IMPACT OF STORE AND SELF IMAGES TO CONSUMER MOTIVATION IN PURCHASING FOREIGN LUXURY CLOTHING BRAND VERSUS LOCAL BRAND

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Clothing is one of the few necessities that humans need to survive aside from food, shelter, and other consumer goods. The reason we allocate a similar high importance to our clothes. Consumer may consider different clothing values when they select different types of clothing. The interest in clothing, the choice of particular garment, the effects of clothing on motivation, and even the perception on clothing are dependent upon social and cultural factors. This study aims to examine the impacts of store image, self-image, and consumer motivation upon purchase of foreign and local clothing brand to Filipino consumers. Random-incidental was used to determine the impact to respondents who bought clothes from Zara, representing foreign brands, and Bench, representing local brands. Partial results indicate that most women opted for Zara for style and colors, while men chose Bench for variety.
AN ANALYSIS AND ASSESSMENT ON THE REMAINING CHURCH PLAZAS OF THE CITY OF MANILA

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Due to rapid economic and urban population growth, most of our important heritage structures and historical sites have suffered physical deterioration and possible disappearance. Our colonial plazas, important for their historical and cultural significance to our cities and towns, are not immune to these issues. As the starting point of the development in our history of sites such as churches, town halls and other edifices for health and defense, these plazas have an important place in our history. The study is focused on the historical documentation of the evolution of the remaining recorded Spanish colonial church plazas in the City of Manila that were constructed based on the Prescriptions for the Foundations of the Hispanic Colonial Towns. These are plazas as defined by the law as well proportioned open spaces to which the main church, parish church and monastery are to be laid out and shall be built to promote the Christian doctrines. The bases for analysis include the Spanish urban master plan for the City of Manila, the implemented Burnham Plan for Manila, the post-war modern paradigm, and the current existing conditions in such places. This research aims to achieve the following: to document recorded Spanish colonial plazas in Manila; to identify their development according to purpose and policies; to determine how the remaining ones are able to adapt to the present conditions of the urbanized Manila, and; to study means to promote the historical significance of the colonial plazas for future historical preservation efforts. Archival research and measured surveys through mapping and photo-documentation to evaluate the physical changes and field survey in recording the current conditions of the remaining church plazas were used to analyze and assess their evolution. Initial results identified five (5) remaining colonial church plazas in the City of Manila. Based on documents available, their original forms have evolved to accommodate an updated appearance and their uses have been converted to give way to the changing needs of society.

COMPARATIVE STUDY OF THREE STREETS IN MANILA AS URBAN MODELS TO VISUAL BLIGHT

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The city of Manila, like most cities in Asia and in other countries of the world, have experienced urban development and decay. The fast pace of modernization and urbanization have changed the urban landscape and experience of the city. Today, Manila is in a state of deterioration, the occurrence referred to as urban blight. The study aims to identify the problems that contributed to the decay of a city persistent in specific streets of Manila – namely España Boulevard, Rizal Avenue and CalleEscolta.

The study aims to review the streetscapes of Manila through España Boulevard (from the streets of Blementritt to P. Noval), Rizal Avenue (from the streets of Claro M. Recto to Carriedo) and CalleEscolta (from the streets of Plaza Santa Cruz to Q. Paredes). Analysis of the past and present development and
land use of the city were tabulated. Site analysis and assessment of the existing building stock were summarized in an inventory and photo documentation. It also examined the factors influencing urban perception of Filipinos regarding beauty (aesthetic), legibility and blight through interviews and surveys gathered from randomly selected respondents within the case studies’ boundaries and periphery. Initial results revealed that the degree of visual blight in Manila is considerably alarming. The lack of sense of the place, and the distinct element and symbolism of the city, have contributed to an inferior standard of beauty and legibility. It also suggested that the resulting blighted urban environment contributed to an unsafe, dirty and unpleasant experience for people who utilize the case studies’ environment. The recognized determinants of urban decay which resulted in visual blight, the changing land use and the rising social standards could be attributed to technological change. In order to improve the visual legibility of the city and the rise of the aesthetic standard, recommendations and findings from both public and private sectors should be consolidated to provide a suggestive sustainable solution. This solution could lead and act towards a renewal and revitalization, which can be replicated in other cities of the country that have been suffering under the same condition as Manila.

THE IMPACT OF CLIMATION THE FORMATION OF IRAN’S TRADITIONAL ARCHITECTURE ELEMENTS: SUSTAINABLE ARCHITECTURE PRINCIPLES IRANIAN CLIMATE (CASE STUDY YAZD AND GILAN)

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Because of the geographical position of Iran it is subject to different weather conditions. The work of traditional architects in different periods shows the ability of man to adjust his living conditions to the climate such that he can enjoy conditions suitable for human life. This paper looks at the possible attainment of sustainability despite the climate, of Iranian traditional architecture elements in four specified regions in Iran. Currently, the concepts of sustainability and sustainable development are deemed to be significant issues in most countries, especially in developing countries and this has led to moves to attain sustainable architecture. This research paper aims to look at the adoption of traditional architecture in the context of the climate of Iran as a sample of sustainable architecture viewed in its ability to respond to environmental problems over a long period of time. Architecture becomes sustainable when it is based on climatic factors and makes use of local construction materials that will fit the Hot-Humid regions. The paper delves into the relationship of traditional architectural forms with a contemporary building function. This research studies and uses these factors as primary determinants of the design, which is developed with models and drawings in an effort to understand the traditional climate control techniques used in Persian architecture. In like manner, it aims to encourage incorporation of these elements in the design of a contemporary building. This research uses library documents and Internet sites as well as makes an analysis of building plans. In order to show that the result of Iranian traditional architecture is sustainable, this research uses two cases: Yazd and Gilan which are zones of Iran with hot-dry and temperate and humid climates. The focus is on urban neighborhoods, passages and residential locations, as well as the elements of formation of the cities and their adaptation to climate factors, region, purpose, and still be able to consider the use of formal traditions of Persian architecture in modern architecture.
AMPHIBIAN DIVERSITY OF LIMESTONE KARST FOREST OF QUEZON PROTECTED LANDSCAPE (QPL)

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The Quezon Protected Landscape (QPL) is a Limestone Karst Type of forest, consists mainly of calcium carbonate formed millions of years ago and was tectonically lifted above sea level. It is a unique type of forest which covers only 10% of the total land area of the Philippines. A total of nine species of frogs (one order, five families and five genera) were found in the five habitat types namely Limestone Forest, Secondary Lowland Dipterocarp Forests, Riverine Area, Open Grassland/Built-up Area and Agricultural Land of the QPL. Each habitat types were represented by two line-transects (10x100m each) where frogs were surveyed for both day and night sampling. There were 655 individual species collected in the area, with eight identified species and one unknown. Platymantis dorsalis (Duméril, 1853) has highest total mean abundance (57.82%) while Limnonectes woodworthi (Taylor, 1923) has the lowest mean abundance recorded (0.1887%) in the area.

PHYLOGENETIC ANALYSIS AND DNA BARCING OF PHILIPPINE HEDYOTIS L. (SPERMACOCEAE, RUBIACEAE)

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Ever since Merrill’s (1923) Enumeration of Philippine Flowering Plants, the Philippine Hedyotis species never received systematic attention, both morphological and molecular. Hedyotis is one of the largest genera in the coffee family and its circumscription has been much of a debate in the recent years, either favouring a broader Hedyotis consisting of several genera or restricting Hedyotis to include the Asian and Micronesian species only. The present paper aims to analyze the sequences of plastid (trnH-psbA) and nuclear ribosomal (Internal Transcribed Spacer; ITS) DNA regions of 16 collected Philippine species to (1) ascertain its monophyly, (2) determine phylogenetic relationships within the genus and tribe Spermacoceae and (3) assess the utility of both markers as signature sequence, separately and in combination. Parsimony analyses of separate ITS and trnH-psbA showed that the 16 Philippine Hedyotis is not monophyletic since they are scattered in the currently accepted subgroups of the genus. Out of the 16 Philippine species of Hedyotis, 3 are suspected to be new to science based on reproductive morphology. The ITS showed higher species discrimination than the trnH-psbA. However, a combination of ITS and trnH-psbA markers maybe recommended as the standard DNA barcode in Hedyotis.
AN ANALYSIS ON THE PERFORMANCE OF THE PHILIPPINE MICROINSURANCE INDUSTRY

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Poor people live and work in risky environments, vulnerable to illness, accidental death and disability, loss of property due to theft or fire, agricultural losses, and natural and man-made disasters. Not only can exposure to these risks result in substantial financial losses, but vulnerable households suffer from the ongoing uncertainty about whether and when a loss might occur. The poor are less likely to take advantage of income-generating opportunities that might reduce poverty because of this perpetual apprehension. Although there is little evidence-based knowledge of the impact of insurance on poverty reduction, micro insurance can help reduce the vulnerability that poor households face and as a consequence, enable the poor to improve their lives. This study provides a thorough analysis on the factors that determine the performance of the Philippine micro insurance industry. The researcher employs multiple regression analysis to establish the relationship between quantifiable variables in which data on dependent and independent variables is plotted on a scatter graph or diagram, and trends are indicated through a line of best fit, using two or more independent variables. Initial significant results suggest that the government, through various concerned agencies, is responsive and supportive towards the empowerment of these micro insurance providers thereby proving its feasibility. The distribution channels are expected to be effective in reaching out to a larger scope of clients. This is due to the fact that micro insurance providers employ strategic methods such as internal marketing arm, agents and brokers that serve as avenues for wider and better transactions. This is a clear manifestation of service efficiency.

PHILIPPINE DEPOSIT INSURANCE CORPORATION (PDIC) FINANCIAL LITERACY PROJECT (FLP) AMONG HIGH SCHOOL STUDENTS OF MARIKINA CITY PUBLIC SCHOOLS

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PDIC, being the regulatory body of financial institutions, functions by protecting deposits; and as such, they actively participate in looking for ways to strengthen the Philippine banking system. One way that PDIC did was to formulate a program that has the objective of improving the youth’s financial literacy. In order to tap the youth, PDIC partnered with DepEd for the program to be integrated with the high school curriculum (information about PDIC, the financial sector, and value of saving were integrated in the subjects Economics and Values Education). This prompted the study to determine PDIC’s Financial Literacy Project as an effective tool to promote financial literacy among high school students. Specifically the study aims to (1) find out how the following factors (family income level, financial independence, work status, and gender) affect the effectiveness of the financial literacy program, & (2) establish the relationship of PDIC’s financial literacy program’s effectiveness through bank accounts opened, amount of money saved, tenor of accounts opened. Statistical tool that were used were Friedman and Kendall's test. Initial significant findings determined that the actual or potential intention to formally deposit a certain amount of savings on banks is on either the family income or on the respective decisions of the respondents. For instance, economically speaking, a family who earns less might obviously not be
encouraged to save when it comes to their children’s initiative due to the more appropriate, such as basic needs. On the other hand, some families even if affluent still decide to defer this initiative, as children save using the more informal methods such as simply storing their coins/bills at home. Either way there are certain economic and psychological factors that contribute towards the refusal of the respondents to formally save on banks.

