons are necessary components of any antenatal education program. Despite the importance of such, there seems to be a contradiction with the results of previous studies on the effects of antenatal education on social support, perceived childbirth self-efficacy, and maternal role competence. Hence, this study was conducted to uncover the effectiveness of a newly-developed group antenatal education program on perceived childbirth self-efficacy, maternal role competence, and social support of new and expectant mothers utilizing the principles of andragogy. Two groups, random selection, pre-test, post-test true experimental design was employed. The study was conducted in Bustos, Bulacan, Philippines. A simple random sample of 46 singleton uncomplicated primigravid women on the third trimester of pregnancy was recruited. The intervention was a 6-week andragogical group antenatal education program incorporated into the routine prenatal services provided by the health stations of the selected site. Outcomes were measured by Childbirth Self-Efficacy Inventory (CBSEI), Childbirth Attitudes Questionnaire (CAQ), Parenting Sense of Competence Scale efficacy subscale (PSOC-E), and Medical Outcomes Study (MOS) Social Support Survey. T-test was used to analyze the pretest-posttest scores of both groups and multiple linear regression analysis (ANCOVA) was applied in the comparison of improvements. Women who received the andragogical group antenatal education program had significant improvement in perceived childbirth self-efficacy ($p = 0.0001$) and maternal role competence ($p = 0.0010$). No significant improvement was found on the social support ($p = 0.1693$).

SYMPTOM CLUSTER MANAGEMENT AND QULITY OF LIFE OF LUNG CANCER PATIENTS

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Lung cancer comes with symptom clusters included with its disease pathology. These symptom clusters include the frequently co-occurring dyspnea, coughing, and fatigue, accompanied by feelings of hopelessness, denial, and anxiety. Altogether, these signs and symptoms diminish the quality of life of the sufferer. This study aims to provide lung cancer patients with an effective way of improving their symptom clusters by use of a teaching tool entitled "Symptom Cluster Management for Lung Cancer", which contains a brief anatomy and physiology of respiratory system and ways of performing deep breathing exercise, coughing exercise, chest physiotherapy, and physical exercises. The quality of life of forty lung cancer patients (20 for the experimental group and 20 for the comparison group) were assessed initially using the EORTC QLQ-C30 (European Organization for Research and Treatment of Cancer Quality of Life Questionnaire-Core 30) and its module QLQ-LC13 (Quality of Life Questionnaire-Lung Cancer 13). After implementing the teaching tool for 8 weeks to the experimental group, all of the participants were evaluated using the same questionnaires. The baseline quality of life scores of all participants in their global health status and functional scales (physical, role, emotional, cognitive, and social) are low with a corresponding high degree of severity for general lung cancer symptoms (fatigue, nausea and vomiting, pain, dyspnea, insomnia, appetite loss, constipation and diarrhea), lung cancer symptoms (dyspnea, coughing, hemoptysis, sore mouth, dysphagia, peripheral neuropathy, alopecia, pain in chest, pain in arms or shoulder, pain in other parts, and use of pain medication), and financial difficulties. After the intervention, all dimensions of quality of life improved significantly except for financial difficulties, diarrhea, and alopecia. Based on the results, the Symptom Cluster Management for Lung Cancer teaching module is effective in improving the quality of life of lung cancer patients. This gives health practitioners a way of improving clinical outcomes for the patient. Further investigations involving a larger, randomized sample size with analysis of their demographic profile are necessary to provide more strength for the acceptability of the teaching tool to the current practice.

**THE EFFECT OF DISCHARGE PLANNING MODULE (DPM)
ON THE KNOWLEDGE LEVEL, AND ADHERENCE TO SELF-CARE BEHAVIOR
AMONG TYPE 2 DIABETES MELLITUS PATIENTS IN ST ELISABETH HOSPITAL, SEMARANG,
INDONESIA**

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Diabetes mellitus (DM), a chronic disease, can cause several complications which are burdensome to the patient and his/her family. However, complications can be prevented through Self-Care Management Education like using a Discharge Planning Module (DPM). DPM is a program that provides information to the discharged patient and his/her family about the disease, its treatment, and the prevention of its complications.

The aim of this study is to examine the effect of the DPM on the knowledge level and adherence to self-care behavior of diabetic patients in subsets of diet, exercise, medication, close monitoring of blood glucose, foot care and regular visits to the doctor. The study has used quasi experiment with pretest and posttest design. A total of 28 respondents were randomly assigned to the control group (n=13) who did not receive DPM and the experimental group (n=15) who received DPM. Data gathered were statistically analyzed and the result shows that (1) there is a significant difference in the overall subsets on the knowledge level in the pre-test and post test of the experimental group (p=.000); and there is no significant difference in the overall subsets of the knowledge level in the pre-test and post test of the control group (p=.410); (2) there is a significant difference in the adherence to self-care behavior in the subsets of regularly taking medication (p=.041) and foot care (p=.000) in the pretest and posttest of the experimental group; (3) there is a significant difference in the blood glucose control in post test of the experimental and control groups (p=.046) with mean difference =28.13. (4) and the other result on the adherence to self care behavior on the subsets of monitoring of blood glucose (p=.055), diet (p=.189), exercise (p=.271) and visit the doctor (p=.189) have no significant difference on the pretest and posttest of the experimental group. Therefore, DPM is effective in improving the knowledge level, managing the blood glucose control and adherence to self-care behavior on the subsets of regular take medicine and foot care of diabetic patients.

A TERMED EMPLOYMENT: LIVED EXPERIENCES OF CASUAL NURSES

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Nurses in the Philippines today are facing challenges and difficulties in the world of employment. One of these challenges is casualization. Casual nurses are professional healthcare providers who work without security of job or tenure. Finding a satisfying, well-paid and professionally-driven nursing job has never been easy. Due to lack of job opportunity, these nurses engaged in healthcare settings where casual employment is practiced while the administrators and employers find the opportunity to reduce the cost of operational expenses. This study aims to explore the lived experiences of the nurses who are engaged in casual term of employment through the use of qualitative descriptive phenomenology research design. This design is generally intended to directly explore, analyze and describe a particular phenomenon. Eight (8) participants were selected through the use of purposive sampling method. Among the eight (8) participants, seven (7) are females and one (1) is male. All of them are registered nurses with ages 22 to 25 years, their first employment and are currently employed on a casual term basis within the duration of five months in one tertiary hospital in Manila. Actual number of participants was determined when data saturation was achieved. Two-part research instrument was used in data gathering. These were participants' robotfoto and a semi-structured interview guide that were used through face-to-face interview using open-ended questions. All the data gathered were analyzed

following the seven steps of Colaizzi's method. This method was done chronologically through transcribing verbatim, formulating meanings, categorizing and clustering of themes, exhaustive description and validating or "member checking". The identified themes were as follows: accepting the inevitable, keeping abreast, coping with circumstances, and taking chances.

THE CORRELATION OF SOCIO-DEMOGRAPHIC PROFILE, LEADERSHIP STYLE AND WORKPLACE INCIVILITY AMONG NURSES IN A TERTIARY HOSPITAL

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One essential area of nurse manager's skills is the use of different leadership styles. Managers and leaders have the obligation to ensure that their subordinates work in a healthy environment. The purpose of this study was to explore nurse managers' perceptions of their leadership styles and its relationship on the workplace incivility as perceived by the staff nurses. A descriptive correlational design was utilized to analyze data from purposively chosen sample of 79 staff nurse and 9 nurse managers in a tertiary hospital in Metro Manila. The degree of workplace incivility as perceived by the staff nurses was measured using the Uncivil Workplace Behavior Questionnaire. The nurse managers' leadership style was self-assessed using the Leadership Style Assessment Tool. Six leadership styles—visionary, coaching, affiliate, democratic, commanding, and isolating—were identified. Following data analysis using the Statistical Package for Social Sciences and Spearman Rho (ρ) Correlation Coefficient as a tool for descriptive statistics, findings revealed that staff nurses experiencing workplace incivility are mostly female with the mean of 2.513 and age between 21-30 (54.43%). No relationship exists between workplace incivility and other socio-demographic variables. Likewise, the nurse managers were found to have visionary (100%) and coaching (66.7%) as their leadership style. Results of the study also revealed pacesetting and coaching has a significant relationship to workplace incivility.

THE PITIFUL FROM THE PITILESS: THE LIVED EXPERIENCE OF NURSES ON WORKPLACE BULLYING

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Workplace bullying is a significant and persistent problem in healthcare organizations. It is a phenomenon in the workplace that affects healthcare professionals, especially nurses and can have serious implications to their mental and physical health including depression, helplessness, anxiety and despair. Because of the seriousness of this phenomenon this study explores the experiences of nurses on workplace bullying.

A descriptive phenomenological approach is utilized in this study in order to collectively understand and explore the experiences of nurses on workplace bullying. Using a purposive sampling technique, 7 participants were selected based on the following criteria: (a) at least 1 year of clinical experience (b) who have experienced being bullied and (c) willing to participate in the study. Narratives from the bullied nurses were gathered through an in-depth, audio-recorded, unstructured interview, transcribed and were analyzed using Colaizzi's (1978) seven procedural steps. The narratives from the participants were organized into significant meanings and formulated to clusters of themes, and kept safe in a locked briefcase to maintain confidentiality. Ethical clearance was also sought from the University's Ethics Review Committee. After undergoing the process of reflective analysis four main themes arose from the narratives of the bullied nurses which include: (1) The Plight of the Weak: The Force Larger than

Themselves, (2) Fear and Trembling: Attitude toward Doubt, (3) Men from Monsters: Justice from the Hostile Environment, (4) Turning Tables: Courage to Fight Back. The findings of this study will contribute insights for a collective understanding of the lives of the bullied nurses. Further, this study would aid in the strengthening and strict implementation of anti-bullying policies in dealing with these kind of behavior in the workplace.

COST OF LOVE AND LIFE: LIVED EXPERIENCES OF ADOLESCENTS WITH LABOR MIGRANT MOTHERS

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The Philippines is the major sources of labor migrants in the world. Majority of these Filipino labor migrants are mothers who left their children behind to grab the opportunity for “greener pasture”. The reason, for these labor migrant mothers in leaving their children, is for them to “meet the economic needs” of the family. Millions of children, majority of them adolescents, are now left with the care of the father, or other immediate family members. The adolescent stage of development of a child encompasses an increasing independence, autonomy from the family, greater peer affiliation and belongingness, sexual awareness, identity formation and physiological and cognitive maturation. Relatively, with the present culture of global migration affecting the adolescents who are left-behind, there is a need to explore and delve into the experiences of adolescents with labor migrant mothers.

This descriptive phenomenological study explored and captured the real, lived experiences of adolescents who are children of labor migrant mothers. Using the Purposive Sampling, seven (7) adolescents were interviewed in an in-depth manner, and in a natural setting. Semi-structured, open-ended, audio-taped interviews were transcribed and analyzed using Colaizzi’s (1978) Procedural steps. The researcher had observed such bracketing to prevent biases. Three main themes surfaced from the encounter with these adolescents with labor migrant mothers: (1) *Abandonment and Anger: When the ‘Light’ is out* (2) *Love and Care Crisis: The Struggle to Overcome* (3) *Hearts Mend: The Power of love*. The findings of this study will contribute to the development of a holistic nursing care plan which caters to the holistic needs of the adolescents with these experiences.

PREGNANCY BEHIND BARS: UNVEILING THE LIVED EXPERIENCES OF PREGNANT FILIPINO FEMALE IN PRISON

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Pregnancy and giving birth is a transformational time in a woman’s life. Expectant mothers usually discard lifestyle behaviors that would bring negative effects to their children. Prenatal care during pregnancy is an important aspect to the health of both the mother and child. However, these health care needs are rarely met for the pregnant Filipino inmates. Employing an interpretative phenomenology approach, the researcher explored the lived experiences of the pregnant Filipino inmates in Region 7 where an in-depth and semi-structured interview was conducted. Seven (7) participants were gathered as co-researchers through purposive sampling based on the following present criteria: 1) They are 18 years old to 40 years old, 2) Pregnant at any stage (1st trimester, 2nd trimester and/or 3rd trimester), 3) They are legally married, and 4) They must be Filipino and in prison situated specifically in Region 7 facility. Legal clearance was obtained to ensure the safety of the researcher during the entire study. The experiences of the co-researchers were subsequently gathered and enriched through semi-structured interviews and storytelling. Collected narratives were then transcribed verbatim and reflected using the

process of reflective analysis adapted with permission from Martinez (2013) giving birth to themes. After careful reflection of the narratives, four themes emerged from the study 1) A thing of beauty: The physiological changes in pregnancy 2) Uncertain tranquility: Psychosocial adaptation of an expectant mother following physical stress 3) Waves of life: Reception to the reality and 4) Height of bliss: Happiness through the midst of storm. The findings of the study will provide a better understanding of their lived experiences and will assess their health care needs as pregnant Filipino inmate.