OPERATIONAL EFFICIENCY ANALYSIS OF A LEADING MALL DEVELOPER IN THE PHILIPPINES FROM 2007 TO 2011 USING DATA ENVELOPMENT ANALYSIS

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The real estate sector, in particular, the shopping center division has been a boom in the past decade. One of Philippines’ biggest mall-chain operators expanded rapidly from twenty-three (23) malls in 2005 to thirty-three in 2010 with an average growth rate of twelve percent (12%). In 2012, its malls grew by ten percent (10%) based on gross floor area. This study determined the operational efficiency of twenty-two (22) malls across the country from 2007 to 2011 by employing Data Envelopment Analysis (DEA). Using total assets and cash operating expenses as input variables and output variables like gross revenue, net income before tax and net income per square meter of floor area, initial results show that on the average, productivity ($tfpch = 1.031$) was influenced by overall efficiency ($effch = 1.021$) and technology change ($techch = 1.010$). Improved productivity implied that the mall operator achieved growth in overall efficiency and technology during the five-year period.

ENERGY COST EFFICIENCY INITIATIVES OF SELECTED PRIVATE COMPANIES

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Companies are now concerned not only for their own profitability but with the implementation of energy efficiency programs to help clean and save the environment through proper usage of energy without compromising the future to meet their needs. The study presented an assessment of selected private companies with existing energy efficiency programs to provide awareness on opportunities in investing towards energy efficiency initiatives. The study aimed to (1) determine if energy efficient initiatives by private companies have a significant relation to its operational expenses and revenue growth, (2) find out barriers in the implementation of energy efficient programs in the private sector, & (3) establish relationship on companies’ motive to implement energy efficiency programs with regards to the company’s corporate social responsibility, legislation requirements, and operational improvement. Selected private companies which are practicing energy efficiency measures in their organization were considered to be included in this study. The researcher used horizontal, vertical and regression analysis to interpret financial performance of the companies. More so, the researcher conducted in-depth interview to various energy and sustainable managers of the aforementioned private companies to gather their perception on the barriers and benefits they encountered in the course of implementing energy efficiency programs. Initial significant findings suggest that in terms of income, considering all factors constant, there is an upward trend which also establishes a wide discrepancy from incremental cost. This simply means that even though the companies are spending, its income become higher that what is being spent. In addition, earnings per share and equity are also increasing due to the rise of income. This simply means that the shareholders’ total value consistently appreciates. In addition, to further reinforce
the idea of efficient consumption, despite the government’s non provision for incentives, the firms under study still initiate to conduct energy saving method in order for them to contribute towards overall campaign to save energy.

SUCCESS FACTORS OF WOMEN ENTREPRENEURS ENGAGED IN RESTAURANTS AND CATERING SERVICES IN METRO MANILA

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Women entrepreneurs are slowly penetrating the business world which has been assumed to be a “male activity” and thus research on women entrepreneurship has become a research interest especially in the small and medium enterprise (SME) where they are fastest growing. The primary objective of this study is to determine the factors that contributed to the success of these women entrepreneurs. The respondents are women entrepreneurs who own a restaurant and catering services within Metro Manila that were purposively selected using criteria. The study used qualitative (self-ministered interview) and quantitative (survey) technique. Pre-test was done for the reliability and validity of the survey questionnaire where cronbach alpha’s results were 80% and 89.4% respectively. Initial results show that successful women entrepreneur was affected by motivational factors, external factors and entrepreneurial factors.

MILO MARATHON: THE ANTECEDENTS AND OUTCOMES OF PARTICIPANT ATTACHMENT TO CHARITY SPORT EVENT

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Studying the flow of sport participant’s psychological connection to a sport event is vital for understanding their continued sport involvement. Sport events that have a benefiting charity or in the form of Corporate Social Responsibility (CSR) projects may serve to fulfill needs of event participants and may also lead to event participation. In the Philippines, sport organizations are becoming cognitive about the reality that there are several benefits that can be linked to CSR initiatives. One of the organizations that have successfully applied the principles of CSR by organizing a charity sports event is MILO’s National Marathon. Using the Psychological Continuum Model (PCM) as the theoretical framework and adapting the previous study of Filo, Funk, and O’Brien (2009), the purpose of this study is twofold. First, it explores the influence of CSR awareness to event attraction, attachment and participant’s behavior towards the organization. Second, it examines the link between CSR awareness, attraction, and attachment to strengthen the empirical support for the alleged causal link between awareness of organization’s CSR and sport participant’s behavior.

The National Milo Marathon serves as the research context as it allows individuals to participate in a sport event aligned with a corporate sponsor, and the event proceeds benefit a charitable cause. The study used quantitative (survey interviews) and qualitative (Focus Group Discussion) research techniques. Data were gathered via web-based questionnaire from 21K and 42K run distances runners (N=310). For data analyses, Confirmatory Factor Analysis (CFA), Analysis of Variance (ANOVA) and correlation analysis were conducted to examine the research questions. Relationships among variables were tested and a comparison of models was tested using Structural Equation Modelling (SEM). With the
psychological continuum model, CSR awareness (.74), event attraction (0.92) and attachment (0.74) were found to be significant predictors of participant’s behavior towards the organization. Result also reveals that CSR awareness has a significant influence to event attraction and attachment. Findings may contribute to the theories related to continued participation in sport and provide empirical evidence for the PCM framework.

THE EFFECTS OF PRIMETIME SOAP OPERA ON THE CONSUMER BEHAVIOR OF WOMEN IN QUEZON CITY

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With the popularity and prevalence of soap opera, it has become a part of every Filipino household especially those who love watching television. The research aims to investigate on the women’s perception of watching different kinds of soap opera and how connected they are to what they are watching. This is to establish that advertisers can also embed their advertisements within the program body of soap opera without the hassle of commercial break. In this study, the researcher conducted a Pre-test/Posttest survey to determine if primetime soap opera can affect the consumer behavior of women in Quezon City. A focus group discussion is also carry out to validate the result of the survey. The initial significant finding shows that soap opera can persuade the consumers’ potential purchasing behavior once they become aware of the product placements. This is evidenced by their inclination to patronize the brand, how it influences them to purchase the product and create market demand according to their perception.

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 businesses and buyers to transact through collective buying. OGB is new online marketing strategies were vendors provide big discounts in products and online services. OGB is a growing trend nowadays in many countries including the Philippines. The key to success in an online business is for consumers to maintain a continuous purchase intention. Hence, the study will determine whether the consumer’s purchase intention toward online group-buying in Metro Manila is affected by the following factors, namely, System quality, Information quality, Service quality and Website reputation. The influence of satisfaction to consumer’s purchase intention was likewise investigated. The study plans to survey 350 consumers. Partial result shows system quality is the primary factor affecting consumer’s purchase intention toward OGB.
EFFICIENCY ASSESSMENT OF INDEPENDENT POWER PRODUCERS IN MINDANAO; A SFA AND DEA APPROACH

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In view of the long standing issues and concerns on the electricity crisis being experienced in Mindanao, efficiency and productivity of its power generation plants has been put into question. The government owned hydropower plants, with capacity of almost 54 percent of region’s total installed generation capacity had failed and the private sector represented by the Independent Power Producers (IPP’s) has provided with greater responsibility in securing the power supply. Efficiency is of crucial in power generation as it is closely related to security and adequacy of the electric power system. The paper measured the Total Factor Productivity (TFP) performance of a panel of 10 IPP’s from 2007 to 2011 using Data Envelopment Analysis – Malmquist, based on available input data (gross generation mwh, number of direct labor, and total operating cost) and output data (net generation mwh). Comparisons of performance were made between fuel based (diesel and coal) and renewable based (geothermal and hydro) power plants. This study also examined the effects of exogenous variables (age and size) on the efficiency of power plants using the application of Stochastic Frontier Analysis (SFA). Results indicated that majority of fuel based plants have TFP efficiency score of less than 1 compared to renewable based plants thus, they are considered inefficient. Technical inefficiencies were high on fuel based compared to renewable based. Moreover, the results showed that age and size of plant has no effect on the efficiency. The findings of this study will help energy regulators, plant owners and potential investors in understanding the power situation in the region and addressing the factors that affect their operation and performance.

MEASURING THE EFFICIENCY OF SELECTED CONTAINER PORTS IN THE PHILIPPINES

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Majority of international trade are carried out by sea. In this regard, sea ports play a vital role in promoting economic oriented activities. Sea ports acts as a trading center for many industries and forms a link in the supply chain that enables the movement of cargoes from ship to land vehicles. Activities in the port industry are doubted to have inefficiencies that entail losses in resource use. Using slack-based Data Envelopment Analysis (DEA), a panel data of 32 total observations measured resource use wastes of selected container ports in the Philippines over the years 2005-2012. Stochastic Frontier Analysis (SFA) was used to determine the inefficiency effect of exogenous variable to the performance of container ports.

Results imply that technical (vrste) and scale inefficiencies caused the decline in overall efficiency (crste). Empirical observation shows that better scale of operation (Manila International Container Terminal (MICT) and Davao) is the source of overall efficiency. Better efficiency indicates zero wastes in resource use (quay length, number of cranes, and number of reach stackers). Cagayan de Oro and Manila South Harbor have to reduce their excess quay length and number of reach stackers to be efficient. Supporting the findings of DEA, SFA reveals that container throughput (TEU) increase 21.8%,
41% and 61.2% for every 100% increase in quay length, number of cranes and number of reach stackers at 1% level of significance. On the average, a port is operating at increasing return to scale (IRS = 1.237) implying operation at lower scale sizes to achieve greater economies of scale, if the port increases their volume of operation. Port size with less than a million is efficient in their operation than those port sizes with more than one million.

**IMPACT OF SHOPPING ORIENATIONALONLINE PURCHASE INTENTION AMONG STUDENTS IN SELECTED UNIVERSITIES IN SHANGHAI CITY**

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Online shopping provides a good example of the business revolution. In China, e-commerce is currently experiencing a period of rapid development; the large number of Internet users provides a good foundation for the expansion of the online shopping market.

This study focuses on the impact of shopping orientations to the customer online purchase intention. This study utilized the descriptive-correlational method. The results revealed that majority of the respondents are 21 years of age, female, 2nd year college, and has an average monthly allowance of 400-950 RMB/month (64-152 US Dollars). The Pearson Moment Coefficient Correlation test showed that there is an impact and correlation between the shopping orientations to the purchase intentions of the respondents. Also, the One-Way ANOVA test confirmed that there is a significant difference with regards to the impact of shopping orientations to purchase intention with respect to the respondent's profiles.

**ALALAY SA KAUNLARAN INCORPORATED: AN ANALYSIS ON THE IMPACT OF MICROFINANCE TO THE FARMERS**

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Alalaysa Kaunlaran Incorporated (ASKI), “Partner in Development”, is a non-profit organization established in 1987 and primarily operating in Northeastern Luzon. Its goal is to alleviate poverty and promote socioeconomic development in Nueva Ecija. To benefit those in poverty, the study also focuses on the promotion of moral transformation and bringing the fullness of life through harnessing resources of development organizations. This study aims to determine the socio-economic progress of farmer clients before and after joining ASKI. This study used the descriptive research design to provide facts and data that microfinance can be a tool in alleviating poverty especially to farmers in Central Luzon. The researcher gathered data through survey questionnaires, focus group discussion and in-depth interview with ASKI’s farmer clients in Nueva Ecija, Pampanga and Bulacan. Data gathered will be analyzed using statistical tools such as Kruskal-Wallis ANOVA, Wilcoxon Signed Rank test and Scheffe test formula. Respondents were selected through purposive sampling from the institution’s list of members availing their programs. Initial findings of the study revealed that majority of ASKI’S portfolio are coming from their microfinancing activities with their farmer clients. Most of their farmer clients are from ages 40 to 60 owning farmlands and are engaged on other agricultural activities. Some of the respondents agreed that their lives are better off after joining ASKI and despite of the high interest rates, they are still satisfied with ASKI’s microfinancing activities because of the savings and insurance they have while being a member of the institution.
A PREDICTIVE MODEL OF OIL PRICING BEHAVIOR IN THE PHILIPPINE ECONOMY USING MULTIPLE REGRESSION ANALYSIS

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In the past decades, the frequency of oil crisis in developing countries had been experienced. The prevention of oil crisis plays a central role in maintaining economic stability. Anticipation would mean creating a preventive action and that is to apply an Early Warning System or a predictive model. This provide indications that reflect the probability that a country would face oil crisis over a given time horizon. The indicators used are GDP, oil production, volume, oil importation volume, fuel Consumption and forex average.