EFFECTIVENESS OF VIDEO PRESENTATION IN TEACHING PREOPERATIVE PATIENTS UNDERGOING ELECTIVE SURGERY

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Technological advances affect healthcare delivery one way or another. It is an opportunity to improve nursing care by providing a well-designed preoperative teaching which will guide patients in going through the surgical experience. This study aims to determine the effectiveness of patient education video on preoperative anxiety and patient satisfaction. The video presentation intends to introduce a different way in providing preoperative teaching to patients undergoing elective surgery. A quasi-experimental pretest and posttest design was utilized in this study. Sixty (60) patients admitted for an elective surgery that satisfied the inclusion and exclusion criteria were randomly assigned to either the control or experimental group. The control group received the traditional face-to-face method of preoperative teaching while the experimental group received the video presentation prepared by the researcher. State Trait Anxiety Inventory was administered pre and post intervention to determine anxiety scores, and patient satisfaction questionnaire was administered only after the intervention. The findings of the study showed that (1) there is no significant difference in the pretest and posttest state trait anxiety scores between the experimental and control group, (2) there is a significant difference between the pretest and posttest state trait anxiety scores of the experimental and control group, and (3) there is a significant difference in patient satisfaction between the experimental and control group. In conclusion, the use of video presentation in preoperative teaching is as effective as the traditional face-to-face teaching in relieving preoperative anxiety. As regards patient satisfaction, the use of video presentation showed a more satisfactory rate from patients. Therefore, the use of video presentation is an effective and a recommended method of providing preoperative teaching to patients undergoing elective surgery.

A PHENOMENOLOGICAL STUDY OF DECISION-MAKING AND COMMUNICATION EXPERIENCES AMONG HEAD NURSES AND STAFF NURSES IN A MANAGERIAL JOB-SHARING UNIT

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New management strategies have been developed in the nursing profession and one of which is job-sharing. Job-sharing is an example of work arrangement wherein two or more employees share the tasks and responsibilities in a unit at a given time. Studies have shown that this approach is effective in improving work-life balance and retention of employees in the managerial positions. However, since this is relatively new in the profession especially in the Philippines, lived experiences of the people working in this set-up require description and understanding. The overall aim of this qualitative inquiry is to describe the two main phenomena existing in any nursing environment – decision-making and communication. Four (4) head nurses in job-sharing set-up (two pairs) and eight (8) staff nurses (four in each pair) participated in a face-to-face, one-on-one, semi-structured interview inquiring on their experiences in decision-making and communication when the roles and tasks of their head nurses are being shared.

The themes were clustered according to the source cohort. The head nurses view their decision-making as interdependent thereby maintaining equal accountability and responsibility. Expertise and experiences are the two main factors affecting their decision-making process. They describe their communication as 'open,' 'straight-forward,' and 'staff-sensitive.' Written communication, to these head nurses, denotes gravity of the issue in the unit. Staff nurses, on the other hand, identified the balancing characteristics of their respective head nurses in terms of decision-making. A combination of 'strict' and 'lax' head nurses influences their decision-making and communication in the unit. Their decisions and the way they communicate them are based from their two head nurses in which these cause both convenience and confusion. Staff nurses believe that "two 'heads' (nurses) are better than one" because it creates rich ideas in the unit, however confusing at times due to their differences. Conflicts, as part of any given set-up, are addressed within the head nurses' and supervisor's levels with the aid of institutional policies.

PERSONALITY TRAITS OF NURSES AND WORKPLACE VIOLENCE

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Workplace violence predominantly occurs in health care settings. Despite the caring nature of the nursing profession, nurses still experience workplace violence (Natan, Hanukayew, & Fares, 2011). Literatures revealed that both individual and situational differences are antecedents to workplace violence. Unfortunately, studies focusing on individual differences often neglect personal predictors such as personality traits (Menard, Brunet, & Savoie, 2011). Thus, the aim of the study is to determine the association between personality traits of nurses and workplace violence.

A correlational cross-sectional survey design was used on a purposive sample of medical-surgical and emergency nurses in a tertiary hospital in Manila. One hundred sixty four staff nurses (n=164) was surveyed using International Personality Item Pool and Workplace Violence in the Health Sector Country Case Study questionnaire. Of the 164, 132 staff nurses participated, yielding a response rate of 80.5%. The findings revealed that Neurotic persons are more likely to experience physical violence. Agreeable person are more likely to experience verbal abuse. Intellect persons are more likely to experience bullying; and sexual harassment is more likely to those who are conscientious. However, Extravert persons are not likely to experienced workplace violence. In conclusion, personality traits should not be neglected in understanding workplace violence.

PREDICTORS OF INTENTION TO REPORT INCIDENTS AMONG REGISTERED NURSES IN A TERTIARY HOSPITAL IN METRO MANILA

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Reported incidents is one of the sources from which healthcare organizations learn from previous mistakes and implement interventions that would make the delivery of healthcare services safer, and of better quality. This research is a descriptive, multi-correlational study which aims to determine the relationship of the staff nurses' socio-demographic profile, attitude, subjective norm and perceived behavioral control to their actual intention to report incidents. Three hundred and seventeen randomly-selected staff nurses from a private tertiary hospital in Metro Manila were surveyed using a researcher-constructed tool that adapted the theory of planned behavior. Efforts have been extended to have the content validated by a subject experts for validity and reliability (Chronbach Alpha = 0.76). Multiple regression and odds ratio were used to analyze the data gathered. The results revealed that nurses with positive attitude (76.38%), stronger subjective norms (73.45%) and higher perceived behavioral control

(80.12%) are more likely to report incidents than those otherwise. Furthermore, demographics showed that males are more likely to report errors than females, and those that are in higher age brackets are more likely to report than those in lower age brackets. Those that have more years of experience in the hospital are more likely to report than those that have less years of experience, while there is no comparison between those who graduated from the bachelor's degree and master's degree. Findings of this study can be utilized as a basis for improving the incident reporting process and developing training programs for nurses when it comes to rendering safety and quality healthcare.

DEMOGRAPHICS, RESILIENCE, ETHICAL CLIMATE, AND BURNOUT AMONG SELECTED FILIPINO MENTAL HEALTH NURSES

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The complex functions of mental health nurses in a challenging clinical environment may create varying burnout levels. Despite quite a number of researches on burnout conducted over the last two decades, there is, however, a paucity of investigation among developing countries like the Philippines (Rosales, Labrague & Rosales, 2013). As there are only a few studies that provided structured results between demographics and burnout, there is rarity of data in determining the effect of personal resources that may protect and help mental health nurses against burnout. At the same time, there is little attention given to ethical climate in the health care discipline.

This descriptive cross-sectional study examines the relationship of the latent constructs such as demographics, resilience, and ethical climate on burnout. The demographic profile and the standard instruments, namely Maslach Burnout Inventory – Human Services Survey (MBI-HSS), Connor- Davidson Resilience Scale (CD-RISC), and Hospital Ethical Climate Survey (HECS), were distributed among 100 purposively selected Filipino mental health nurses in four different government hospitals that cater psychiatric services. The mean age of the respondents is 37.64; of which, 62% were females, mostly married (53.42%), and obtained bachelor degrees (78%). Further, 82.19% are permanently employed, where in most of them are Nurses I (63%) with 11.29 mean years of experience in their respective institutions. Initial results show that there are no significant relationship between demographic variables and burnout: respondents perceive moderate to high levels of emotional exhaustion (EE) 54.8%, low depersonalization (DP) 63%, and high personal accomplishment (PA) 41.10%. Average scores of 82.4 and 109 were revealed in resilience and ethical climate, respectively. Employing the Pearson's Correlation Coefficient with $\alpha=0.05$ level of significance, the study reveals that ethical climate (p value= 0.02) and its factors such as peers (p value= 0.017), hospital (p value = 0.015), and physicians (p value= 0.015), are negatively related to emotional exhaustion; whereas, resilience is positively related to personal accomplishment (p value = 0.0055). Findings of this study can help formulate sound policies that are geared toward improving the overall clinical milieu among nurses in the field.

THE EFFECTS OF MULTIMEDIA PRESENTATIONS AND LEARNING STYLES ON THE UNDERGRADUATE NURSING STUDENTS' PERFORMANCE IN EXAMINATIONS

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This study aims to determine the effectiveness of using appropriately designed slideshow presentations in improving the examination performance of junior nursing students with various learning styles based on Kolb's learning style inventory as compared with the use of traditional-bulleted slideshows presentations.

A quasi-experimental pretest and posttest design was utilized in this study. One hundred forty six (146) junior nursing students enrolled in the Bachelor of Science in nursing program of a university in Bulacan who fit the inclusion criteria consented to participate in the study. The participants were initially tested to identify their preferred learning styles based on Kolb's Learning Style Inventory. The students were divided into two groups by the school and each group was randomly assigned as to whether they will be the experimental group (72) or the comparison group (74). The experimental group was exposed to three lecture sessions using appropriately designed slideshow presentations guided by multi-media principles and the control group was subjected to three lecture sessions which are presented using traditional-bulleted slideshows. Before each session, each group were given the researcher-developed pretest then a researcher-developed posttest was given after the lecture sessions to determine any improvement in the students' examination performance. The study findings show that there is a significant difference between the performance of the experimental and control group in terms of their scores in all the posttest examinations. This means that the appropriately-designed slideshow presentations are more effective in improving the nursing students' performance in examinations as compared with the use of traditional-bulleted slideshow presentations. Moreover, the students with an accommodating learning style in the experimental group displayed the highest improvement among all of Kolb's Learning Style Inventory. The findings of the study can be a basis for nurse educators in designing slideshow presentations that will enhance the teaching-learning process.

RELATIONSHIP ON NURSES' TURNOVER RATE TO MOTIVATION AND PATIENT SAFETY

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Healthcare providers today are continuously reminded to provide quality and safe patient care. Different studies dealing with patient safety have been done worldwide. Managing the safety of patients undergoing medical diagnosis and treatment requires an understanding of the organizational and human factors that contribute to medical error and iatrogenic injury (WHO, 2009). Nurses, who provide direct care to the patient, have the biggest responsibility in providing safe care and environment. This study investigated whether the turnover rate of nurses affected their motivation and patient safety.

Regular staff nurses (n=224) from the general ward of ten private tertiary hospitals in the province of Batangas were purposively selected to participate in this study. The relationship between turnover rate, motivation and patient safety were tested using Pearson rho correlation coefficient. They answered the Motivation Assessment by Leshinsky and Kase (2008) and Safety Attitude Questionnaire Survey developed by Sexton, Thomas and Helmreich(2006). Majority of them were female, younger age, single and tenured in the hospital for one to three years. Eight percent of them had Master of Arts in Nursing. On average, the three-year turnover rate of ten hospitals was 33.36% (range from 16.17% to 69.92%). Four of the ten hospitals had declining turnover rates from 2010 to 2012. Patient safety attitudes and motivation were noted high. Significant association between patient safety attitudes and motivation were

also tested. Results of this study will be used as a basis for creating a training program that would help the organization improve the safety of its patient

NURSES' TEAM EMOTIONAL INTELLIGENCE: THE IMPACT ON TEAMWORK AND SAFETY CLIMATE

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In healthcare, emotional intelligence is acknowledged as a vital component of both the individual and organizational performance and has been hypothesized to be related to nurse job satisfaction, healthcare team cohesiveness and patient outcomes. Today, with nurses working with multidisciplinary team in stressful environments, steps to enhance patient safety should be taken. For the past few years, the focus of emotional intelligence has been centered on the individual level, and team emotional intelligence has yet to be explored. It is timely to thoroughly examine the influence of the different, multifaceted levels of emotions in a team on creating a climate that would promote teamwork and safe delivery of care. This study investigated the relationship between team emotional intelligence, teamwork climate and safety climate using Pearson rho correlation coefficient. Forty teams of 227 nurses in five hospitals in Cabanatuan City answered the Workgroup – Short Version (WEIP-S) test by Jordan and Lawrence (2009) and Safety Attitude Questionnaires – Teamwork climate and safety climate by Sexton, Thomas and Helmreich (2006). It was observed that they had high awareness (5.35) and management (5.71) of their own emotions, (and had a positive correlation with one another) as well as awareness of other's emotions (5.23). All three of these were significantly associated with teamwork climate $p < 0.05$. Teamwork climate (4.17) and safety climate (3.79) were also noted to be high, and were significantly positively associated with each other.

THE RELATIONSHIP BETWEEN SAFETY ATTITUDES AND COMPLIANCE WITH STANDARD PRECAUTIONS AMONG ICU NURSES

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Nurses' attitudes to safety play an important role in the quality conduct of their duties and responsibilities as patient care providers. It is imperative that nurses exert diligence in observing measures to maintain highest caliber safety primarily by complying with the *Standard Precautions* guidelines in healthcare delivery to protect patients and healthcare workers alike. This quantitative descriptive-correlational study evaluated the relationship of ICU nurses' safety attitudes and their degree of compliance with Standard Precautions in a tertiary hospital in Metro Manila. To gather valid data, the tools were used; 1) Robotfoto, to yield demographic data; 2) The Compliance with Standard Precautions Scale (CSPS); and 3) The Safety Attitudes Questionnaire – ICU version. Data Analysis using SPSS Statistics 19 and Pearson r correlational analysis revealed a moderate significant relationship between safety attitudes and compliance with standard precautions among ICU nurses.

THE RELATIONSHIP OF SHARED GOVERNANCE ON NURSE WORK ENGAGEMENT AND PATIENT SAFETY CLIMATE

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Strengthening nurse work environment through the management innovation of shared governance is becoming an important approach in improving nurse and patient outcomes in hospitals. This research is a non-experimental, descriptive, correlational study exploring nurses' perception of the relationship of shared governance on nurse work engagement and patient safety climate in tertiary hospitals in Metro Manila. The independent variable is the shared governance and the dependent variables are the nurse work engagement and patient safety climate. Three hundred fifty five randomly-selected nurses employed in two tertiary hospitals completed the four instruments namely: Respondent's Data Sheet, Index of Professional Nursing Governance (IPNG), Utrecht Work Engagement Scale (UWES), and Safety Climate Survey (CSC). Utilizing Pearson product-moment correlation, with a level of significance of $\alpha = 0.05$, findings revealed that there was a significant relationship between the perceived shared governance and the perceived work engagement of nurses in terms of vigor ($r=0.630$, $p=0.000$), dedication ($r=0.512$, $p=0.000$), and absorption ($r=0.656$, $p=0.000$). Results also reflected that there was a significant relationship between the perceived shared governance and the perceived patient safety climate of nurses in terms of teamwork climate ($r=0.768$, $p=0.000$), safety climate ($r=0.810$, $p=0.000$), stress recognition ($r=0.639$, $p=0.000$), job satisfaction ($r=0.472$, $p=0.000$), perceptions of management ($r=0.717$, $p=0.000$), and work conditions ($r=0.654$, $p=0.000$). This undertaking can be of help to the healthcare managers and administrators in developing strategies to improve nurse and patient outcomes in tertiary hospitals through the management evolution of shared governance. This can also contribute in providing factual basis for an evidenced-based program to implement shared governance model in the healthcare organization.

THE STATUS OF NEWBORN HEARING SCREENING PROGRAM IN THE LEVEL 4 TERTIARY HOSPITALS IN THE NATIONAL CAPITAL REGION

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Hearing loss in newborn is frequently occurring birth defect and if not identified and managed early, it will be difficult for the newborn to develop language and cognitive skills. The newborn hearing screening (NHS) program aims to promote the early identification of hearing loss among infants. The researcher aimed to find out the status of implementation of the newborn hearing screening (NHS) program in the level 4 tertiary hospitals in the NCR and assess the perceived level of awareness of mothers about it. A descriptive survey design was used. Twenty-one hospitals with newborn hearing screening program and Ten hospitals without the program, a total of 31 level 4 tertiary hospitals participated in the study. The subjects were divided in 2 categories; 1 newborn hearing screening coordinator or administrator and 5 mothers per hospital. Different sets of questionnaires were given. All the information gathered were subjected to analysis using descriptive statistics. The results showed that only 28 hospitals out of 51 both government and private level 4 tertiary hospitals have newborn hearing screening program in the NCR. The most number of the hospital with NHS program came from the private sector with 82% (N-23) and 18% (N-5) are government hospitals. In-general ENT doctors, audiologist, audiometrician and nurses perform the procedure and responsible in releasing and explaining the result of NHS among parents. The insufficient budget for the machine and the lack of personnel are the leading reasons why some hospitals do not have the NHS program. Sixty-four percent (N-96) of mothers said that they were not aware of the newborn hearing screening law. However, majority of the mothers strongly agree that the hearing screening test should be done to all newborns. Many hospitals in the NCR still do not have the NHS program. The DOH should double the effort to help and follow up the hospitals in the implementation of

the program. Health care workers, including nurses, physicians, who deliver or who assist in the delivery and care of the newborn have the obligation to inform the parents of the availability, nature and benefit of the newborn hearing screening.

PRACTICE ENVIRONMENT, EMOTIONAL EXHAUSTION & WORKAROUND BEHAVIORS OF NURSES IN A GOVERNMENT HOSPITAL

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Workaround is a situation in which an employee formulates an alternative work or procedure to attend to the blockage in workflow (Halbesleben, 2010). Relationship of variables such as practice environment, emotional exhaustion and workaround behavior are common in several fields but less studied in the health care setting. This study aimed to determine the link between Practice Environment, Emotional Exhaustion and Workaround Behaviors of nurses. A Descriptive Correlational Method was used to determine the association of the variables. The researcher made use of three standardized instruments to gather the pertinent data for the study. (1) The Maslach Burnout Inventory Human Services Survey (MBI-HSS) Emotional Exhaustion Subscale for measuring the respondent's level of emotional exhaustion, (2) Workaround Tool (Halbesleben, 2008) to assess the workaround behaviors and (3) The Practice Environment Scale of the Nursing Work Index (PES-NWI; Lake, 2002) to gauge the state of the practice environment. A total sample of 187 nurses from different departments of Ospital ng Makati participated in the study. Results revealed that emotional exhaustion is correlated with workarounds and practice environment. On the other hand, there is no significant relationship between practice environment and workarounds and, emotional exhaustion does not mediate between them. The findings of the study will motivate future researchers to understand workarounds in general and discover more the influence of the practice environment and emotional exhaustion of nurses in their workaround behaviors.

THE RELATIONSHIP BETWEEN STAFF NURSES' STRUCTURAL AND PSYCHOLOGICAL EMPOWERMENT AND THEIR PERCEPTION OF EFFORT-REWARD IMBALANCE

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Nurses are exposed to high-stress work environments. The Effort-Reward Imbalance (ERI) model indicates that work stress is related to high effort and low reward. An imbalance can result to a state of emotional distress and may aggravate if not resolved. The concept of empowerment proposes that structures in a work setting can help employees to accomplish their work in meaningful and non-stressful ways. This descriptive correlational study examines the relationship between nurses' structural and psychological empowerment and their perceptions of effort-reward imbalance. A non-probability sampling was used to a convenience sample of 63 staff nurses employed in a Medical Center in Batangas (57% return rate). The Conditions of Work Effectiveness II, Job-Activities Scale II, Organizational Relationship Scale II, Psychological Empowerment Scale, Effort-Reward Imbalance Scale and a demographic questionnaire was distributed to a convenience sample and was used to measure the major study variables. Mann-Whitney U-test, Kruskal Wallis, Spearman Rho Correlation Coefficient and Coefficient of Determination were the statistical treatment used to test the hypothesized model. Results revealed that staff nurses were moderately empowered and show significant difference when grouped according to profile characteristics (gender and area of specialty). Structural empowerment had a significant direct effect on psychological empowerment with p-value below 0.05 and negative effect on effort-reward imbalance. The study also shows that informal power (15.05%) and impact (7.29%) were the most significant on nurses efforts while formal power (21.34%) and impact (8.35%) on rewards. Nurses' access to formal, informal power and impact played an important role in the amount of ERI

perceived and experienced by these nurses. To conclude, recognizing employees, promoting job discretion, allowing nurses to create interpersonal alliances within and outside the organization and giving them the chance to influence major decisions completes the necessary tools for success at work- positive impact on employees, more satisfaction with the job and less burn-out. With these, more nurses will be committed to the organization.

THE ESSENCE OF FATHERHOOD AMONG MARRIED GAY FATHERS

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Gay fathers are a living statement of the concept of change and difference in our society. With the challenges that these fathers undergo due to the obvious societal prejudices and with being conspicuously overlooked by research this study was made.

This study made use of the Interpretive Phenomenological approach to research in order to glean understanding on the essence of fatherhood among married gay fathers. Guided by the following criteria, five (5) participants were purposively selected: 1) Married and presently living with their wives and child/children, 2) Self-identified gay fathers from the beginning of the heterosexual relationships, 3) Actively participating in the rearing of their biological child/children, and 4) Willing to participate, share, describe and articulate their experience as gay fathers through semi-structured interview, storytelling, group discussion and reflective resonance. Utilizing Colaizzi phenomenological method narratives were analyzed after the transcription. Three themes emerged after thorough reflective analysis: (1) Gapang: Succumbing to gravity, (2) Lipad: Breaking the ores, and (3) Dapo: Taming the storms within. The outcomes of this study will help nurses gain understanding on the essence of fatherhood among married gay fathers, hence, improve on assisting these fathers in realizing meaning in their experiences and helping them cope with their situation through all the difficulties .

THE ESSENCE OF MOTHERHOOD AMONG COMMERCIAL SEX WORKERS

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Mothers are seen as the primary caregivers of their children and take on complex and different roles. One of which is to provide the needs of their children, which is possible through employment. However, circumstances such as the lack of job opportunities cause several mothers to engage in commercial sex work. This study is geared toward determining the essence of motherhood among mothers who are commercial sex workers.

The research employed a descriptive phenomenological approach, which explored the lives of five (5) participants. These participants, regarded as the co-researchers of the study, were gathered through snowball sampling. In-depth, unstructured interviews were utilized to gather and enrich the experience of the co-researchers. Their narratives were transcribed and analyzed through Colaizzi's phenomenological approach, and after undergoing reflective analysis, three (3) themes emerged: (1) Kolorete: Covering Up the Face of Despair, (2) Umagang Gabi: Bucking the Odds of Time, and (3) Patay-sindi: The Flickering Light of Hope. Results of this study will help nurses gain understanding of the lives of mothers engaged in sex work, which will pave way to the building and strengthening of nursing care, policies and organizations that will support these mothers.

THE LIVED EXPERIENCES OF NOVICE PERIOPERATIVE NURSES IN THEIR ADAPTATION IN A CARDIOVASCULAR OPERATING ROOM

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Cardiovascular Operating Room Nursing requires specific competencies and expertise from perioperative nurses. As such, new nurses are confronted with a great challenge in acquiring a skill-set vital to their assumed role leading to high level of stress and anxiety.

This study, utilizing an interpretive phenomenological approach, explored the adaptation experiences of perioperative nurses in a Cardiovascular Operating Room. Six (6) co-researchers who are working in a cardiovascular operating for one to two years and are willing to share their adaptation ordeal, were purposively selected. Their experiences were gathered through semi-structured interviews and story telling. The researcher secured an approval of the Institutional and Ethics Review Board (IERB) of the institution where the study was conducted to ensure highest ethical standard. Narratives were transcribed verbatim and reflectively analyzed using the approach developed by Martinez (2013) that was inspired by the methodology presented by Max van Manem and Colaizzi. After the reflective analysis, three (3) themes emerged as follows: (1) Professional Undertaking; (2) Blending with the Team; and (3) Looking Forward to a Fine Line. Implications to nursing practice are also discussed in this paper.