The significance of the indicator groups is tested in a multivariate model using the Multiple Regression analysis. The model was tested for multicollinearity, heteroscedasticity, serial correlation and misspecification. This study also shows that in terms of categorical variety and time length, statistical information in the Philippines oil consumption history is considered largely adequate for constructing a predictive model. Findings show that except for product importation and forex average, all variables are significant determinants of the oil price. Among the significant determinants, consumption is the only one that has an inverse relationship with the oil price. As data would have it, lower consumption leads to higher oil prices. Greater refinery importation and higher GDP leads to an increase in oil prices thus, verifying existing economic theories. The entire model can efficiently determine movement in oil prices. However, changes must be done such as depreciation or appreciation instead of forex average and using GDP growth rate. Basic results show a potential presence of autocorrelation, heteroskedasticity and multicollinearity. The model has assumed linearity for simplicity. Based on the coefficient of variation, it appears that refinery importation seems to contribute much to the variation of the given model.

A COMPARATIVE PERFORMANCE MEASURES OF SELECTED MICROFINANCE BANKS AND NON-GOVERNMENT ORGANIZATIONS IN THE PHILIPPINES

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The recent proliferation of micro-financing program in the Philippines is an indication that many recognized its involvement in alleviating the poor from poverty. However, the gap of reaching greater number of poor people and building a sustainable program are some critical issues remaining unresolved. The objective of this study is to evaluate the self-sufficiency performance of microfinance banks and non-government organizations in order to determine the ability of microfinance institutions to reach sustainability without harming outreach to the poor, contribute as groundwork for microfinance movement, and develop an appropriate management benchmark.

This study focuses on the comparative performance measures of selected 24 microfinance banks and 23 non-governments organizations in the Philippines from year 2006 to 2011. The secondary data are all acquired from Microfinance Information Exchange (MIX). The performance indicators measures the efficiency and productivity, portfolio quality and profitability, and the performance determinants are portfolio to asset, cost income, cost per borrower, clients per staff members, borrowers per officer, outstanding loan balance, ROA, ROE, portfolio yield, profit margin, financial expense, impairment expense, operating expense, NPL\textsubscript{30}, NPL\textsubscript{90} and write-off ratios.
The performance indicators from 2006 to 2011 are compared among the charter types and MicroBanking Bulletin (MBB) or PESO industry standard using the t-test and Anova analysis of variance. Several characteristics such as: geographical coverage, delivery model, scale of operation, loan size, number of active borrowers, number of staff members, deposits of active clients and women participation of microfinance are established and compared and tested with performance indicators through multiple regression tool. The cross-sectional cum time series analysis, the Microfinance Financial Reporting Standards (MFRS) SEEP ratios, and Regression statistical tools are adopted. Findings reveal that both banks and NGOs are inefficient in cost income, cost per borrower, clients per staff, NPL30, NPL90, write-off and ROE; likewise, banks are ineffective in portfolio allocation and ROA while NGOs in outstanding loan balance portfolio yield and profit margin. The MFIs’ performance are consistent with industry standard in portfolio to asset, borrowers per officer, outstanding loan balance, ROA, yield portfolio, profit margin, financial and impairment expense. Hypotheses reject the performance of banks and NGO’S in year 2006 to 2011. Similarly, there is rejection in the industry standard and performance indicators in years 2006 to 2008 and 2011.
This Study was a model building research aimed at developing a brand loyalty model for the funeral service industry in the Philippines. The researcher used the theories of Fournier (1998) Brand Relationship Quality Model, Bowlby (1979) Interpersonal Attachment Theory, Hunt (1994) Dual Mediator Model of Relationship Building to formulate the initial 40 items of the inventory. The formulated items were subjected to expert’s validation and were reduced to 39 items. Following this, cronbach alpha was performed among the remaining items with a yield of 88%. Moreover, exploratory factor analysis was performed to determine the factor structure of the study. Extraction method was principal component analysis with varimax rotation and eigenvalues of one or more to decide on the components to retain. The result indicates that the covariance matrix yields a determinant of 0.003 which suggests no issue of singularity or multicollinearity, correlation matrix is not an identity matrix (Bartlett’s test of Sphericity = 0.000) and partial correlation among variables are not small (KMO = 0.696). Eigenvalues of one or more extracted 4 components with total variance explained of 68%.
The creation of literary vignettes as a creative nonfiction form is the ability to define experience in context with time, space, and purpose through narrative. The vignettes represented in this thesis provide insight to the spiritual development of the author and her perceptions with coming at crossroads towards the direction of her spiritual maturity. In these vignettes, the experience of a pilgrimage to the Judeo-Christian Holy Lands of Jordan, Israel, and Egypt will correlate her respective understanding of her own spiritual development through her own personal context inspired by the Judeo-Christian significance of a holy place with the personal situatedness of each time and place. Through the development of these vignettes, the concept of spiritual development is explored by memory and the study of its diversified forms of remembering corresponding to the association of the author and place. In creating these creative nonfiction vignettes, the importance of defining place through experience is exemplified therefore creating literature representative of the development of spirituality through the increased understanding of place, history, and religion.
BALANGON BANANA PROJECT: IMPACT AMONG T‘BOLI AND UBO FARMERS IN LAKE SEBU, SOUTH COTABATO, PHILIPPINES

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This study explores the economic, socio-cultural, human, physical and environmental impact of the Balangon Banana Project, the successes, opportunities, weaknesses and challenges experienced by the T‘boli and Ubo farmers of the banana balangon project and examines whether there is a possibility in which the project can lead to being sustainable over time. In addition, the study will be utilizing a descriptive exploratory research design and qualitative data measures. Initial findings show that the banana balangon project has positive impact among the T‘boli and Ubo farmers such as changes in values and behavior, having a regular additional source of income, and increased home improvements among others.

UNDERSTANDING THE DYNAMICS OF FILIPINO TEACHERS’ INTERNATIONAL MIGRATION

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This paper describes the dynamics of Filipino teachers’ international migration in terms of guiding policies and trends at the macro-level; and determinants and consequences at the micro-level. The quantitative part described trends based on the numerical data gathered from the POEA and the qualitative part described determinants phenomenologically consequences, phenomenographically and policies through documentary analysis. Through descriptive design, the study determined the trends of Filipino teachers’ mobility to foreign countries in terms of size of flow by year, region of origin, country of destination, gender, civil status, age, and educational level taught, using data covering 1992 to 2011. Through phenomenology, it identified the essence of the immediate and ultimate determinants of migration as directly experienced by the subjects; whereas, through phenomenography, the descriptions of various conceptions of consequences of international migration to the migrants themselves and their respective families as experienced, understood, or perceived by the subjects are categorized. Moreover, the study used documentary analysis of its guiding policies from the Philippines and the foreign countries of destination of the teachers to find out if these ensure their welfare. The biggest migration flow was in 2007 and the smallest in 1992, mostly from NCR and migrating to America. There were more female than male, married and of ages 26 to 29 years and most were tertiary level teachers. The most common reason is the attraction of their network connections to get a bigger income. All have free settlement during their contract. The teachers’ gains are essentially economic, less on educational and socio-cultural. There are Philippine policies on international migration to ensure their safety and welfare. The above-mentioned dynamics of international migration of Filipino teachers reveal that for as long as many teachers belong to the lower class or lower middle class families, they will be in pursuit of higher income in other countries in spite of the challenges they may encounter.
The literature on decentralization maintains that effective decentralized governance depends either on its technical aspects, i.e., the degree of authority or administrative capacity passed on to local or sub-national governing units, or the structure of political institutions, i.e., the degree of democratic accountability in place. Yet a close analysis of some experiences in the developing world will show that meeting the prescribed technical and institutional prerequisites does not necessarily guarantee tangible positive outcomes and that even in the context of incomplete decentralization a relatively satisfactory local government performance is possible. These cases suggest that factors other than legal-technical and institutional are at work why in several areas decentralized governance has led to improvements in public service provision and fomented an active associational life as well as a more democratic local politics. To understand what has made these remarkable experiences possible and how, it is essential to look into the nature and dynamics of state-society linkages that underpin them. The urban poor housing and resettlement governance in Metro Manila is a good starting point for an investigation.

Experiences in the Philippines suggest that the technical and institutional limitations of incomplete decentralization are surmountable and thus, under specific conditions, the expected governance and developmental dividends of decentralized governance can still be realized. Using the replication approach to multiple case study as research design, this study examines the performance of decentralized housing service delivery in select cities of Metro Manila to demonstrate that synergistic collaboration between local governments, the private sector and autonomous welfare-oriented civil society organizations can compensate for the limitations of Philippine decentralization framework and actually make it work in favor of the urban poor. Through the strengths of this research design, it describes and analyzes how synergistic patterns of interaction that break through the public-private divide improves local housing service delivery, contributes to local democracy, mutually empowers LGUs and civil society, and cultivates social capital.
A CRITICAL EXPLORATION OF HOMESCHOOLING IN THE PHILIPPINES GROUNDED ON THE EXPERIENCE OF HOMESCHOoled STUDENTS

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The number of parents who choose to completely take over the education of their children by giving it at home and away from state-run schools and state-accredited private schools is undeniably increasing both in the global and local context. To date, little is known about the homeschooling phenomenon in the Philippines. Hence, this study explored the homeschooling experience with the view of providing education stakeholders with an adequate understanding of the phenomenon and see if it does measure up to being an alternative to the formal education system of the Philippines. The study probed into the issue of whether homeschooling can be taken as a valuable public option. Does homeschooling uphold the pillars of the formal education system that can bring about the envisioned Filipino basic education graduate?

This study was designed to be a qualitative exploratory research, using in-depth interviews and storytelling as the core data gathering techniques, and observation through immersion as an enriching technique. The co-researchers of the study involved students who are currently in college and were homeschooled in their basic education years, providing a perspective of having experienced both homeschool and formal school. A thematic analysis of the personal experiences of the co-researchers revealed that homeschooling, being mainly a mother-driven decision, is generally an attempt to simulate a school at home, with the flexibility of the elements of a learning environment. Thorough analysis also revealed a tendency among the homeschooled graduates to experience a degree of culture shock once they are incorporated back in mainstream schooling. Finally, the findings also indicated the significant role of peers in the overall personal development of a homeschooled graduate as they served as a support and source of self-affirmation.
PARENTAL INVOLVEMENT: THE MISSING LINK IN ACADEMIC PERFORMANCE, SOCIALIZATION AND COPING BEHAVIOR OF STUDENTS AT ST. LOUIS HIGH SCHOOL IN NATURE, BANGLADESH

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Parental involvement in school settings has been associated with a number of positive outcomes. The purpose of this study is to examine the relationships between parental involvement and academic performance, socialization, and coping behavior of students at St. Louis High School in Natore, Bangladesh. Data was collated from the accomplished student questionnaires of tenth-grade students (N=86), their parents (N=86) and teachers (N=10). The data were processed to investigate the relationship between the predictor variable and the criterion variables. This study employed a simple linear regression analysis. This significance is defined by the influence of parental involvement and values for much more effective academic performance, socialization, and coping behaviour of the students. The significant findings of the study reveal that parental involvement and students’ socialization are important and necessary for the well-being of the students. However, academic performance and coping behavior did not factor much in parental involvement.