THE ESSENCE OF MOTHERHOOD AMONG TEENAGE MOTHERS

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The adolescence years can bring about various changes in one's life. Added pressure can present when they become pregnant and take in the role of a mother. Their education may be interrupted for the time being as they go through pregnancy. They may also become deprived of the many opportunities that would have been given to them normally. This may prompt them to make decisions in life that can leave a lasting impact. Although for some this can have a negative outcome, there have been studies that have looked into its positive outcome as well. This research study is focused on specifically exploring and describing the essence of motherhood among teenage mothers. Using descriptive phenomenological approach, first time Filipino teenage mothers, aged 13 -19, unmarried and with only one child were recruited by purposive sampling technique and interviewed. After the process of reflective analysis was carefully done from their narratives, the four themes identified and are as follows: (1) Big shoes to fill; (2) Binding commitment; (3) An avenue for family nurture; and (4) Redeeming encounter. Findings from the preliminary analysis gives us a glimpse of the uniqueness of the experiences of motherhood among adolescents.

PERCEIVED IMPORTANCE AND USE OF NURSING COMPETENCIES TOWARDS DEVELOPMENT OF COMPETENCY- BASED ORTHOPEDIC NURSING SPECIALTY PROGRAM

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Orthopedic nursing provides care for musculoskeletal diseases that encompasses across life span of the people. It is one of the interesting fields of nursing specialization. Pursuing nursing specialization is considered as an advancement of nursing practice. In any professional practice, competencies are indeed essential and are continuously honed throughout one's career life. According to

Grief (2013), a nursing specialty program helps maintain the competency of nurses in their specialty practice. This study aims to examine and compare the perceptions of 122 purposively selected Staff and Administrative nurses in Philippine Orthopedic Center (POC) in terms of the level of importance and frequency of use of the adapted nursing competencies and formulate Orthopedic nursing specialty program. This is a quantitative study using a non-experimental, descriptive and comparative research designs where a researcher's survey tool was made and validated among selected nurse experts in different nursing specialty organization. Pilot testing of the tool was employed from 12 selected orthopedic nurses from different hospitals yielding a Cronbach reliability score of 0.98 for the level of importance and 0.96 for the level of frequency of use. Descriptive statistic was used to describe the perceptions and two sample t- tests to determine the differences between two groups using the level of significance 0.05. Results show that roles on Research domain had the least score while roles on Client care got highest score followed by roles on Leadership and Management. In addition, nurses have highly acknowledged the importance of the competencies than the frequency of use. This supports the research hypotheses where there are no significant differences in the perceptions of the competencies in terms of the level of importance of the two nurses' groups while there are significant differences in the perceptions in terms of the level of frequency of use. The findings suggest that development of competency based orthopedic nursing specialty program particularly about nursing research is necessary to their nursing practice. Nevertheless, the findings only reflect a single institution, thus cannot be generalized in all orthopedic nursing practice. The researcher will formulate a nursing specialty program based on the findings.

**CORPORATE SOCIAL RESPONSIBILITY, ORGANIZATIONAL COMMITMENT,
AND EMPLOYER BRANDING AS CORRELATES OF WORK ENGAGEMENT:
A BASIS FOR WORK ENGAGEMENT PROGRAM IN THE NURSING WORKFORCE**

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Nursing shortages put stress on healthcare systems and reduce nurses' morale and engagement (Greco et. al., 2006; Lindy and Schaefer, 2010) so staff retention strategies and relevant ways of improving workplace culture are important. While previous researches focused on relating work engagement with burnout, turnover and job resources, this study aims to provide an alternative explanation to work engagement by describing the dynamics of other non-monetary factors such as corporate social responsibility, organizational commitment, and employer branding. This explores other Human Resource Development Strategies in Healthcare Industry particularly the Nursing workforce, as to Corporate Social responsibility, Organizational Commitment, and Employer Branding and their relationship to Work Engagement in the Philippine health human resource. Considering the economic and financial conditions of the global market, organizations should utilize existing strategies to engage employees, at the same time to ensure sustainability. This pioneering study in healthcare sector would like to know how the following factors could be strongly considered in developing a Work Engagement Program to attract, retain and aid nurses in the provision and execution of quality nursing practice. Utilizing a quantitative approach, staff nurses from two (2) Joint Commission International-Accredited hospitals were randomly surveyed using standard questionnaires. The outcome of this study will serve as a basis for a work engagement program in the nursing workforce.

ANTIBACTERIAL AND MOSQUITO LARVICIDAL ACTIVITY OF *FICUS CASIGURANENSIS* MERR. AND *FICUS CAMARINENSIS* MERR. LEAVES

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Chemical metabolites from plant source have a wide range of activities from prevention to treatment of various diseases. *Ficus* species are known to have medicinal properties worldwide. This study aims to use *Ficus* species as a prevention for arboviral infection by being a mosquito larvicidal and an antibacterial agent for the treatment of infections. The crude and semi-crude extracts of *Ficus casiguranensis* Merr. and *Ficus camarinensis* Merr. leaves underwent phytochemical screening using TLC and chemical spray reagents and indicated the presence of *terpenoids, higher alcohols and essential oils* (vanillin-sulfuric acid spray), *steroids* (acetic anhydride-sulfuric acid spray) and *phenols, tannins and flavonoids* (potassium ferricyanide-ferric chloride spray). Acute oral toxicity was done following the OECD guidelines 425 to test the safety of the extract, using female Swiss mice and administered them with the crude extract through oral gavage at 175, 550, 2000 mg/kg of body weight. Results showed that both extracts are non-toxic up to 2000 mg/kg of body weight. Antimicrobial test using disc-diffusion assay showed that the crude and semi-crude extracts of both plants were active against the Gram-positive bacteria. The chloroform extract of *Ficus casiguranensis* was found to be active in all the organisms tested. The inhibition potential of the extracts was quite significant since most of the tested organisms were resistant to the commonly used antibiotics. A modified WHO protocol for larvicidal bioassay was used to determine the larvicidal activity of the crude and semi-crude extracts of both plants. The butanol extract of *Ficus camarinensis* had shown the lowest Lethal Concentration (LC₅₀) and LC₉₀ at 268.5ppm and 281.4ppm for 24 hours and 265.2ppm and 278.6ppm for 48 hours respectively. It can be concluded that the *Ficus* species are an effective source of antibacterial agent and mosquito larvicide which are safe and effective. Further study on the activity and isolation of the active metabolite is recommended.

ANTIOXIDANT ACTIVITY AND HYPOGLYCEMIC POTENTIAL OF *ANTIDESMA GHAESEMBILLA* GAERTN (PHYLLANTACEAE)

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Antidesma ghaesembilla Gaertn, is an indigenous plant species of Philippine Phyllanthaceae. Currently there are no published information on the hypoglycemic activity of any plant part while important biological activities have been documented for other species of the same genus. Thus, the present study evaluated (1) the efficacy of methanolic leaf extract of *Antidesma ghaesembilla* (MEAG) in lowering blood sugar of alloxan-induced diabetic rats, (2) determined "in-vitro" antioxidant activity, (3) screened the extract for phytochemical components and (4) determined the acute toxicity of the extract in Sprague-Dawley rats.

The crude methanolic leaf extract (MEAG) was obtained by exhaustive percolation and concentrated under reduced pressure, with a yield of 14.34% in triplicate analysis. Phytochemical screening using thin layer chromatography and ferric chloride test demonstrated the presence of tannins,

flavonoids, anthrones, triterpenes and phenolic compounds. Limit test for acute toxicity (OECD 423) was performed on Sprague-Dawley rats which showed no mortality and no toxic symptoms were observed for MEAG extract up to 5000 mg/kg. Total phenolic content (TPC) and total flavonoid content (TFC) were found to be 430.5 mg gallic acid equivalents (GAE) and 430.5 mg quercetin equivalents (QE) per gram crude extract, respectively. IC₅₀ values in the DPPH (2, 2-dipheneyl-1-picrylhydrazyl) radical scavenging assay was determined to be 89.7 µg/mL for Ascorbic acid and 113 µg/mL for the crude extract. Antioxidant activity with TLC spray method revealed positive result of a yellow colored spot on a purple background signifying the presence of an active antioxidant compound. MEAG treated diabetic rats at different doses of 100, 400 and 1000 mg/kg exhibited time dependent and considerable significant (p=0.012) reduction (by 56.65%, 54.47% and 55.06%) of the blood glucose levels after 21 days of oral administration.

ANTIBACTERIAL AND ANGIOGENIC PROPERTY OF THE SAPONIN-RICH (n-BUTANOL) EXTRACT OF THE LEAVES OF *Schefflera luzoniensis* MERR. (ARALIACEAE)

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Schefflera luzoniensis Merr. is a plant endemic to the Philippines. There are no known studies as to its phytochemical constituents and pharmacological properties but based on literature, several species belonging to the genus *Schefflera* possess antibacterial property. The study focused on the ability of *S. luzoniensis* to possess antibacterial and angiogenic property and to evaluate its toxicity to be ensured that it is safe and non-toxic. The air-dried leaves of *S. luzoniensis* were extracted with methanol and its aqueous suspension underwent partial fractionation by solvent partitioning using solvents of increasing polarity to give three sub-extracts namely, n-hexane, DCM and n-butanol sub-extracts. Silical gel column chromatographic separation of the n-butanol sub-extract afforded several fractions which were positive for steroidal and/or terpenoidal glycosides using reaction thin-layer chromatography (vanillin-sulfuric acid, Liebermann-Burchard and α -naphthol as spray reagents). These fractions were also positive in the froth test. The n-butanol sub-extract was subjected to acute oral toxicity test following the OECD 425 guidelines at 175, 550 and 2000 mg/kg body weight of female Swiss mice. The crude extract was found safe and non-toxic up to 2000 mg/kg body weight of the Swiss mice. Antibacterial assay of the crude extract and the saponin-containing fractions using the paper disc-diffusion method showed positive activity against Gram-positive bacteria (*Bacillus cereus*, *Staphylococcus epidermidis* and *Staphylococcus aureus*). A minimum inhibitory concentration of 50mg/L concentration was observed for the saponin-containing fraction number 3 of *S. luzoniensis*. In addition, the crude extract and saponin-containing fractions exhibited no activity versus *Mycobacterium tuberculosis* H₃₇Rv based on the results of the Microplate Alamar Blue assay (MABA) (MIC= >64 ug/mL). The most active fraction, fraction 5, was found to contain the saponin scheffleoside using reversed-phase liquid chromatographic-electrospray mass spectrometric experiments. Results of the chorioallantoic membrane assay (CAM) to determine the angiosuppressive activity of the n-butanol sub-extract is currently on-going and will be reported in due course.

THE CENTRALITY OF HOPE IN THE PHILOSOPHY OF GABRIEL MARCEL

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This paper presents the centrality of Hope in Gabriel Marcel's Philosophy. Hope is both an entrance into and a response to being and Infinite Being by man in his lived experience. Hope envelops his philosophy. However, understating hope requires ascertaining several Marcelian themes, vis-à-vis "incarnation", "communion", and "transcendence", otherwise, it will be perplexing. Marcel stresses that "incarnation" is the beginning of existential philosophy where hope and everything related to the subject begins, i.e., "incarnation" is both the indubitable given of human existence and the starting point for a concrete philosophy. Yet, Marcel sees it to be insufficient because hope must be lived in communion with others. Hence, "communion" becomes the bedrock of hope. Hope becomes possible because of its participation in being. It is fulfilled in "communion". Since presence entails availability, it cannot be demanded, forced, or manufactured by will-power, or purchased, thus it disappoints sometimes. In effect, it launches the experience of "transcendence", the feeling of a need for satisfaction and happiness, an "ontological need". Marcel asserts that such need is only fulfilled in "transcendence", i.e., through a relationship, a response and an openness to the Infinite Being, wherein rejection is impossible. Certainly, Marcel comprehensively discusses hope in his book *Homo Viator* (1941-44) but related conceptual fragments and elaborative discussions are also evident from his other philosophical writings, covering from year 1909 – 1972. Each of these pertinent Marcelian themes was not completely explicated in one single book but was incrementally and constantly discussed in his writings. One will have to wrestle with his writings to be fully conversant with them. In other words, Marcel's philosophical insights and emergent themes appear as necessary condition to hope. They not only usher an adequate representation and proper delineation of hope but also substantiate hope's centrality in Marcel's writings.