COMMITMENT, INSTRUCTIONAL LEADERSHIP PRACTICES AND PERFORMANCE OF CATHOLIC SCHOOL TEACHERS FROM THE DIOCESE OF MYMENSINGH, BANGLADESH

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Commitment, instructional leadership and performance are three important qualities of a teacher to provide quality education to students. Once quality education is achieved, success of the school as its main function is also attained. Thus, the purpose of this research is to shed light on the relationship among demographic profile, commitment, instructional leadership practices and performance of teachers from the diocese of Mymensingh, Bangladesh towards providing quality education to students.

The study used descriptive correlational design and purposive sampling technique. To determine the demographic profile, commitment, instructional leadership practices and performance of teachers, the researcher administered Survey Questionnaires. The subjects of the study included 100 teachers from the Catholic school of Mymensingh Diocese. The data were analyzed and interpreted by using Mean, Standard Deviation, Percentages, Pearson Product moment coefficient of correlation (Pearson r) and Point-Biserial correlation. To enhance commitment, instructional leadership practices, teaching performance of teachers from the diocese of Mymensingh, an enhancement program was drawn out based on the results of the study.
UNDERSTANDING THE SOCIALIZATION PATTERN OF SENIOR SECONDARY BEGINNING TEACHERS IN DEMONSTRATIVE SCHOOLS IN CHINA: A CRITICAL PERSPECTIVE

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Considering the paucity of studies dealing with Chinese beginning teachers’ socialization experience, this qualitative study, anchoring on the critical perspective, seeks to capture the pattern of teacher socialization exhibited by fifteen (15) novices in demonstrative schools in China. Through constant comparison and critical analysis of the interviewed data, a model called the Yin-yang Pattern of Teacher Socialization emerged. The said model enhances the interactive and dynamic nature of the socialization process and has helped propel new teachers into critical insights as to how their own subjective meanings connect to wider social phenomena, and how to locate their potential agency and activate it within the dominance of school culture and the larger educational context. Additionally, suggestions were given with respect to some other structural issues of the Chinese educational system as indicated in the findings.
PEDAGOGICAL BELIEFS, KNOWLEDGE AND INSTRUCTIONAL PRACTICES OF CONTENT-AREA TEACHERS ON READING COMPREHENSION STRATEGY INSTRUCTION

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Advance levels of literacy are crucial and highly valued in an environment where there has been a significant shift in information and knowledge services. With the growth and expansion of knowledge, students’ success lies in being able to comprehend, share, and use information in solving complex problems and to adapt and innovate to his environments’ demands. To meet this challenge, comprehension instruction must be transformed to help students acquire the necessary skills they will need to be successful in their academic life. This study explored the relationship between the theory and practice of reading instruction in the content areas. Using a self-report questionnaire, it identifies the teachers’ pedagogical beliefs, knowledge and classroom practices (PBKIP). Furthermore, it documents the decisions of reading teachers on the instructional strategies should be used in the content-area classrooms. A mixed method approach was used to explore the intermediate teachers’ PBKIP and their Explicit Multiple Comprehension Strategy (EMCS). Using multiple data sources, differences in the teachers PBKIP were examined. The questionnaire was designed to measure teachers’ PBKIP based on the components of EMCS. Particularly, it aimed at discerning the strategies teachers report using when teaching students how to read to learn. In addition, observations were also conducted to establish if teachers’ instructional decisions are manifested in their actual classroom practice. Through the focused group discussions, the teachers were probed on the teaching strategies used and their reasons attributed to strategy use. Participants were teachers in the areas of Math, Science and English in the National Capital Region. Seventy-five (75) teachers completed a survey and eighteen (18) teachers were observed using purposive sampling procedures. The findings show that significant relationships were found among the PBKIP as perceived by the teachers themselves. Results indicated that teachers display awareness of almost all of the strategies included in the survey. Specifically, the content-area teachers (a) believe comprehension strategies can help students learn easily the subject matter in the different disciplines, (b) prepare lessons integrating the use of comprehension strategies in their content-area lessons, and (c) practice the strategy in identifying confusing segment of texts and use a variety of strategies to clear them up. However, actual practices as observed were not congruent to the teachers’ PBKIP. It reveals that the perceptions of the content-area teachers are not manifested in their actual comprehension instruction. The findings of this study have an impact on multiple comprehension strategy instruction, specially, on the nature of content-area instruction and its effectiveness and teacher training in the different academic areas.
VISUAL REPRESENTATION OF IFUGAO CULTURE THROUGH BULUL SCULPTURE AND SHADOW IMAGERY: AN INDEGENOUS MATERIAL EXPLORATION.

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An image of a bulul artifact were found at excavation at the mountain top of the cordillera mountain and said to be almost 3,000 years old. Bulul are indigenous figures of most native Filipinos of northern Luzon, in ifugao they consider these figures as their pantheon deities also known as Anito. They depend their agriculture and ritual practices to these ethnic figures, the simplicity of the structure gave uniqueness to other anthropomorphic figures. This research aims to theorize the ifugao history through reliable and effective representation as an eye witness imparting what it perceived through its existence and its possible visions that could be interpreted by each bulul in relation to their distinct divinity. It also interpret the bulul perception of humanity and community find relevance in today's society. In addition this study will also explore indigenous materials in relation to bulul’s identity through sculpture and shadow imagery.

AN EXPLORATORY STUDY ON COLLAGE IN CHILDREN’S LITERATURE

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Chinese fairy-tales let the children foster imagination, fantasy, and exaggeration to shape the artistic image. This research explore works using ephemeral art collage to complete the multiawarded and multi ayered context of cultural embedding which are subsumed in the classic tale entitled Ma Liang’s Magic Pen written by HongXun Tao. The studies utilize mixed composition of real materials to complete the final series of the story. It showcase new artistic insights through a popular children's literature in a multi-disciplinary art research, making an attempt to comprehend how the performance of people understand (children can understand) works of art. The research will address the following questions: 1. What are the different materials to use in the exploration of ephemeral art for the literature Ma Liang’s Magic Pen? 2. Why choose the ephemeral art to show children story? 3. Is the use of ephemeral art collage an effective tool in communicating the multilayered storyline of a popular children’s literature, Ma Liang’s Magic Pen?

The 5 artwork pieces were placed on 100x100 cm thick paper board. The five scenes highlight on the significant points of the selected Chinese fairy tale: the kind and helpful Ma Liang and how to use the Magic Pen to help the poor people in his village. The final works of materials used are fruits (apples, bananas), vegetables (garlic, onions), eggshell, leaves and flowers. Through this study, ephemeral art is a very flexible form of artistic expression, and the use of the material is everywhere in life, collage also more conducive to children's learning and understanding of art.
MANGO PEEL POWDER AS A FUNCTIONAL INGREDIENT IN THE PRODUCTION OF MUFFINS

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Mangoes are popular in the Philippines and a variety of its products are being exported worldwide. Mango peels, the waste product of mango processing, contain dietary fiber and antioxidants such as polyphenols and carotenoids. This study aimed to utilize mango peels as a functional ingredient in the production of muffins. Freeze-dried mango peel powder were incorporated in muffin batter—0%, 10%, 15%, and 20% (w/w). Muffins containing mango peel powder were tested for the following: proximate composition, dietary fiber and antioxidant (anthocyanidin, flavonoid, and polyphenol content) content as well as its antioxidant activity (DPPH and FRAP), and sensory characteristics. Addition of mango peel powder increased the dietary fiber and antioxidant content of the muffins. In addition, muffins containing mango peel powder increased its antioxidant activity as the amount of mango peel powder was increased. In conclusion, mango peel powder may contribute to the nutritional value and stability of baked products such as muffins.

EFFECT OF CALCIUM ALGINATE AND RESISTANT STARCH MICROENCAPSULATION ON THE SURVIVAL RATE OF LACTOBACILLUS PARACASEI IN PHILIPPINE WHITE CHEESE

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Three types of probiotic cheese, with free, microencapsulated w/ 2% Calcium Alginate, and microencapsulated 2% Calcium Alginate w/ 2% Ha Maize Resistant Starch, were manufactured under the same conditions. The microencapsulated probiotics undergone stress such as simulated gastrointestinal conditions. The number of viable cells during 63 days of storage in refrigerated conditions was evaluated. The total count of viable cells of free Lactobacillus paracasei was reduced by 1.31 log cfu/ g from day 1 to day 63 of storage period in of cheese, but reduction in the cheese containing free cells (5.71 log cfu g⁻¹) was higher than the cheese containing microencapsulated cells (6.81 log cfu g⁻¹) with Calcium Alginate encapsulation and (6.97 log cfu g⁻¹) microencapsulated with resistant starch. The results showed that, microencapsulation in calcium alginate gel and resistant starch was able to increase the survival rate of L. paracasei in Philippine white cheese after 2 months of storage. Similarly the microencapsulated probiotic and microencapsulated probiotics + resistant was able to demonstrate acidic and bile resistant in simulated gastrointestinal liquid showing higher viable counts in stress condition.
SELF-AUTHENTICITY AND SPIRITUAL WELLNESS: BASIS FOR A PROPOSED COMMUNITY LIFE PROGRAM FOR MYANMAR WOMEN RELIGIOUS IN LOIKAW DIOCESE

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This study aims to propose a community life program that will enhance the potential of Myanmar Women Religious in response to God’s call to proclaim His kingdom, with their emotional and spiritual freedom. The study made use of the descriptive-comparative analysis such as mean and standard deviation, Pearson’s Product-Moment Correlation and variance of analysis to measure the level of self-authenticity and spiritual wellness of 95 respondents from Myanmar women religious in Loikaw Diocese. It determined the demographic profile of the respondents. It also determined the correlation between Self-Authenticity and Spiritual Wellness variables. The instruments used in the study included the Authenticity Inventory of Kernis M. and Goldman and Spiritual Wellness Inventory of Ingersoll Elliot.

Results revealed that majority of the women-religious respondents were between 30-39 years of age (54.7%), physically healthy (86.3%), religious seniors (62.1%), formed in Myanmar (58.9%) and involved in pastoral activities (37.9%). The correlational findings of this study shall serve as a guide to the community superiors/leaders of the province to design effective suitable programs in the ongoing formation to improve the quality of life of the religious and help not only the animators but also the women-religious to realize the great role they play building God’s kingdom.

SELF-CONCEPT, CAREER MATURITY, PARENTAL SUPPORT AND CAREER DECISION-MAKING SELF-EFFICACY: A BASIS FOR THE DEVELOPMENT OF A CAREER GUIDANCE PROGRAM

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Choosing what career to pursue is a major decision that young people have to make. The career of their choice would serve as a vehicle through which they can pursue their interests and showcase their intelligence and capabilities. Thus, it is imperative that factors that contribute to one’s career decision-making self-efficacy be determined. This study looks into the profile of the respondents in terms of their self-concept, career maturity, parental support and career decision-making self-efficacy as well as the intercorrelations among the variables with the end in view of developing a program that will help them in making wise decisions and lead them to career satisfaction.