THE RELIGIOUS EXPERIENCE OF THE BLACK NAZARENE DEVOTION IN THE KIERKEGAARDIAN NOTION OF FAITH

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In 1521, the Spanish conquistadores introduced Catholicism to the Philippine shores. More than four hundred years later, it made the country the only Catholic nation in the Far East. However, the tradition of faith embraced by majority paved way to two forms of spirituality: the *official liturgy* or those who follow the doctrine and its precepts; and *popular religiosity* or those whose faith is focused on creed, codes, and cultism infused with the indigenous belief practices. The most famous (or perhaps, infamous!) popular religious phenomenon is observed during the devotion to the *Nuestro Padre Jesús Nazareno* (Black Nazarene) in Quiapo, Manila. In recent decades, millions express profound faith to the wooden statue of the suffering Christ by way of *pamamanata* that culminates during its annual grand procession, *Translación*, that traverses streets at the heart of the capital city. Despite customary inventory of casualties (and fatalities), charges of fanaticism, idolatry and "madness", the immensity of devotion shows no sign of decreasing in years to come.

In 1843, the Danish existentialist Soren Kierkegaard in his influential opus, *Fear and Trembling* appraises Abraham as the "Knight of Faith" when he was faced with a unique kind of ordeal by killing his only son, Isaac--a seemingly "insane command" from the omnibenevolent God. The Patriarch is caught between the universal ethics and a personal truth. This truth is the "subjective inwardness" of faith grasped through intense "passion" that appears absurd to all save the believer. It is through the same

“faith” Abraham regains his son, the world, and his life-meaning anew. Thus, the meaning of one’s existence can only be unraveled if one takes the “leap” into the abyss of “faith by virtue of the absurd”.

The aim of this essay is to obtain a phenomenological understanding of the popular religious experience of the Quiapo devotion in the light of Kierkegaard’s notion of faith with the hope of coming up of a critical appreciation of this unique Filipino popular religiosity considered by the opulent few as “marginalized” and “secondary”.

THE PLACE OF POETIC LANGUAGE IN JACQUES MARITAIN’S APPROACHES TO GOD

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This study explores one of the facets of the philosophy of the French thinker, Jacques Maritain (1882–1973), who was among the most radiant minds of the last century. In particular, this inquiry goes into his thoughts on poetic language, especially on how this language leads the human person to have a glimpse of the spiritual plane and, at the same time, to a challenge to be ethical as implied in the philosopher’s concept of a sixth approach to the Divine.

In reading *Approaches to God*, the researcher finds the apparent ironies of having a dubbed dogmatic thinker as the first author of the “World Perspective Series” null, as the themes in the book’s discussions, especially the “Sixth Way,” reckon relevance and exhibit a firm grasp of the objectives of the aforementioned series. This claim is the springboard of this study. In particular, this thesis explores the concept of Poetry, which is one of the inviting and major elements of the 1954 publication, aside from the main topic of the “approaches.” A message one takes from the piece is that life manifests poetry, which does not necessarily occur as the meanings of words on the lines, which poets cut to follow the schemes of rhyme and meter. Rather, it trains to the singularities of life that inspire, that motivate the human person to move on after a stop and whisper to the person that life can be better in the nearest and farthest future of human limitations. Presented here is a possible poetics of the human life, in both temporal and spiritual domains. Moreover, the relation of this Poetry to an approach of “proving” God is presented by way of a discourse on Art, which Maritain firmly associated with Poetry. Maritain had indeed progressed in this project of his on the relation of aesthetics, ethics, and theodicy, publishing at least three books, which surely aid in this writing’s aim to provide a proper synthesis of how poetic experience works for the human person—in his or her temporal existence and subsistence as a creation of God.

THE ONTOLOGICAL SIGNIFICANCE OF COSMIC EVOLUTION IN THE SCIENTIFIC PHENOMENOLOGY OF PIERRE TEILHARD DE CHARDIN

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The existence of the physical universe, the diverse abundance of life forms on earth and the situatedness of the human person in the world necessitated inquiry and wonder about the origins, progress, current state and finality of the universe. The concept of evolution since the “Darwinian revolution” had been considered as a unifying theme in the understanding of the world.

Pierre Teilhard de Chardin (1881-1955), a Jesuit priest, philosopher and geo-paleontologist, builds upon an idea of a world in evolution with the human person at its heart and Christ as the point of ultimate convergence. His method and thought, which is aimed at a confrontation and a synthesis of the Christian faith and scientific evolutionism, forms a continuum with his life experiences and influences. He transformed Darwin’s atheistically slanted theory of evolution by means of natural selection into a

religious creed where the human person plays an important role in fulfilling a divine plan of spiritual progress following the cosmic law of increasing complexity-consciousness.

The study ventured into the exposition and critical analysis of the ontological significance of Teilhard's view of evolution as cosmic as enshrined in his *Le Phénomène Humain* (1955) using textual study and scientific phenomenology. The work is read alongside his other works and juxtaposed with our contemporary understanding of physical, biological, cultural and spiritual evolution. He described evolution as cosmic since it becomes not merely a scientific theory limited to living beings, but an established and henceforth irrefutable truth applied to the whole universe. It is a light that clarifies all facts, a curve which all features must follow and is thus hypothetically posited to be ontologically significant in order to understand the unity (the one) and diversity (the many) of a dynamic reality. Teilhard believed that the cosmos is a spatio-temporal unity which discloses its inner structure and deeper meaning only when we come to analyze its evolutionary history and lay bare the inside works determining the course history has taken. He extended the concept of evolution to the whole of the cosmos which is engaged in the process of progressively inventing itself. He departed from the scientific understanding of a 'creative' materialist evolution and held that cosmic evolution is rather creation expressed in time and space. The whole of history is an ascent of the whole world toward its consummation in the natural and supernatural order. It follows a general outline starting from pre-life (cosmogensis), the advent of life (biogenesis), the rise of thought (noogenesis) and finally the super-life, the Omega Point (Christogenesis).

NON-FORMAL ETHICS OF VALUES AS FRAMEWORK OF SOCIOLOGY OF KNOWLEDGE IN MAX SCHELER

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Previous studies on Scheler's philosophy have either exclusively discussed his moral philosophy or his social philosophy. The present project explicates the link between Scheler's non-formal ethics of values and sociology of knowledge by showing how the former serves as framework for the latter. To realize that, this study adapts the qualitative-historical method using Scheler's main texts, *Formalismus* and *Some Problems of a Sociology of Knowledge* as well as his related works, analyzing them through the methodological hermeneutics as analytic framework. The results of the analysis show that Scheler's phenomenological ethics goes beyond the generally teleological ethics of the classical period, and predominantly deontological ethics of the modern time. Whereas the ancient-medieval finds its moral life in following the natural moral law, and the modern, in the obedience to the categorical imperative of duty, fundamental in Scheler's ethics is the observance to the *ordo amoris*. His ethics gives more emphasis to the logic of the heart as a condition of possibility of ethical life. For Scheler, ethics finds its foundation in a *priori*, immutable, and hierarchically arranged values. These values are variedly expressed by and actualized in a person, particularly through model persons. Historically, the embodiment of values in ideal persons (value-personalism) shows the extent of knowledge of a person to these values (value-perspectivism). On a social scale, the sociology of knowledge investigates this extent of knowledge within a group. It penetrates into the social knowledge, exploring the dynamics between the ideal factors (e.g. art, philosophy, religion) and real factors (e.g. race, politics, economics) recurring in social life. Arguably, non-formal ethics of values is the conceptual framework for sociology of knowledge to proceed.

AN EXPOSITION ON ST. THOMAS AQUINAS' CONCEPT OF CAPITAL PUNISHMENT

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Capital punishment is an issue that is perennially raised due to its sensitive ethical implications. It has been occupying a particular space in philosophy wherein ethicists struggle over their own opinions; and certainly St. Thomas Aquinas cannot be far beyond. It is a contemporary issue yet St Thomas had addressed the issue long ago in the middle Ages. The researcher perceives that only a few scholars pointed a coherent exposition on Thomistic ethics. This study fills the gap that many Thomistic scholars had forgotten to deal into the deep recesses of the Thomistic ethics particularly on the virtues as main philosophical themes of Aquinas in the two *Summae* such as the virtue on justice and the principle of the common good.

This study investigates on St Thomas Aquinas' concept of capital punishment. St. Thomas confesses that capital punishment may be ethically permissible and legally tenable. He points out that for the *summum bonum* i.e., actions that are directed towards the preservation of the good of human society are not inherently evil, such as capital punishment (see *SCG* III, c. 146). It is therefore proper to kill a man who acted away from the justice of the community (see *ST* II, II, q. 64, art. 2). Whether St. Thomas Aquinas' concept of capital punishment an ethical issue or legal? Certainly, ethical. For the law is not far from its ethical dimension. St. Thomas defines law as "nothing other than a certain dictate of reason for the common good, made by him who has the care of the community and promulgated." (see *ST* Ia, IIae, Q.90, a.4.). To underscore the common good, therefore, is enough ground that the capital punishment of St. Thomas is primary an ethical investigation. This ethical study on St Thomas Aquinas' concept of capital punishment explores the wide but profound Thomistic philosophical themes particularly in the two *Summae*. It brings the idea that St Thomas is good in synthesizing factors that helped him in formulating his concept of capital punishment.

THE WOUNDED COGITO: PAUL RICOEUR'S HERMENEUTICS OF THE CAPABLE HUMAN BEING

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This study shows that the *cogito* is neither the ultimate foundation, posited by Descartes and Husserl, nor the humiliated subject proposed by Nietzsche. Rather, the subject, though fragile, is a capable human being. Both the over-exaltation and the humiliation of the *cogito* are sterile alternatives for they alienate the human being from his concrete human condition. The offshoot of this alienation is the so-called *wounded cogito*. This study ventures to go "back-to-the-things-themselves," to restore the *wounded cogito* or the *self* to his original state of well-being.

Paul Ricoeur's reflection on the *wounded cogito* articulates the historical reality of the human subject rooted in the French reflexive philosophical tradition inaugurated by Descartes. Ricoeur's approach to subjectivity is both hermeneutical and phenomenological – which seeks to clarify through reflective analysis what is immediately and indubitably given to consciousness: the fact of the subject's own existence. Ricoeur made a hermeneutical turn transforming this reflection as intuition to reflection as interpretation. This approach is labeled as linguistic for it creates space for analysis and interpretation. It is motivated by the basic goal of all hermeneutics—a heightened self-understanding. This heightened self-understanding is seen as the power of human beings to exist creatively, which is a poetic response rooted in hope. Human fragility is not a weakness but a positive sign of our imagination and creativity. Hence, we are not doomed to meaninglessness. The operative presupposition behind this endeavor is that existence is indeed meaningful. Despite our fragility as humans, there is an overabundance of sense over the abundance nonsense. In this study, the *cogito* then is no longer seen as an epistemological subject but as the ontological affirmation of the *I am* in all its capability. Indeed, Ricoeur's rational

discourse is guided all throughout by the surplus of meaning which makes his philosophy truly phenomenological and poetic.

**TEST-RETEST RELIABILITY AND CONCURRENT VALIDITY OF MUSCULOSKELETAL
ULTRASOUND WITH VERNIER CALIPER IN QUANTIFYING THE ANTEROPOSTERIOR DIAMETER
OF THE RADIAL NERVE: A CADAVERIC STUDY**

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Lateral epicondylalgia (LE) is the degenerative condition of the extensor muscles of the forearm, commonly affecting the extensor carpi radialis brevis (ECRB) and extensor digitorum communis (EDC) of the working population. Involvement of the radial nerve is one of the potential causes of pain in LE and its enlargement produces a dull, aching, muscular-like pain: the same type of pain common in many elbow pathologies. Diagnosis is aided with the use of musculoskeletal ultrasound (MSUS), a non-ionizing, cost-effective modality that provides the assessor with real-time imaging of tissues. Several studies have utilized such in visualizing nerves for different conditions. However, there is limited to no information documented regarding its measurement accuracy.

This study aims to quantify the anteroposterior diameter of the radial nerve using musculoskeletal ultrasound and establish the reliability of measurements and compare to more direct measurements taken with the vernier caliper. Radial nerves from eight (8) upper extremities were measured using the MSUS and vernier caliper for 3 trials. Reliability testing was done using Bland & Altman Plot per measurement group and concurrent validity using the same analysis on the averages between groups. Intraclass Correlation Coefficient (ICC) was calculated and Standard Error of the Mean was used to identify potential errors per measurement group. Results yielded high reliability for both sets of MSUS and VC measurements on all the eight extremities measured, with no systematic differences noted for all measurements. Between groups analysis showed systematic differences between the MSUS and VC group. MSUS ICC is at 0.6795 with 95% CI from 0.2819 to 0.9163, whereas VC ICC is at 0.9347 with 95% CI from 0.8000 to 0.9853. SEM for MSUS is 0.03002383 and VC is 0.02658805. Use of both tools in quantifying nerve diameter may yield reliable results. However, several factors should be taken into consideration when analyzing measurement validity. Factors may include the assessor's accuracy in using the tool, measurement protocol and status of the cadaver during the time of measurement.

**IMPLEMENTATION OF CLINICAL GUIDELINES FOR IN PATIENT STROKE REHABILITATION IN
THE PHILIPPINES**

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The aim of this study is to assess the impact of a multi-faceted implementation strategy in the adherence of Filipino physical therapists in in-patient stroke clinical guidelines. Guidelines are synthesized recommendations based on best evidences to aid in decision making in providing effective evidence based health care services whilst maximizing available resources.

This study utilized a before and after research design. Thirty nine participants were included from the four pre-identified rehabilitation medicine training hospitals in the Philippines namely University of

Santo Tomas Hospital, Veterans Memorial Medical Center, Philippine Orthopedic Center and Amang Rodriguez Memorial Medical Center. Among the participants 24 (61.54%) were females and 15 (38.46%) were males. Participants attended a one-day evidence-based program training and orientation to the stroke guideline and exercise protocols. Immediate changes in knowledge and skills using the Adapted Fresno Test and attitudes using the scale by Stevenson and colleagues (2004) were likewise assessed. The results of the study showed a significant increase in knowledge and skills of the participants from the total pre-training scores (Mean 32.65; SD 20.30) to the total immediate post-training scores (Mean 60.57; SD 18.34). . Likewise, significant improvements in attitudes were observed particularly in the items of the scale referring to changing practice if good quality evidence suggests and confidence in undertaking literature search and critical appraisal. The author concluded that with an effective and contextualized introduction and orientation to the concepts of evidence based practice, changes in knowledge, skills and attitudes of this group of physical therapists improved immediately after the training.

**UNITED STATES OF AMERICA'S INTERVENTION IN IRAQ, A MULTICULTURAL SOCIETY:
IMPACTS DEMOCRACY**

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The US intervention to Iraq has generally affected the democratic ambition of Iraq as a multicultural society. This paper is an attempt to show engaging challenges to democracy building of a different kinds of societies in a deeply divided polity of a new society in Iraq. It starts with discussing the impact and influence of US intervention in the process of democratization. In this paper, it is argued that democracy faces certain challenges particularly the effects of US intervention on the practice of democracy in Iraq as well as the future of state-society relations in the democratization process. The experiences of Iraq from dictatorship to a new form of fragile democracy that includes participation in foreign relations without sacrificing tradition, customs and culture are highlighted. This thesis analyzes the primary aims and objectives that the US attempted to accomplish in its intervention and examine the result they had in carrying out its plans and its implications to Iraq as a multicultural society. This paper will start with the arguments behind the impact of intervention on the grounds of the intention to promote stability in the region through the faith in the ability of democracy to create peace and the conditions for development and belief that democracy would spread across territorial jurisdiction in which sense of the countries belongingness will also be included..

**“PARTICIPATORY GOVERNANCE IN THE PHILIPPINES: EMPOWERING SELECTED CITIES IN
METRO MANILA THROUGH COMMUNITY INVOLVEMENT”**

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The prospects for participatory governance to some extent depend on various institutional agencies, departments, constituents as well as policy makers. Consequently, formulation of such policies and rules cannot ensure effective enforcement without features of good governance through active participation and community involvement of the citizens. The sustainability of good policies and people's participation contributes to the effective local governance of a particular community. The purpose of involving people in governance is to transfer power and influence to individuals and communities. It seeks to appreciate diversity by engaging with different people and groups within local communities and involving them in making decisions about important issues. It aims to improve services, enhance democratic accountability and contribute to social justice. The participation of a variety of representatives

from various arenas of the community gives a more concrete perspective and relevant inputs based on the real condition of local government. It will also help to build the local ownership that is necessary to monitor participatory governance. Involvement of the people in the community is engaging them in decision making processes, which is important in the development of acceptable policies and decisions in local government, the private sector and the community. This study examines the extent of people's participation in the city government of Marikina, San Juan, Valenzuela and Quezon from 2010 to 2013. Participatory mechanisms, direct involvement, consultation and vigilance will serve as indicators for participatory governance in this study. The growing populations of these cities serve as a challenge to local officials to motivate and encourage the people to be part of decision making. Moreover, the research describes the role of constituents, local institutions, civil society (NGOs) in facilitating participatory governance.

PARENT-ADOLESCENT RELATIONSHIP ENHANCEMENT TRAINING: A RESPONSE TO ADOLESCENTS RISK BEHAVIORS IN KERALA, INDIA.

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Adolescence is the developmental period of transition from childhood to adulthood; it involves biological, cognitive and socio-emotional changes. The reaction and stimulus adolescents receive from the family especially from parents strongly influence adolescent's behaviors. Aggression, rule breaking and self-injurious behaviors are common among adolescents of age 12-16. Enhancing parent adolescent relationship with secure attachment helps adolescents to reduce risky behaviors, this study is an attempt to develop and assess the effectiveness of Parent Adolescent Relationship Enhancement Training (PARET) in reducing adolescent risk behaviors through enhancing parent adolescent relationship among parents and adolescents in Kerala, India. The study was conducted in two phases; Phase I: the development of PARET and Phase II: the assessment of the effectiveness of the PARET employing a true experimental research method. A total of 40 adolescents and their parents were randomly assigned to both control and experimental groups. The data analysis was done utilizing mean scores, paired sample statistics and Cohen's d. The pre-test and post-test scores of the experimental group showed significant differences ($p=0.000$) at 0.05 levels and the scores of the control group and experimental group showed significant differences ($p=0.000$) in all dependent variables in the post test. The result of the study reveals the effectiveness of the PARET in significantly reducing adolescent's risk behaviors through enhancing parent- adolescent relationship.

CRISIS INTERVENTION: HUMANITARIAN RESPONSE TO MARITIME PIRACY

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Crisis interventions, specifically Critical Incident Stress Debriefing (CISD), have been proven effective to hinder the occurrence of PTSD after experiencing a critical incident. However, there were no published studies which proved that conditioned perspective towards critical incidence, such as maritime piracy, lessens the impact of a critical event, and heightens a person's depression, anxiety and stress when debriefed. A pilot randomized controlled trial of group debriefing study was administered to forty

nine (49) 1st class MAAP students who were assessed (21) introvert and (28) extrovert. After watching an eleven (11) minutes clip of a ship pirated by the Somalis, they were randomly selected to undergo conditions of CISD: debriefing and non – debriefing and were asked to answer Impact of the Event Scale – Revised (IES – R) and Depression, Anxiety, Stress, Scale 21 (DASS 21), seven days after their exposure as follow up procedure. The study showed that, there were no significant differences between the debriefed and non – debriefed on personality types. On the contrary, it was noted that conditioning prior to exposure to critical incidence lessened the impact of the critical event and when debriefing was applied to less severe or low impact critical incidents, it only intensified and aroused participants' cognitive dissonance. Thus, debriefing a low impact critical incident, induced relatively high depression, anxiety and stress. This study supports and may produce important diagnostic implications to Lindy's Trauma Membrane theory in coherence with cognitive dissonance.

LOGO-BIBLIOTHERAPY ON FILIPINO SUFFERING FROM MYASTHENIA GRAVIS

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Myasthenia Gravis (MG), a chronic autoimmune neuromuscular disease characterized by weakness of the skeletal muscles of the body caused by circulating antibodies that block acetylcholine receptors at the post-synaptic neuromuscular junction, inhibiting the stimulative effect of the neurotransmitter acetylcholine.

MG may not be a major public health problem in terms of the number of patients affected, however it becomes a chronic problem because of the impact it creates toward the patients due to the weakening of the muscles in extremities; change in facial expression; difficulty in swallowing; shortness of breath and impaired speech. Furthermore, they are also bothered emotionally and psychologically, they experienced depression, hopelessness and unclear view of their future. It undermines the patient's ability to cope with everyday activities, difficult situations, and financial constraint. It leads to isolation and lack of clear perception of their purpose of one's existence. This study utilized Logo-bibliotherapy as an intervention for Filipinos suffering from MG in response to Frankl's view that finding meaning and purpose in life is the basic driving force and the fundamental desire of humans that may relieve them of their depression, and lack of meaning in life. Pre-test Post-test Control Group Design is the method used in this experimental study. There were 30 participants that were randomly assigned into two groups— experimental and control. This experimental design used the Beck Depression Inventory (BDI), Purpose in Life (PIL) and Life Regards Index (LRI) tests. The experimental group was given logo-bibliotherapy intervention. The test revealed that the experimental group has decreased their level of depression ($M=4.60$), increased their Life Regard ($M=166.07$) and Purpose in life ($M=112.2$). Significant difference was observed between posttest of control group and experimental group with depression ($M=30.8$, $p=0.00$, $d=4.92$), life regard ($M=120.87$, $p=0.00$, $d=19.48$) and the purpose in life ($M= 47.87$, $p=0.00$, $d= 4.24$). The result of this study has important repercussion to psychological practice as it can be a strategy to address issues of depression and low purpose in life.

THE EFFECT OF COGNITIVE BEHAVIORAL THERAPY BASED ANGER MANAGEMENT TRAINING ON FOOD SERVICE EMPLOYEES' AGGRESSION

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This study is a quasi-experimental research designed to measure the effect of cognitive behavioral therapy based anger management training on the aggression level of food service employees. A two-week time interrupted program was conducted. The correlation between the situationally provoked

respondents' aggression pretest and posttest scores was measured using Buss-Warren Aggression Questionnaire (BWAQ) Short Form and Situational Triggers Aggressive Response (STAR) Scale. The statistical methods used in this study were paired sample t-test, Cohen's d, and Cohen's r. Results showed that this study generated an effective and locally based culture specific program that focused on Cognitive Behavioral Therapy and Anger Management on food service employees' aggression.

COGNITIVE FUNCTIONING IN RELATION TO DECISION MAKING AMONG YOUNG ADULTS IN A SELECTED COLLEGE

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Every day, people face tons and tons of choices and they, unconsciously, make a decision without knowing its consequences. Decision making is a process of selection among given options while cognitive functioning will be defined as a performance on mental ability process. People's cognitive functioning greatly affects how they make decisions. Young adult, specifically college students, is the stage where making efficient decision is hard to accomplish.

This study aims to investigate if the level of cognitive functioning greatly affects decision making process. Perhaps, one having a high cognitive ability can make an efficient decision in a given task. This study also aims to add to the body of knowledge on how people's cognitive functioning affects their ability to make effective decisions. Accordingly, this study utilized a descriptive-correlational design. The researcher employed her study to young adult students of STI College Cubao Campus in Quezon City through purposive sampling technique. To determine the relationship of cognitive functioning and decision making of young adult students, MD5- Mental Ability Test as well as Watson-Glaser Critical Thinking Appraisal was answered by 286 student respondents age ranges from 18 to 25 years old. Initial results show that cognitive functioning significantly correlated with the ability of making efficient decision among young adult students. Respondents who scored high on mental ability test tend to score high on critical thinking test. This shows that there is a significant relationship between cognitive functioning and decision making.