Two hundred (200) 2nd and 3rd year college students composed of 85 (.42) males and 115 (.58) females, ages 17-24 years old were involved in the study. In these year levels, the students are still allowed to shift programs as they are exposed to general courses only. Descriptive correlational design using Pearson Product Moment Correlation method was employed. Coppersmith Self-Esteem Inventory (CSEI), Career Maturity Inventory-Attitude Scale (CMI-R), Career-Related Parent Support Scale (CRPSS) and Career Decision Making Self-Efficacy-Short Form (CDMSE) were used to gather the data from the respondents. Initial results...
revealed that: (a) there is significant correlation between self-concept and career decision-making self-efficacy. (b) there is significant correlation between career decision-making self-efficacy and career maturity and (c) there is significant correlation between parental support and career decision-making self-efficacy. These results, most importantly could serve as important reference in the development of a career guidance program aimed at enhancing one’s career self-efficacy.

THE IMPACT OF PERCEIVED PARENTAL ALCOHOLISM ON ACHIEVEMENT MOTIVATION AND SELF ESTEEM OF HIGHER SECONDARY STUDENTS IN KERALA- INDIA

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Alcohol use is one of the serious public health issues in the world. According to the National Survey on Drug Use and Health (2010) indicates that over 8.3 million children under the years of age 18 during the past years lived with at least one parent who was dependent on or abused alcohol. Parental alcoholism influence parent-child relationship which is often characterized by emotional, physical, social and academic problems. The purpose of this study is to determine the influence of parental alcoholism on achievement motivation and self-esteem of Higher Secondary students in Kerala, India. This study utilized descriptive correlational research design and the respondents were 190 Higher Secondary students between the age group of 16-18 from Kerala, India. Children of Alcoholic Screening Test (CAST), Achievement Motivation Scale (AMS) and Rosenberg’s Self Esteem Scale (SES) were used to collect the data. The data was analyzed by utilizing descriptive statistics like frequency distribution, means, standard deviations and regressions analysis that determined the influence of the variable.

Result reveals that parental alcoholism negatively significantly influences the achievement motivation ($\beta=-0.297$, $p<.05$, $f^2=0.089$, $R^2=.10$) and self-esteem ($\beta=-0.259$, $p<.05$, $f^2=0.066$, $R^2=.08$). It implies that the level of motivation and self-esteem of the students will decrease when their parents are more alcoholic. Further results show that gender moderates significantly the influence of parental alcoholism on self-esteem ($\beta=-0.120$, $p=.05$, $f^2=0.014$), but moderates insignificantly the influence of alcoholism on achievement motivation($\beta=0.118$, $p>.05$, $f^2=0.015$). This finding indicates that the influence of alcoholism on SES is stronger for female groups than their counterparts, while the influence of alcoholism on achievement motivation is the same across gender. These findings would contribute a good basis for an intervention program for the children of alcoholics.
RELIGIOUS MOTIVATION, AFFECTIVE MATURITY, AND SPIRITUAL MATURITY AS PREDICTORS OF RELIGIOUS VOCATIONAL CONSISTENCY AMONG JUNIOR SVDs IN INDIA: BASIS FOR AN ONGOING FORMATION PROGRAM

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Religious vocational consistency refers to a person’s belief in being called by God to live a particular life following the religious vows and the characteristic dimensions (Prayer Life, Community Life, and Apostolate) consistently. The aim of this research is to determine if Religious Motivation, Affective Maturity, and Spiritual Maturity can predict the Religious Vocational Consistency of junior SVDs in India. The study utilized the descriptive correlational method of research as its design and the participants were chosen through an inclusive criterion based purposive sampling procedure with one hundred and twenty junior SVD priests between one to ten years of priestly ministry in four provinces (Hyderabad, Mumbai, Indore and Jharsuguda) and one region (Guwahati) of India. The variables were measured by four scales namely Religious Life Motivational Skills Assessment (RLMSA), Bar –On Emotional Quotient Inventory: Short (EQ–i:S), Spiritual Maturity Inventory (SMI), and Religious Life Evaluation Form (RLEF). The data was analyzed by utilizing descriptive statistics like frequency distribution, means, standard deviations and multiple regressions analysis that determined predictive values.

Results showed there was statistically significant linear dependence of the mean of religious vocation consistency on religious motivation (β =0.03, t = 4.17, p≤ 05), affective maturity (β =0.06, t = 4.33, p ≤ .05), and spiritual maturity (β =0.01, t =3.50, p ≤ .05) of the junior SVD priests in India. Also, an $r^2$ of around 37 percent of the variation in religious vocational consistency is attributed by the predictor variables. This implies that when priests boost their religious motivation, affection and spiritual maturity would tend to improve their religious vocational consistency. The said findings demonstrated the relationship and the importance of the three constructs in sustaining religious vocational consistency. Thus, an ongoing formation program focusing on these variables will enhance the consistency of the religious vocation of the junior SVDs in India.

PARENTAL AUTHORITY AND PARENT-CHILD RELATIONSHIP: BASIS FOR A PROPOSED CREATIVE PARENTING INTERVENTION PROGRAM

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Parent-child relationship is one of the most important ties that an individual holds on. It plays a significant role in the psychological adjustment of a person. Parents exhibit various parenting practices that may influence the quality of the relationship. For this reason, the researcher aimed to investigate the relationship between parental authority and parent-child relationship. The study was conducted among the 84 parents of grades seven, eight and nine students of Colegio de San Juan de Letran, Manila. The instruments used in the present study were Personal Data Sheet, Parenting Styles and Dimensions Questionnaire-Short Version (PSDQ) and Parent-Child Relationship Inventory (PCRI). The study employed descriptive-correlational and focus group discussion. The results revealed that there is a significant parent-child relationship when the mother or father is authoritative in their parenting style. In particular, authoritative parenting style shows significant relationship with parental support, satisfaction with parenting and limit setting. With these findings, creative parenting program may be developed to enhance the quality of parent-child relationship.
ATTITUDES AND PERCEPTION OF TEACHERS AND STUDENTS TOWARD BULLYING IN SCHOOL: A BASIS FOR THE DEVELOPMENT OF BULLYING INTERVENTION PROGRAM

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Bullying can be defined and perceived in various ways and diverse contexts (Yoon 2003, Alampay 2008, Olweus, 2009). Bullying is defined as any aggressive behavior inflicted by one or more individuals that is repeated and over time and where the victim is in a weaker position to defend himself or herself resulting in physical, mental abuse, harassment, intimidation or humiliation (House Bill 5496, 2012). This Descriptive Correlation study done in Saint Louis School of Solano, Nueva Vizcaya as basis for the development of Bullying Intervention Program, it investigates the directions and magnitude among variables of students like age, gender, Intelligent quotient (IQ), family structure and bullying consequences (Carey, 2003) further the teachers and employees variables includes years of service, gender, educational preparation, bullying perceptions and attitudes.

A total of two hundred eighteen (218) students were research respondents. Sixty one percent (61%) were female, highest percentages came from the third year, mostly Above Average (42.4%) and their parents are with them (82.6%). They further acknowledge that they engaged in bullying (84.4%) and had various perceptual consequences of their actions, two (2) questions scores high on peer approval (63.3%)(53.3%), next by stopping (61.9%) and injury/harm (50%), other questions 88.88% were answered no on fear, adult attention, and compliance. Further, forty four (44) teachers and employees obtained most of their bachelors’ degree 66%, most of them were female 75%, with regard to teaching experience, 0-5 years, 15 years and above obtained equal percentage 34%. Most of the teachers defined bullying as physical way 16%, most bullies were boys (90%), victims were boys (90%) and likely to bully from ages five (5) to sixteen (16) years old. They held that bullying is very important issue (71%) and majority of the schools (23%) experienced bullying related problems. Finally, other findings of this study on attitudes and perceptions of teachers and students of school bullying are in additions to the existing literature with some implications and recommendations in establishing Bullying Intervention Program for the Guidance Office.
THE GUERRILLA MOVEMENT IN LAGUNA DURING THE JAPANESE OCCUPATION OF THE PHILIPPINES, 1942-1945

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This paper endeavors to trace the beginnings, growth and success of the guerrillas against the Japanese in the province of Laguna. It is anchored on the theme of “cultural ambivalence” or “cultural schizophrenia,” a concept that explains loyalty to a former colonizer, such as the United States of America, against an invader which was Japan. It utilized data on the Japanese War Crimes in Laguna stored in the Philippine National Archives, the Historical Data Papers for the Province of Laguna at the National Library of the Philippines, the official report of the Laguna Intelligence Forces and accounts on the rescue of the Allied internees and the massacres in Los Baños found in the American Historical Collection at the Library of the Ateneo de Manila University, and accounts from newspapers that circulated in the country during the Second World War, the Tribune and Guerrilla among others. Interviews with some of the surviving members of the guerrilla movement in Laguna were conducted. Transcripts of interviews conducted by other researchers were also used.

Six major guerrilla outfits operated in the province. These were the Hunters ROTC Guerrillas, the Marking’s Guerrillas, the Fil-American Irregular Troops (FAIT), President Quezon’s Own Guerrillas (PQOG), the Hukbong Bayan Laban saHapon (HUKBALAHAP), and the Wah Chi (Philippine Chinese Anti-Japanese Guerrilla Force). This paper traces the aims, beginnings and expansion of these guerrilla outfits. It explores the motives of the townspeople of Laguna in joining these guerrilla troops. It provides a detailed examination of the plans and strategies of these groups to crush the Japanese troops and how these were successfully carried out. It also looks into the challenges that the guerrillas came across with and the measures they took to handle these challenges, including the relationship of each guerrilla outfit with the civilian population, the Americans, other guerrilla groups, and the collaborators with the Japanese. It also examines their contribution to the guerrilla movement in the country in general.
POWER DISTANCE, ORGANIZATIONAL CHANGE AND JOB STRESS IN THE SERVICE INDUSTRY: BASIS FOR A PROPOSED ORGANIZATIONAL DEVELOPMENT INTERVENTION

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Middle managers experience job stress from both their superiors and subordinates. Other possible sources of job stress for them are power distance and organizational change. This study shows the relationship of power distance, organizational change and the demographic profile of middle managers to job stress. Data from 350 middle managers from the service industry in Metro Manila were gathered through survey questionnaires and significant relationship was tested through Pearson Product Moment Coefficient of Correlation. Initial findings suggest that middle managers feel that power distance caused some information to be withheld from them and this became a burden for them. It was also found out that middle managers experience job stress during changes in the organization as they go through and implement the same.

JOB EMBEDDEDNESS AND ORGANIZATIONAL EQUILIBRIUM VARIABLES AS PREDICTORS OF EMPLOYEE PROPENSITY TO QUIT IN THE PHILIPPINE BPO INDUSTRY: BASIS FOR PROPOSED STRATEGY ON EMPLOYEE RETENTION

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The prevailing wisdom in turnover literature stems from the classic organizational equilibrium model. This model served as springboard to most of the employee retention practices present today. However, discontent towards the limited capability of its variables to predict turnover grew, prompting the call to explore other measures that can provide a stronger predictive yield. Mitchell et. al. (2001), introduced the job embeddedness model as a key paradigm in understanding why employees stay. Empirical tests of this model have consistently demonstrated its capability to predict turnover over and beyond traditional measures. It is the intent of this study to test the generalizability of the model to predict employee propensity to quit over and beyond organizational equilibrium variables on the Philippine BPO context. Employing a descriptive-correlation research design, a portfolio of instruments which includes Job Embeddedness Scale, Job Satisfaction Survey, TCM Employee Commitment Survey, Job Search Behavior Scale, Perceived Employability Scale and Staying or Leaving Index were administered to 185 full time, client interfacing, BPO rank and file employees.

Initial results revealed that respondents are generally between 21-25 years of age, male, single, college graduate, have 6 months or less tenure and are performing voice service functions. They are moderately embedded (high organizational embeddedness, moderate community embeddedness and high family embeddedness), have moderate desire to move (being moderately satisfied and highly committed), perceived it is very easy to move (being employable and are actively engaged in job search) and are unlikely to quit. Further, it was found that age, educational attainment, tenure, job embeddedness (organizational embeddedness, community embeddedness and family embeddedness), perceived desirability of movement (job satisfaction and organizational commitment) perceived ease of movement are significantly correlated with and are predictors of employee propensity to quit. However, job
embeddedness did not predict employee propensity to quit over and above the organizational equilibrium variables. The full version of the findings, managerial and practical implications and proposed strategy for employee retention shall be included in the final manuscript.

EMPLOYEE RETENTION PROGRAM:
IDEAS FOR RETAINING ENGINEERS AND HIGHLY SKILLED TECHNICIANS
IN THE PHILIPPINE MARINE BUSINESS

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Retaining engineers and highly-skilled employees which belong to groups with a high risk of turnover is one of the most critical issues in the Philippine marine business today. The study identified and investigated through a focus group discussion and a structured-lead questionnaire the factors that influence job retention among the selected highly-skilled labor and engineers who are working for a marine organization in the Philippines. The key factors identified include: organizational climate and culture that comprise values, relationship among employees and management support; the employee assistance program; career growth and development, and salary drawn from the five marine corporations.

The computed Pearson r of 0.416 revealed that organizational culture such as the relationship and support among co-employees and management as well as the shared values that define behaviors of organizational members is significantly associated to retention. This suggests that the higher the significance the greater the impact of retention. This result likewise indicates that an engineer or highly-skilled employee who feels important and valued tends to stay longer in the organization. With regards to employee assistance program that accounts for personal loans during emergencies, cash advances provided by the management and family-childcare services, although varied among the firms, was also found to be significantly linked to retention. Moreover, the study found that career growth and development mediates a positive relationship and a significant factor that influences retention. On the other hand, the p-value of 0.286 that exceeds the level of significance of 0.05 suggests that salary does not directly influence employees’ decision to stay. Therefore, although salary is an important factor to consider, the findings indicated that it is the least among the other four (4) factors that influences the decision of the said workforce to stay. These findings serve as linkages that give light and references to the other efforts invested on employees’ retention in the Philippine marine business.
AN ASSESSMENT OF THE ACQUIRED TRAVEL SERVICE COMPETENCIES IN NATIONAL STANDARD OF THE BS TOURISM PRACTICUM TRAINEES OF SELECTED SCHOOLS IN MANILA

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There has been a shift from educational performance to the competencies that graduates are expected to possess nowadays, as employers in the Tourism Industry do not recruit graduates based only on their formal academic qualifications, but also for the ability of the graduates to perform in workplace that would add value to their organization. The study focuses on the assessment of the practicum trainee’s acquired travel service competencies in line with the national standard as perceived by 255 practicum trainees of the 3 universities in Manila pioneering BS Tourism with the highest student population offering 200-250 hrs of practicum in travel agency during the 2nd year level (AY 2012-2013), and by the 61 supervisors of travel agencies. The study used T-test, weighted mean and ranking method. The measurement used the TRAVEL SERVICES NC II QUALIFICATION TESDA COMPETENCY STANDARDS.

Initial results revealed that there is significant difference between the perceived acquired competencies from the trainees and supervisors. Providing effective customer service (3.6) is the competency acquired by the trainee in high extent as perceived by the trainees themselves, and performing computer operations (3.4) is the competency acquired by the trainee in moderate extent as perceived by the supervisors. The study aims to serve as a basis for an enhanced Tourism practicum program beneficial for the student’s employability.
AN ANALYSIS OF PHILIPPINES’ COMPLIANCE WITH INTERNATIONAL LAW ON TRAFFICKING

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Trafficking in persons has always been present in every country, developed or not. The sexual exploitation, debt bondage, forced labor and slavery subjected to human trafficking victims clearly violate their right to life, liberty and security. However, the issue of human trafficking was only specifically addressed in the United Nation’s Protocol to Prevent, Suppress and Punish Trafficking in Persons, otherwise known as the Palermo Protocol of 2000. Thus, in response to the Palermo Protocol, the Philippines enacted Republic Act No. 9208, the Anti-Trafficking in Persons Act of 2003.

Utilizing the Historical and Descriptive-Analytical Research Methods, the research analyzes the compliance of the Philippines with the international law on trafficking through the analysis of the effectiveness of the implementation of Republic Act No. 9208, the study of the reports of the Inter-Agency Council Against Trafficking in Persons (IACAT) and of the decided cases on human trafficking in the Philippines, the analysis of the provisions of the Palermo Protocol and the United States’ Trafficking Victims Protection of 2000, which provides the bases for the tier categories of countries fighting human trafficking. The research analyzes how the Philippines can be further effectual in the global fight against human trafficking.

CRITICAL ANALYSIS OF MULTI-JURISDICTIONAL PRACTICE OF LAW IN THE PHILIPPINES IN THE AGE OF GLOBALIZATION

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In the Philippines, although many recent scholarly contributions have begun to explore the prevalence and consequences of the globalization of businesses, little has been specifically done about equally important development—the globalization of law practice. The rationale of this study is to address this academic oversight, analyzing the ongoing globalization of law practice, exploring its causes and effects. This paper argues that the current approach to the regulation of the legal profession does not fit the new landscape of law practice, and studies several approaches to responding to the globalization of law practice.

The research required relevant data from local and foreign documents like laws, treaties, journals, and jurisprudence related to globalization of law practice, particularly that of multi-jurisdictional law practice. Descriptive research design was used for more in-depth analysis. For purposes of Qualitative Content Analysis (QCA), the research utilized concept development, data collection, coding, and analysis and interpretation. As regards Quantitative Analysis (QA), descriptive and inferential statistical tool was used. A controlled Survey Questionnaires were disseminated and analyzed to quantify general sentiments, understanding, and probable consensus related to the subject of the present study. Together with key informant interviews and document analysis, ranges were utilized for purposes of scoring and interpretation of data. Research findings indicate the need to develop rules that are consistent with
modern law practices and implement a viable approach to respond to the challenges brought about by globalization of law practice. In the course of scrutinizing the issues related to globalization, it is likewise shown that there is a need to amend, reform, or re-define the concept of “Practice of Law” in the Philippines consistent with modern practices of delivering legal services. Thus, the study proposes several policies and approaches that may be adopted to address and respond to the globalization of law practice. Finally, the study recommends that the Congress enact laws and the Supreme Court issues amendatory rules concerning practice of law in the Philippines.

THE CORPORATE PRINCIPLES OF RESPONSIBILITY AND ACCOUNTABILITY FOR HUMAN RIGHTS UNDER PHILIPPINE LAWS: AN ANALYSIS

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Protection of human rights is not traditionally considered a responsibility of corporations. However, the increasing debate and reports on corporate human rights violations has heightened the social awareness on the impact of their responsibility and accountability. Sadly, though the domestic laws of many states fail to impose duties on corporations. While domestic law lays down general principles, there appears to be no sufficient direct duties imposed on corporations for human rights violations. As each State gears towards globalization and consolidation of resources, the need for a discussion on issues and challenges on corporate-related human right violations is timely and relevant. It is the objective of this research to determine whether the Philippine government observes and implements the principle of corporate responsibility and accountability in respecting human rights. Similarly, this study aims to determine the existing framework and study possible ways of reinforcing Philippine laws not only to measure up and comply with international standards, but primarily, to comply with one’s natural obligation, even under the cloak of corporate fiction to respect human rights. Finally, the writer intends to explore the comparative aspects of this principle with other jurisdictions, under an international human rights law framework.

In undertaking this study, the following principles and methods were utilized: content analysis, survey method, comparative analysis, descriptive procedure, historical rules and the critical analysis process. Findings reveal that Philippine corporate and security laws lack sufficient avenue for the consideration of human rights issues as factors in the governance of corporations established and operating in the Philippines. Results further disclose the lack of official legislative standards as to the precise parameters of the relationship between corporate responsibility and human rights. This paper therefore proposes appropriate reform measures that should be adopted by the government to address corporate abuses, regulate corporate conduct and ensure compliance with existing human rights obligations.
TAX EXEMPTION FOR MINIMUM WAGE EARNERS ACT (RA 9504): WIDENING ITS SCOPE AND ENSURING ITS EFFECTIVE IMPLEMENTATION

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The 1997 Tax Code, as amended by Republic Act No. 9504 (RA 9504), now divides income taxpayers into two groups: the minimum wage earners (MWEs), who are completely exempted from income taxation, and those earning above such minimum. This study examines the constitutional underpinnings of this amendment to the Tax Code; where the substantial distinction of the value of a peso less from a peso more is translated into taxes or tax exemption. The relief afforded by RA 9504 bears a two-headed consequence as its effects is felt not only by the MWE, but also by those whom the statute does not reach: those who earn just about, or just above, the same. Moreover, the State collectively reels from the loss of a significant source of tax revenues; and ultimately, a loss in the distributive benefits afforded by the State to its people. This study aims to provide positive measures for enhancement in the application and implementation of RA 9504 by examining its repercussions from three standpoints: the MWE; the State; and the middle-wage earner, who stands suspended in between - not spared under the statute by virtue of a single-peso difference. To realize these aims, this study utilizes various research methods. Descriptive-analytical method is primarily used in scrutinizing the sources pertaining to tax relief measure while comparative analysis is used in examining similar tax reliefs in other jurisdictions. Statistical treatment is employed in examining the data on collection and exemption while oral interview and written survey are used to collate the sentiments of affected taxpayers and views of relevant government officials.

Initial findings reveal that tax collection declined by an estimated P80B due to tax exemption and preferential tax treatment legislated in 2009. Out of the said reported decline, P26.35B is attributable to RA 9504. While the projected loss to the government has already materialized, the direct relief to the MWEs is yet to be accounted. It likewise amplifies the unceremonial exclusion of middle-wage earners. Thus, the study will recommend ways on rationalizing the tax relief, well justifying the billions of pesos being sacrificed by the government.
TOWARDS A MUTYA SPIRITUALITY:
THE SACRED FEMININE IN THE POEMS OF REBECCA T. AÑONUEVO

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Spirituality in Western tradition has always stressed the division between the realm of the ideas and the realm of the sensible. Such a notion was adapted by many religions that served as the impetus for cultures that mandated the subordination of women and the environment. Against this view, the Filipino understanding of the self as depicted in the poems of Rebecca T. Añonuevo reveals a meaning of spirituality that is beyond the constraints of patriarchal institutions. By employing feminist and postcolonial theory, we come to examine the interlocking concepts of ethics and ethnics that describe the Filipino transpersonal view. This study suggests that Añonuevo’s poetics could have been inspired by layers of shadowy recollection on the early Filipino’s spiritual communion with the Mother Goddess of the Land known as the Mutya. Consequently this thesis becomes a decolonization process, a pagbabalikloob to the kataalan or the essence of what it means to be a Filipino imbued with the spirit of the Mutya: the spiritual force, the diwa, the soul of Inang Bayan.