EFFECT OF COGNITIVE-BEHAVIORAL PLAY THERAPY PROGRAM ON THE AGGRESSION LEVEL OF SELECTED MALE PUPILS

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The purpose of this study is to determine the effect of Cognitive-Behavioral Play Therapy (CBPT) Program on the aggression level of grades four and five male pupils of Parañaque Elementary School Central and San Dionisio Elementary School. Aggression Questionnaire (AQ) Short Form and Reactive-Proactive Aggression Questionnaire (RPQ) were administered to measure the students' aggression level and the frequency of reactive and proactive aggressive behaviors, respectively. Students who scored from high average to very high were selected as participants and were randomly divided into experimental and control groups. Pretests and posttests were conducted to each group to determine if there is a significant difference between their scores. Data were analyzed using Wilcoxon Signed-Rank Test and Mann-Whitney U-Test. Relevant findings were seen on the effect of CBPT Program on the aggression level of male grades four and five pupils.

THE EFFECTIVENESS OF LOGOTHERAPY IN ENHANCING THE LEVEL OF PSYCHO-SPIRITUAL WELL-BEING OF SELECTED CONSECRATED WOMEN

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Many people are suffering from the low level of psycho-spiritual well-being because of the lack of meaning in their lives. These include clergy, shamans, mystics, monks, elders, and other religious and spiritual leaders. Logotherapy is a holistic approach which can have a great impact on the well-being of the person and can improve the overall quality of life. This study aims to examine the effectiveness of logotherapy in enhancing the level of psycho-spiritual well-being among consecrated women. This study utilized the pretest-posttest control group designed and made use of the Assessment of Religious Meaning (ARM) test, which consist of six dimensions of religious life scales with 20 questions every scale. It is believed that the level of psycho-spiritual well-being of religious are dependent on the meaningfulness of their life of chastity, poverty, obedience, community, prayer and ministry. A total of thirty (30) consecrated women who showed low and marginal scores in psycho-spiritual well-being, were randomly assigned to control group (n=15), who received the usual formation activities and to the experimental group (n=15), who received the logotherapy. T-test result showed that there is a significant difference between the posttest scores of the experimental and control groups in the psycho-spiritual well-being ($t=-12.91$, $p=.00$, $d=4.59$). In terms of the meaningfulness of Chastity ($t=-2.34$, $p=.03$, $d=.83$), Poverty ($t=-4.64$, $p=.00$, $d=1.65$), Obedience ($t=-10.92$, $p=.00$, $d=3.88$), Community Life ($t=-13.87$, $p=.00$, $d=4.39$), Prayer Life ($t=-13.80$, $p=.00$, $d=4.90$) and Ministry Life ($t=-9.91$, $p=.00$, $d=3.52$), the experimental group also showed significant increase after the ten sessions of logotherapy intervention. Findings reveal that logotherapy technique is an effective intervention in enhancing the level of Psycho-spiritual well-being of Selected Consecrated Women as demonstrated in the increase of the meaningfulness of the six aspects of their religious life.

COMMON PREDICTORS OF BULLYING IN ADOLESCENTS FROM SELECTED SECONDARY SCHOOLS IN METRO MANILA

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Bullying is a pervasive phenomenon linked with numerous physical, social, emotional, and psychological problems for both individuals who perpetrate these behaviors and their targets. However, available researches often concentrate on the impacts and possible relationships of personal characteristics on behaviors of target subjects from Western countries. This study aims to extend beyond individual characteristics and examine how social factors, such as family environment, school climate, and peer influence impact perpetration of bullying behaviors in two hundred and two grade seven and eight students nominated by their teachers and guidance counselors. The students from the selected Pasig City schools answered a three-part self-report questionnaire to identify their demographic profile, extent of bullying behaviors they participate in, and correlate these information with perceptions of social environment. The results of the study show that respondents from the three selected schools participate in moderate levels of bullying perpetration. They are also more prone to engage in verbal forms of bullying behaviors than social and physical bullying. Furthermore, the respondents reported conflicting perceptions about their family, school, and peers. The students generally perceive their family environment in a positive way but are more ambivalent with respect to their school and peer environments. However, a significant relationship still exists between these social factors and bullying perpetration. The results which confirm the importance of studying the influence of environmental factors in inhibiting or increasing the risk of participating in bullying behaviors, can be useful in creating effective intervention programs. Likewise, collaboration between the schools, the students and their families, and

increased awareness about bullying, are necessary to help reduce or even prevent bullying perpetration and victimization.

THE EFFECTIVENESS OF A SOCIAL SKILLS TRAINING PROGRAM IN THE REDUCTION OF NEGATIVE SYMPTOMS AMONG PATIENTS WITH SCHIZOPHRENIA

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Negative symptoms are predominantly exhibited by patients with schizophrenia. It is associated with poor social consequences which similarly affect their capacity to communicate, their interest to interact with others, their perception of emotional experiences, their sense of pleasure and motivation. With this, the present study is geared to assess the effectiveness of a Social Skills Training Program in reducing the intensity of the negative symptoms manifested by patients with schizophrenia who are confined in Pavilion I of the National Center for Mental Health, Mandaluyong City. This made use of the Pretest-Posttest Control Group Design, with 30 patient-participants randomly assigned to experimental and control groups. All of the participants continued with their anti-psychotic medications throughout the duration of the program. The experimental group participated in the Social Skills Training Program for 11 sessions aside from their usual activities in the ward. Meanwhile, the control group did not receive any additional intervention technique. The difference between the pretest and posttest scores was determined using the Negative Symptom Assessment (NSA-16), with the resident doctors as raters. Results were then subjected to t-test procedures. Pretest data reveal mild to moderate degree of negative symptoms of both experimental (\bar{x} = 2.68-3.55) and control (\bar{x} = 2.68-3.98) groups. Further analysis indicates that there is no significant difference in the pretest scores of both groups.

THE ROLE OF TEMPORARY EMPLOYMENT TO WORK ENGAGEMENT AND JOB PERFORMANCE IN REAL ESTATE COMPANY

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The use of temporary workers is increasing rapidly and has spread from one industry to another. Reasons include that it does not only lessen the cost for the company but also because of the nature of some jobs which are cyclical or seasonal. Thus, hiring these employees is beneficial to an organization. The aim of this study is explore the levels of work engagement and job performance of temporary workers (project and agency- hired employees) in a real estate company and its role. A total of 102 respondents were chosen in the study based on purposive sampling. Utrecht Work Engagement Scale was used to measure the level of work engagement and the rating sheet of the company was used to predict the job performance level of project and agency hires. Based on results, temporary workers exhibit a mean score of 4.11 which is an average level of work engagement and a mean score of 3.58 for a high performance level. Furthermore, vigor ($r=0.1$, 0.01), dedication ($r=0.14$, 0.02) and absorption ($r=0.13$, 0) has a positive correlation with job performance however exhibits a weak relationship. It shows that the respondents' employment status is not a hindrance in the work engagement and thus performing in their respective roles. Internal and external factors affect their perseverance to work and to make a significant role in the organization. In addition to this, the results of the study will also be a basis for a work engagement program that can encourage these workers to be involved and feel significant in the company and may result to low turnover rate.

STRESS, COPING STRATEGIES, WORK MOTIVATION AMONG MULTI-LINGUAL EMPLOYEES: BASIS FOR TRAINING DEVELOPMENT PROGRAM

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Global market and companies need staff that understands how to work with other people and organizations around the world to get their jobs done. Thus, there is an increasing demand for multi-lingual employees that can cope with the demands of the job. The aim of this descriptive correlational study is to find out whether a relationship exists between the scales of job stress, coping strategies and work motivation among multi-lingual employees who currently connected with IT and BPO Company. Purposive sampling technique and standardized questionnaire was employed to gather data, and Pearson's r was computed to determine their relationship. The results indicated that when the respondents experienced stress on demands ($r = .43, p = .00$), relationship ($r = .39, p = .00$), managers ($r = .36, p = .00$), and role ($r = .34, p = .01$) they are more likely to be motivated in their work. Findings also shows that coping strategy in the form of problem avoidance demonstrates statistically significant inverse correlation to work motivation ($r = -.27, p = .03$). This indicates that slight used on the problem avoidance as coping strategy tend to increase the work motivation of the respondents. Likewise, when the respondents perceived stress they tend to cope with cognitive restructuring and self-criticism. This finding is supported by other studies (Schaufeli 2001 and Joy et al. 2013) that shows coping with job stress involve the interplay of the employees and their work setting that is appraised as stressful in which employees use cognitive restructuring. Furthermore, the result of the study was used to create a training developmental plan to help multi-lingual employees cope with their stressor and keep them motivation towards their work.

DSM-5 SECTION III BORDERLINE PERSONALITY TRAITS: ITS RELATION TO DSM-IV-TR SECTION II BORDERLINE PERSONALITY DISORDER AND THE INDIGENOUS PERSONALITY MODEL

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The Diagnostic and Statistical Manual for Mental Disorders, Fifth Edition (DSM-5) Personality and Personality Disorders Workgroup proposed a significant shift of diagnosing personality disorders (PDs). However, significant criticisms were leveled against the proposal that in the publication of the DSM-5, two models of diagnosing PDs were published. The DSM-IV-TR PDs were retained as the current diagnostic classification in Section II (Clinical Disorders) while the proposed model located in Section III (Emerging Models and Measures) suggest that there are only six PD types with two important criterions namely, (a) level of personality functioning, and (b) a pathological personality trait model. Despite offering the model as universal and cross-cultural, the DSM-5 fails to support its claim particularly how it applies to specific cultures. This study specifically examines borderline PD's (BPD) structural and nomological validity in non-Western non-clinical adolescent populations. First, the structural validity of the DSM-5 Section III BPD will be explored and whether it can substantially improve the symptomatic structure of DSM-5 Section II BPD. Second, the nomological validity of the DSM-5 Section II BPD will be explored using a normal and Philippine indigenous model of personality to translate that BPD is best understood in a dimensional approach. Collectively, results of this two-part study will further support the validity of the DSM-5 Personality and Personality Disorders Workgroup proposed model and elucidate on its cultural and universal applicability.

A COMPARATIVE STUDY ON THE NEUROIMAGING CHARACTERISTICS AND NEUROPSYCHOLOGICAL PROFILES OF ALZHEIMER'S DISEASE AND VASCULAR DEMENTIA AMONG FILIPINO ELDERS

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Dementia is a chronic and progressive neurodegenerative disorder and it affects millions of people worldwide. In the Philippines, Alzheimer's Disease (AD) and Vascular Dementia (VaD) are among the most prevalent types. This study aims to compare the Neuroimaging and Neuropsychological profiles of six purposively selected Filipino elders suffering from these disorders. All of them underwent Magnetic Resonance Imaging (MRI) and a full Neuropsychological battery. Neuroimaging results reveal that in both groups there is presence of bilateral periventricular small vessel disease and cerebro-cerebellar atrophy, which result to their general cognitive decline. Specifically, the respondents with VaD have lacunar infarcts on the left basal ganglia, right frontotemporoparietal lobes, and left lentiform nucleus. These structural hard signs reflect on their current respective cognitive abilities. Neuropsychological profiles of Filipino elders with AD have found out that they are more impaired in general cognition, memory, visuospatial/visuomotor abilities, and attention, while, Filipino elders with VaD is more impaired in language.

EXPLORING THE RELATIONSHIP OF SEROTONIN LEVEL AND PERSONALITY VARIABLES AMONG VIOLENT AND NON-VIOLENT FILIPINO FEMALES

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Serotonin (5-hydroxytryptamine; 5-HT), a biogenic amine that acts as modulatory neurotransmitter (Lam, Garfield, Marston, Shaw, & Heisler, 2010), has received much attention in research when compared to other neurochemicals that could be linked to personality traits and mediate the genetic variability in personality (Harro, Merena, Nordquist, Konstabel, Comasco, & Orelund, 2009). In addition, recent researches suggest that dysfunctions to complex neural networks promote undesirable behaviour such as violence (Steinert & Whittington, 2013). Despite the fact that there are vast amount of researches that had dwelt on this topic, most of which that focused on the relationship of serotonin and personality were conducted in Western context. To further elucidate on the association of this neurotransmitter on personality in Filipino context, the study aims to explore the serotonin level and its relationship with Neuroticism, Extraversion, Openness to Experience, Agreeableness and Conscientiousness of McCrae and Costa's Five Factor Model of Personality.