CATHOLIC IMAGINATION IN THE NOVEL JUSTINE OR THE MISFORTUNES OF VIRTUE
BY THE MARQUIS DE SADE

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The concept of Catholic Imagination is one of exclusivity. It not only separates texts that originate from Catholics from those that do not, but also proposes a criterion that identifies Catholic Writing as opposed to writing from individuals that are incidentally Catholic. This thesis challenges this view through the examination of the novel, “Justine, or the Misfortunes of Virtue” by the Marquis de Sade. Upon initial review, Catholic Imagination would seem not to be a viable viewpoint. However, this study offers one possible reading of the Sadean text using deconstruction as a theoretical lens. Through Deconstruction Theory, we come to explore the interaction between author, reader and text and through which we identify a subtext of Catholic Imagination accompanying the formation of the dominant perspective, that the novel in question is decidedly atheistic and obscene. This study follows a categorical approach, wherein each subsequent chapter focuses on a particular criterion of Catholic Imagination espoused by Andrew Greeley. By recognizing the presence of a subtext and relating it with the criteria of a work utilizing Catholic Imagination, the novel can then be considered Catholic Writing.
APPLICABILITY OF LEAN PRODUCTION TO LARGE SCALE MANUFACTURING INDUSTRY IN MANDALUYONG CITY

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Comprehensive Lean approach is analyzed to the Local Manufacturing Industry in Mandaluyong City. Lean Production is defined as a method of continuous improvement to reduce waste and increase profit of a company. This study utilized the Qualitative and Quantitative method. Interview and Survey Forms as a Primary data source of the study were distributed to the registered twenty-six Large Scale Product Assembly, Manufacturing Industry in Mandaluyong City. The contents of the Survey forms are: the company profile and the type of industry; company’s awareness and level applicability of lean production; lean benefits and challenges. The target respondents in each industry of this survey form are the employer or the key person’s either from manufacturing operation, engineering planning, material operation, warehouse, and information technology department. The initial result of the study revealed, 46% applicability rate of lean production to the local industry with the given five company respondents from this year 2013. The study also identified the benefits and the top challenges of implementing the lean production in their manufacturing industry in Mandaluyong City.

DETERMINATION OF THE TOTAL CARBON FOOTPRINT OF BANGKO SENTRAL NG PILIPINAS BASED ON THE GREEN HOUSE GASES CORPORATE STANDARD PROTOCOL

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The Philippines, being a non-Annex 1 Country Party to the United Nations Framework Convention on Climate Change (UNFCCC) is not enjoined to commit to the reduction or limitation of its anthropogenic emissions of green house gases (GHG). However, the Philippine government has committed itself to mitigate ruinous effects of climate change through an environmental policy of Sustainable Development. Towards this end, and as its mandate dictates, this study aims to place the BangkoSentralngPilipinas (BSP) at the frontline towards the “greening” of the banking system by measuring its carbon footprint to serve as a guide to other government financing institutions, as well as volunteer private sector entities. This study identified the two main sources of the BangkoSentralngPilipinas main complex’s office-related CO₂ emissions: building operations together with energy and fuel consumption, and its employees’ daily commute. It contends that its existing facilities pose a different set of challenges to new developments; energy is embodied in the existing structure and systems, and the location is fixed relative to services such as public transport modes and amenities. Using and comparing standardized published metrics on CO₂ emission from office occupation and commute, this paper estimates the amount of CO₂ emitted by the BangkoSentralngPilipinas, utilizing the GHG Protocol in environmental performance assessment methods for operational efficiency. Initial findings showed that there is a positive correlation between the carbon footprint and employee salaries.
The Bangko Sentral registered a higher carbon footprint than the per capita footprint of .97 as defined by WWF.

DETERMINANTS OF SOFTWARE QUALITY:
ASSESSMENT ON THE VIEWS OF SELECTED SOFTWARE DEVELOPERS IN METRO MANILA

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The increasing dependence of organizations on information systems and the increasing losses to organizations due to poor software, compel management attention towards the improvement of software quality. Though 50 years of software development has come and gone, software quality nowadays is no better than decades ago and is worse in some cases. This study aims to know the external factors that influence software quality. These factors could be Organizational, Technological or User-related. It also aims to assess the strength of association between these factors and software quality attributes which are Reliability, Ease-of-Use, Maintainability, Usefulness and Relevance that are derived from ISO/IEC 9126 Software engineering — Product quality.

Mixed quantitative and qualitative method approach focusing on descriptive method, implying the use of survey questionnaire on which members of the Philippines Software Industry Association (PSIA) were surveyed, with a total of 405 responses gathered. Factor analysis was performed on the independent variables to enhance construct validity while Logistic regression was performed to find the dimensions of determinants/critical factors contributing to software quality measures. Initial results of the factorial-logit regression show that there is 54% probability that software quality is affected by technological and user-related factors than organizational factors. Opinion of respondents indicates that there is a chance that maintainability (64%), reliability (54%) and usefulness (54%) are the measures/determinants of software quality that are being affected by the factors than ease of use and relevance. The initial results of this study contradict researches conducted in other countries which show that software quality is mainly affected by organizational factors. This study is by far the first in the Philippines and is very relevant as the Philippines is slowly becoming a global titan in the Business Process Outsource business. Furthermore, it is be beneficial for the Chief Information Officers and for the Chief Executive Officers to devise software quality improvement programs to align IT strategies to business strategies. Thus, this study will add more business value to Information Technology.
Owing to the growth of modern technology, diagnostic ultrasound (DUS) imaging has become more sophisticated and complex. A quality assurance (QA) program is essential to ensure optimum performance of equipment and to detect possible equipment defects. A major component of the QA program is the conduct of quality control (QC) tests. In the Philippines, two different studies involving testing of B-mode DUS equipment have been done. Both these studies used the American Association of Physicists in Medicine (AAPM) protocol.

In this study, the Australian protocol is used to test five models of B-mode ultrasound equipment, each one manufactured by different companies. The applicability of the Australian protocol in the Philippine setting will be determined and appropriate recommendations will be made. The tests that were done include physical and mechanical inspection of the equipment, display monitor setup and fidelity, image uniformity, hard copy fidelity, maximum depth of penetration, horizontal and vertical measurement calibration, axial and lateral resolution, functional resolution, definition and fill-in, focal zone and gray scale and displayed dynamic range. The ultrasound phantom used for the image performance tests is a Computerized Imaging Reference Systems (CIRS) general purpose urethane ultrasound phantom model 042.

A Monte Carlo program was developed for the photon transport simulation and patients’ dose calculation of X-ray radiation in a mathematical phantom based on the Reference Asian Man. The program was comprised of the photon transport and computation of patient doses. The X-ray beam energy spectrum was generated from the parameters of the X-ray machine and was used for the photon transport simulation of X-ray radiation on the Reference Asian Man based mathematical phantom. The effective doses and organ doses were computed from the energy imparted on the phantom.
OPTIMUM MILLIAMPERAGE OF X-RAY MACHINES USED FOR CHEST RADIOGRAPHY IN SELECTED FREE STANDING CLINICS IN METRO MANILA

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The chest x-ray examination is the most common x-ray procedure done on humans. However, x-radiation, being ionizing radiation, has stochastic and deterministic effects. These effects can be minimized if the radiation dose delivered to the person could be decreased and exposure factors optimized. The milliamperage (mA) multiplied by the duration of exposure, the mAs, affects the dose to the patient and to the X-ray film. The higher the mA, the shorter is the time of exposure to achieve the same mAs. The higher the kilovoltage (kVp), the lower is the mAs to be used. These are the preferred combinations.

Many chest x-ray clinics in the Philippines still use x-ray machines with milliamperage less than 100 mA. Usually, such machines also have low maximum kVp settings. This situation prevents the use of shorter exposure time and high kVp. In this study, the Entrance Surface Doses to a RANDO phantom were measured using Optically Stimulated Luminescence dosimeters (OSLD), exposed for a chest posterior-anterior projection, in randomly selected free-standing Metro Manila clinics. Each machine underwent testing to establish accuracy of the kVp and time settings, using an UNFORS solid state detector. Where applicable, X-ray and light field congruence for the collimation was checked. Linearity of the mAs and reproducibility tests were also done. Ten OSLD were attached to the posterior of the phantom in several locations which were chosen to determine the dose to the thyroid, bone marrow, breast, and gonads. The exposure factors used were those set by the x-ray technologist of each clinic, considering the phantom as a patient. The average doses were calculated from the surface doses and compared to the reference dose level suggested by ICRP. The milliamperage setting of those falling below this level will be considered as not acceptable. The optimum mA of an x-ray machine used exclusively for chest x-ray examinations will be determined and the appropriate recommendation will be made to the Department of Health.
IN VITRO ANTIMICROBIAL ACTIVITY OF ZINC OXIDE NANOPARTICLES AGAINST URINARY TRACT INFECTIOUS PATHOGENS

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Urinary tract infection (UTI), asymptomatic or symptomatic, poses a serious health threat due to increasing resistance of uropathogens against commonly used antibiotics. Antimicrobial metal oxide nanoparticles are now attracting a great deal in biological and pharmaceutical applications. Among the inorganic metal oxides currently in use, employing zinc oxide nanoparticles (ZnONPs) as an antimicrobial is an advantage due to their unique properties, widespread applications and non-toxicity to human cells. This study attempts to find out the potential of ZnO NP against urinary tract infectious pathogens. ZnO NP was produced through microwave-assisted technique of zinc acetate dihydrate precursor and particle size was determined by transmission electron micrograph which showed a measurement of 26.8 nm. Antimicrobial activity of the nanoparticles suspended in glycerol was assessed against 30 bacterial and 2 fungal pathogens isolated from 44 urine samples collected from San Jose City General Hospital and Science City Health Center in Nueva Ecija. Urine specimens were transported in an ice box and refrigerated until cultured 24 hr at the very least. Of the uropathogens, *E. coli* was the predominant organism. Effects of different concentrations of ZnOnanosuspension were analyzed by minimal inhibitory concentration. A 15mg/mLZnOnanosuspension showed the best inhibitory activity against all the isolates having an average inhibition zone of 12±2mm and a standard deviation of 0.82 which is less than 1 indicating less variation of data from the mean. The potential of this ZnO NP was further subjected to time kill assay method.

DETECTION AND CHARACTERIZATION OF BACTERIOCIN, PRODUCED BY LACTIC ACID BACTERIA ISOLATED FROM HUMAN BREAST-MILK

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Lactic acid bacteria (LAB) are the dominant microflora in the human intestine and is said to have several health benefits when consumed. LAB are capable of producing antimicrobial compounds like bacteriocins which are effective against other microorganisms including food-borne spoilage and pathogenic bacteria. In this research study, LAB were isolated from 22 different human breast-milk samples. A total of 21 LAB isolates belonging to *Lactobacillus fermentum*, *Lactobacillus salivarius*, *Weisella paramesenteroides*, *Enterococcus faecalis* were observed to be antagonistic against organisms such as *Escherichia coli* ATCC 25922, *Bacillus cereus* ATCC 11778, *Staphylococcus aureus* ATCC 29213 using the deferred antagonism assay. The isolates were identified using morphological, biochemical, 16S rRNA and gene sequence analyses. The bacteriocin produced by LAB isolates was partially purified using ammonium sulfate precipitation, Amberlite XAD-16, and organic solvent extraction.
IN VITRO MODEL SYSTEM OF PHAGE COCKTAIL THERAPY AGAINST NOSOCOMIAL PATHOGENIC E. COLI AND P. AERUGINOSA BIOFILMS

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The vast increase in quantity of implant procedures with indwelling catheters prompted their proneness to nosocomial bacterial biofilm infections such as catheter-associated urinary tract infection (CAUTI). This has resulted to devastating consequences on trauma and cost of healthcare system, multidrug resistance, mortality, and morbidity risks. This study aims to determine the efficiency of bacteriophage cocktail, a mixture of host-specific viruses infecting bacterial cells, against nosocomial E. coli and P. aeruginosa biofilms as an alternative to conventional antibiotic therapy. From 10 sewage treatment plants in Metro Manila where samples were collected, a total of 10 E. coli and 7 P. aeruginosa were isolated and identified. These sewage samples, which had an average pH of 7.3-8.0 and temperature of 28.4-30.3°C, were used for the isolation of phages. The enriched samples exhibited efficient production of progeny phages evident with the production of clearing on the spot test method. Phages were isolated and purified by lysis in broth culture, and successive ultrafiltration through 0.45 and 0.20 μm pore sizes. Among the 42 phage isolates, a total of 19 E. coli and 10 P. aeruginosa phages were noted to have clear plaques with sizes ranging from 0.27-2.32 mm. These were thus designated as lytic phages, which are classified under the Order Caudovirales. High phage titers within the range of 10^6-10^9 PFU/mL were obtained using modified double agar overlay method by Clokie and Kropinski (2009). Based on the polyvalent activity observed on the host range of phages using spot test method against clinical isolates, ATCC strains, and bacterial host isolates, 3 each for E. coli and P. aeruginosa phages were selected for the phage cocktail preparation. Using ELISA reader at 600 nm, in vitro biofilm analyses and efficiency of infection by individual and phage cocktail against established biofilms by microtiter plate (MTP)-based assay were quantified.