This descriptive-correlational research applied purposive sampling to gather data. It utilized a sample of 15 adult Filipino females convicted with crime against persons (e.g. murder, homicide, parricide, etc.) representing the violent group and another 15 adult Filipino females from the community, never convicted of any type of crime, to represent the non-violent group. To study the relationship, it requires assessing both the serotonin level and personality variables. Both groups had their serotonin level measured using the 24-hour urinary 5-HIAA test and each answered the Filipino version of Revised NEO Personality Inventory (NEO PI-R). The data gathered from the laboratory results and questionnaires were subjected to Pearson r to observe if a relationship exists between the variables of the study. Initial findings revealed that 5-HIAA levels of respondents representing the violent group are within above normal level. The 5-HIAA levels of the community sample are within normal range. Partial results also revealed High Neuroticism and Conscientiousness among the community sample while their Extraversion, Openness to Experience and Agreeableness levels falls under Average range.

DEVELOPMENT AND EFFECTIVENESS OF MINDFULNESS BASED COGNITIVE RESTRUCTURING PROGRAM ON PSYCHACHE AND HOPELESSNESS AS SIGNALS OF SUICIDAL IDEATION AMONG ADOLESCENTS' IN KERALA, INDIA

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Adolescence is a unique period in life span with wide range of developmental issues regarding transitions and challenges. In this developmental stage, adolescents are experiencing various types of stressors from family, peers, romantic partners and physical dissatisfaction with oneself. Stressful life situations lead to psych ache which aggravate the individual to think suicide as the only solution for their problem. Suicidal risk increases when this unbearable psychological pain is associated with hopelessness. Psych ache and hopelessness are the key signals of suicidal ideation. In cognitive-developmental perspective, ideation is an important factor in suicide and it is the first level of suicidal behavior. So the present study is focused to develop and assess the effectiveness of Mindfulness Based Cognitive Restructuring (MBCR) program to reduce the signals of suicidal ideation among adolescents' in Kerala, India. This study was conducted in two phases; Phase I: development of MBCR program and Phase II: the assessment of effectiveness of the MBCR program employing the true experimental research method particularly Between-Subjects: Two Independent Group Design. A total of 36 female adolescents from public schools in Kerala were randomly assigned into both experimental and control groups. The data analysis was done utilizing mean scores, paired samples statistics: t-test for independent samples and the effectiveness was measured by Cohen's d. The statistical analysis between the pretest and post test scores of the experimental group showed significant differences ($p=.000$) at 0.05 level and the scores of the control and experimental group showed significant difference ($p=.000$) in all the dependent variables in the post test. The results of the study revealed the effectiveness of the MBCR program significantly reducing psych ache, hopelessness and suicidal ideation of the adolescents in experimental group as compared to the control group.

DEVELOPMENT AND EFFECTIVENESS OF POSITIVE PSYCHO-EDUCATIONAL INTERVENTION PROGRAM IN ENHANCEMENT OF STUDENT ENGAGEMENT, MOTIVATION AND ALLEVIATION OF DEPRESSIVE SYMPTOMS OF THE SECONDARY SCHOOL DROPOUTS IN WEST BENGAL, INDIA

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India with more than a billion residents has the second largest education system in the world. But it is alarming that the dropout problem is very pervasive in the Indian educational contexts. Many children who enter school are unable to complete their education and multiple factors are responsible for children dropping out of school. Therefore, this study is aimed to develop and assess the effectiveness of the positive psycho-educational intervention (PPEI) in enhancing student engagement, motivation and alleviation of depressive symptoms among the dropouts in West Bengal, India. The study was conducted in two phases: Phase 1 focused on the development of the intervention program: The positive psycho-educational intervention (PPEI) based on the positive psychology and Broaden and Build theory, utilizing the descriptive research method. Phase II involved the assessment of the effectiveness of the newly developed intervention program (PPEI) in enhancing student engagement, motivation and alleviation of depressive symptoms of dropouts employing the true experimental research design particularly Between-Subjects: Two Independent Group Design. Three psychological tests (motivation and engagement scale (MES-HS), student engagement instrument (SEI) and Beck depression inventory (BDI) were administered to the participants before and after the program implementation. A total of 68 dropout boys from urban areas were randomly assigned both in control and experimental groups. The data analysis was done utilizing mean scores (MES= 267.76, SEI=156.26 and BDI=7.02), paired samples statistics (MES=83.53,

SEI=119.33, BDI=121.39), t-test for independent samples (MES=90.49, SEI=114.94, BDI=79.56) and Cohen's d (MES=22.49, SEI=27.91, BDI=26.54). The null hypothesis was tested at 0.05 level of significance. The statistical analysis between the pre-test and post-test scores of the experimental group showed significant difference ($p=.000$) and its post-test scores indicated significant increase in student engagement and motivation and significant decrease in the depressive symptoms. It indicates that the Psycho-education focused positive intervention Program (PPEI) was effective for the participants.

EFFECTS OF AN EMOTIONAL ENHANCEMENTS PROGRAM ON EMOTIONAL QUOTIENT AND CORTISOL LEVEL AMONG NEGLECTED CHILDREN

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An emotionally -impoverished environment is associated with neglect, an indicator of vulnerability to stress-related disorders. Additionally, a harsh early environment is linked to elevated cortisol levels. Continued exposure early in life compromises the stress hormone reactivity on the Hypothalamic Pituitary Axis (HPA) axis functioning.

This study aims to: 1) develop an emotional enhancement program (Enhancing Emotions for Children) and 2) determine the 12-session program's effect on the Emotional Quotient (EQ) and cortisol level of 10 selected neglected children SOS Children Village Lipa Participants were pre- and post-tested using the Coddington Life Events Scale and the BarOn Emotional Quotient Inventory- Youth Version. Cortisol levels were also measured. Results shows that there is no significant difference between the pretest and posttest scores of BarOn Emotional Quotient Inventory- Youth Version and 24 hour Urine cortisol collection. Data suggests that individual variability is large, the cortisol level and emotional quotient obtained at any particular time can reflect in different aspects of child's life. Sudden changes in the EQ and Cortisol level within a short period of time is not evident, even there is changes in the environment after the maltreatment.

THREE IS A CROWD: UNDERSTANDING THE FILIPINO PHRASES OF STRUGGLES UPON DISCOVERY OF MARITAL INFIDELITY

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Couples ideally desire to have successful marriages. However, it is a recognized fact that marriages go through different cycles of ups and downs brought about by different factors. While there are different obstacles that could impede marriages to become successful, this paper focused on looking at marital infidelity as a major reason for broken marriages and identifying the phases that people who experienced it go through in order to deal with such major life encounter. Guided by this focus, this paper made use of the grounded theory design to describe and explain the phases of experiences encountered by 20 aggrieved Filipino spouses who were purposively selected for the study. Data gathering was facilitated through the use of the robot foto technique and the aide memoire. Interview transcriptions and extended texts were organized and analyzed using the Kelly grid from where themes were drawn from. Analyzing the data, the researcher was able to reveal six phases that describe the experiences of people in relation to marital infidelity, namely: Confirmation, Anger, Depression, Bargaining, Acceptance and Forgiveness. Member checking and correspondence were employed to ensure validity of the themes surfaced. Results shall be used to come up with a theory that describes and explains the experiences of Filipino spouses in relation to marital infidelity.

SOCIAL NETWORKS FOR CHURCH MINISTRY AND MISSION OF THE CHURCH IN VIET NAM

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Among the innovated media forms and contents of today's digital technologies, social networks have emerged as favorite and popular platforms for numerous Internet users who are interacting and participating, especially the young people of this Information age.

The study presents the nature and role of digital social networks which increasingly grant their participants the very potential interactivity and interconnectivity for various needs of individual and social life. As a feature of new media, social networks include negative and positive implications to the users who are involved in such open public spaces for information exchange, entertainment, and relationship creation. Analyzing the documentation of the Church's teachings, we realize that the Church in this time of digital world gives the special concern to social networks which deserve both the wise and positive commitment of all Church members. The Church of Viet Nam with her particular socio-political situation controlled by the Communism ideology and governance must involve in social networks for her mission. Through documentation research of current media environment and the increase of Internet users in Viet Nam, likewise, survey interpretation on the participation of Vietnamese Catholics in social networks contributes to the same effect, the researcher recognizes that majority of Church members are interested in their participation in social networks as a relevant platform for their benefits. The realization of Church's adequate concern with social networks should be more considered by the Church of Viet Nam if she longs for the effective implementation of her ministry and mission in current social condition. The Church in Viet Nam needs the proper positive commitment with strategic artistic and professional ways for the wise and true participation of all Church members in social networks in order that she might design some proper ways to permeate it through her pastoral and evangelizing activities. With findings and recommendations, a variety of necessary applications for the effective commitment of the whole Church must be practiced for the Church's integration of Christianity into present and future platforms of digital social networks.

AN EMPOWERED FILIPINO FAMILY AS AGENT OF LIFE

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The family is a significant factor that contributes to the development of society, a wealth in its human and spiritual dimension. Modernization, however, has affected the nature and functions of the family so that today, the family in general is faced with forces that devalue its identity. This study addressed the problem how Filipino families can be empowered towards becoming Agents of Life with the aim of addressing the challenges they are faced with and contribute towards the transformation and renewal of our society and the Philippine Church.

Employing the SEE-JUDGE-ACT method, author first investigated the present modern context of the Filipino family in order to identify what are the challenges it is faced with. The *Judge* part reflected on the Christian family as seen from the teachings of the Church. Both the *See* and the *Judge* served as the basis in proposing a process of empowerment for the Filipino Family. Results of the study show that family contributes to development through its four central functions: it regulates sexuality, facilitates the process of procreation, locale of primary socialization, and being site of economic cooperation. The

process of modernization, however, has affected the exercise of these functions, so that today the family in general is faced with the following challenges: (1) Sexual Permissiveness (2) Anti-Life Mentality (3) Alternative Families (4) Domestic Violence (5) Media (6) Globalization. In response, the study identified based on the Teachings of the Church a theological Christian vision of the family and its role in the modern world. Further, the study proposed a process of empowerment revolving around four elements: (1) Family's rootedness in God (2) Christian Formation (3) Recognition of its Vocation/ Mission (4) Collaboration of the Christian community. Finally as conclusion, the study addressed the challenges of the family by proposing a vision of an empowered Filipino family, that of being: (1) Agent of Life (2) Agent of Communion, (3) Agent of Value (4) Agent of Communication (5) Agent of Transformation

GLUTTONY: THE UNCONFESSED DEADLY SIN AN EXPOSITORY DISCOURSE

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In a world of all you can eat buffets, fast food restaurants, and drive thru windows gluttony is one deadly sin that is often forgotten in the Sacrament of Penance and Reconciliation. Human beings need to eat in order to exist for it is preposterous to think that one can survive without food. Disguised and excused as a disease or an addiction, gluttony is one deadly sin that has become practically non-existent in today's modern society.

The lack of awareness on how gluttony is committed is the inspiration for this study as it explores the teachings of the Church Fathers on gluttony and its manifestations; and the relationship between the Sacrament of Penance and Reconciliation and Christian Perfection. Documentary method is used to present the historical development of the Seven Deadly Sins (Vainglory, Envy, Sloth, Avarice, Wrath, Lust, and Gluttony) from its Eastern origin of the Eight Evil Thoughts (Gluttony, Fornication, Avarice, Sadness, Anger, Acedia, Vainglory and Pride). The Fathers are of one voice in stating that gluttony is the mother that gives nourishment to all the deadly sins. Gluttony starts the chain reaction, the avalanche of sin and misery that is evident in Gregory the Great's five manifestations which are likened to the five fingers of the devil that ensnares man to fall from the grace of God. It is classified in terms of time, cost, quality, quantity and eagerness. These manifestations are alive in the present day society and are concealed in the form of culinary tourism, food porn, foodies, all you can eat buffets, fine dining restaurants and food tripping. Christian perfection can be attained through a struggle with one's inclinations and the devil; the awareness of sin and the frequent confession. Gluttony is a sin yesterday, today and tomorrow even if the sense of sin and of God is diminished by progress in science and technology, changes in society and human behavior. The fact remains that gluttony is here to stay unless man learns to eat in order to live and not to live in order to eat.