THE EFFECT OF PEESTALOTIOPSIS CULTURE EXTRACT ON BIOFILM AND QUORUM-SENSING IN BACILLUS CEREUS

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Bacillus cereus causes food poisoning via production of enterotoxin acquired from ingestion of contaminated foods. In the food production environment, this organism has been found growing on biofilms, which is mediated by quorum-sensing systems. On the other hand, the plant fungal endophyte, Pestalotiopsis is said to have numerous novel secondary metabolites that may have medicinal, agricultural, and industrial applications. Thus, this study explores on the effect of Pestalotiopsis culture extract on biofilm and quorum-sensing in B. cereus. Biofilm formation of 25 B. cereus isolates was assessed by microtitre plate biofilm formation assay. While Pestalotiopsis from Mangiferaindica and Podocarpuscostalis leaf samples were isolated through surface sterilization method and the culture extracts were obtained by ethyl acetate extraction. The number of components in culture extracts was determined and identified through thin-layer chromatography. The selected B. cereus isolates were grown in polystyrene microtitre wells on stainless steel coupons with diluted tryptic soy broth (1:20, v:v) and the wells contained different concentrations of culture extract. The quantitative analysis of B. cereus biofilm formation in polystyrene microtitre plates was evaluated and measured at an absorbance of 595 nm using a microplate reader. The quorum-sensing molecules produced by B. cereus in biofilms were detected using a wild type Vibrio harveyi strain.
A marine gram-negative rod-shaped bacterium isolated from local squids that exhibited bright and stable bioluminescence was utilized in the novel bioluminescence-based bioassay for the simple and rapid diagnosis of uncomplicated urinary tract infection. On the basis of partial biochemical characterizations and a complete 16S rRNA gene sequencing, the isolate was identified as *Photobacterium mandapamensis*. The determination of 100,000 cfu/mL microbial cell density in urine is currently the conventional barometer for UTI diagnosis. Based on a standardized bioluminescence bioassay of artificial urine containing known serially diluted cell densities (cfu/mL) of each of the 4 common UTI pathogens: *Escherichia coli*, *Proteus mirabilis*, *Staphylococcus aureus* and *Candida albicans*, a cut-off bioluminescence extinction time was determined for the 100,000 cfu/mL cell density of each microbial species. This was done by mixing a 1.0 mL volume of McFarland # 2 standardized brightly shining suspension of *Photobacterium mandapamensis* with 9 mL salinized (2.0% w/v NaCl) artificial urine containing 1 of the 4 serially diluted UTI pathogen in screw-capped tubes. Serial dilutions of one UTI pathogen in artificial urine ranging in concentration from $10^2$ to $10^8$ cfu/mL, was correlated with the tube bioluminescence extinction (blackout) period. The tubes were capped and inverted once to effect mixing of luminous cell suspension with the artificial urine culture of one serially diluted UTI pathogen. The tube's bioluminescence was examined using long exposure digital photography in the dark and the time of bioluminescence extinction (blacking out of light) of each tube containing one dilution level of each UTI pathogen was determined. Results of the bioassay were derived from 3 trials per UTI pathogen. Statistical analysis using Pearson's Correlation and the Method of Least Squares (regression analysis) was done to determine the relationship between bioluminescence extinction period in seconds and the dilution level (cfu/mL) of each UTI pathogen in artificial urine. Regression equation representing $x$ (log cell concentration) and $y$ (time of bioluminescence extinction) and correlation coefficient for *Escherichia coli*, *Staphylococcus aureus*, *Proteus mirabilis* and *Candida albicans* yielded: $y = - 150.5x + 1563.8$ and $R^2 = 0.9859$; $y = - 152.46x + 1464.6$ and $R^2 = 0.9953$; $y = - 202.89x + 1796.6$ and $R^2 = 0.9842$ and $y = - 253.21x + 2514.6$ and $R^2 = 0.9851$ respectively. Using the regression equation for each UTI pathogen, the 100,000 cfu/mL in artificial urine yielded a bioluminescence extinction period in seconds of 811, 702, 782 and 1249 for *Escherichia coli*, *Staphylococcus aureus*, *Proteus mirabilis* and *Candida albicans* respectively. Thus the presence of these UTI pathogen in urine when bioassayed using the specified novel bioluminescence method should yield the specified extinction period for the diagnosis of uncomplicated UTI.
UTILIZING CONJOINT ANALYSIS TO EXPLICATE DISCHARGE PLANNING PREFERENCES AMONG NURSES

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Discharge planning is integral in the delivery of effective patient care in various clinical settings. Hence, having an organized and coordinated system is necessary in facilitating the discharge process and in ensuring a seamless transition of patients from one level of care to another. While numerous studies mostly dwelt on the complexity of discharge planning, the need to know about nurses’ preferences on the process remains a research imperative. The purpose of this study is to identify the preferences of nurses on discharge planning, and to analyze the differences of nurses’ discharge planning preferences and their demographic information.

A two-part researcher-made instrument was utilized in the conduct of the study including the robotfoto and plan cards. Preliminarily, the plan cards having nine attributes with two levels each were validated by experts and was pilot-tested to a select group of respondents from the target population. To measure preferences for discharge planning, a conjoint analysis survey of 230 registered nurses in a teaching-and-training tertiary hospital was conducted from May and June 2013. Capitalizing on the power of conjoint analysis, preferences of nurses regarding discharge planning has been unveiled. The most important attribute is the structure (importance value= 19.25%) in which nurses utilize in facilitating the discharge plan. Nurses prefer to employ formal structure (part worth value= 0.442) as it encompasses patient and family involvement following an organized protocol and has detailed documentation. Conversely, comprehensive patient assessment has been the least preferred attribute (importance value= 3.71%) in which the head-to-toe assessment had its part worth value of 0.86. As a whole, an analysis and understanding of nurses’ preferences serve as an impetus for them to actively engage in the discharge planning process by developing effective structures that will benefit the patient – the recipient of quality care.

CORRELATIONAL ANALYSIS AND PREDICTIVE VALIDITY OF LEADERSHIP STYLES AND ORGANIZATIONAL CULTURE WITH PATIENT SATISFACTION IN A TERTIARY LEVEL HOSPITAL IN MANILA

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Nurses form the largest group in the health care team. In the organizational structure of most hospitals, nurses are under the immediate supervision of their head nurses. Hence, the leadership styles of head nurses and organizational culture of the units can highly influence the level of patients’ satisfaction. This research is a descriptive, correlational study which aims to test the relationship and predictive ability of leadership styles of head nurses and organizational culture of nursing units with patient satisfaction in a tertiary level hospital in Manila. Using the standardized questionnaire Denison Organizational Culture Survey (DOCS) and Multifactor Leadership Questionnaire (MLQ), respective
variables were measured based on the perception of staff nurses and head nurses. Data were gathered from 27 head nurses and 201 staff nurses who were selected using stratified random sampling technique. Meanwhile, patient satisfaction was measured based on the 1st quarter report of the institutional satisfaction survey.

Utilizing ordinal logistic regression, with a level of significance of $\alpha=0.05$, results revealed that leadership styles are good predictors of level of patients’ satisfaction when it comes to compassion and care exhibited by nurses ($p$ value = 0.018). While, organizational culture can highly predict level of patients’ satisfaction in terms of promptness and accuracy of services ($p$ value = 0.00), competence and professionalism exhibited by nurses ($p$ value = 0.00) and clean and presentable linen and gowns ($p$ value = 0.00). Using, Mann Whitney U-Test, incidental findings showed that there is a significant difference in the perception of staff nurses and head nurses about leadership styles and organizational culture. Therefore, test scores showed that leadership style and organizational culture have significant relationship with patient satisfaction. Findings of the study can be utilized as a basis for development of staff promotion policy and leadership training programs.

HEALING MODALITIES FROM THE PERSPECTIVE OF A TRADITIONAL FILIPINO HEALER IN NEGROS ORIENTAL: IMPLICATIONS TO COMMUNITY HEALTH NURSING

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The qualitative research design used in this inquiry was focused ethnography which had as its focal point the ancient healing modalities of traditional Filipino healer and believers in Barangay Datagon, Pamplona, Negros Oriental as a basis for enhancement of certain CHN concepts in the Nursing curriculum. Negros Oriental, aside from its simplicity, tranquility and frugality, is quite famous for traditional healers. What fascinated me was the story about Tiya Pita (not her true name) of Barangay Datagon of Pamplona. She started being a “manghihilot” at age eight because it was a family tradition that whoever was born “suhi” or in a breech position would be trained to do hilot, but after her near-death and life-changing experience in her mid 20’s, she was gifted with babaylanic powers which made her not only a hilot expert but also a buster of illnesses caused by evil spirits or black magic and those that were caused by accidents and poor life styles except the very serious ones that required surgery or suturing. Her healing modality was fundamentally spiritual along with hilot or massage with the use of medicinal plants or herbs. Since she just finished grade 3, some lapses could be observed particularly in the promotive, preventive, curative and rehabilitative aspects of care. The hygienic aspect was somewhat sacrificed and this is where the CHN component of the Nursing curriculum could be linked. In barangays where the health needs of people are hardly catered, nurse-administrators could enhance their CHN curriculum by giving priority to these barangays and allocating more time in their CHN immersion activities. Since there is no way by which these traditional healers could be eradicated at this time when there is massive poverty and inadequate health facilities in remote areas, the CHN people might as well prioritize them in their health teaching and other health-related activities for better health services. Furthermore, CHN researches may be strengthened to include laboratory testing of plants and herbs commonly used by traditional healers. This could be a big breakthrough in mainstream and in alternative medicines.
A PHENOMENOLOGY OF FILIPINO HUSBAND’S RESILIENCY EXPERIENCES WHILE CARING FOR THEIR CHRONICALLY ILL WIFE

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For years care giving remains to be significantly a women’s issue. However, a growing trend of male caregivers has been increasing in number due to life-changing events that lead to a man’s role performance shift. Since little is known regarding this phenomenon, there is need to investigate the husband’s experiences; reflecting their true essence of resiliency. The intent of this phenomenological study is to surface the lebenswelt of resiliency of a select group of Filipino husbands (n=13) while taking care of their chronically ill wives. Following Collaizi’s seven step procedure, field texts were subjected to both cool and warm analyses to describe and interpret the collective experiences of the selection. Interestingly, a metanoia of husband’s roles was emerged relative to their (i) providing, (ii) caring, (iii) housekeeping and (iv) supporting roles. Implications to adult nursing practice are also discussed in this paper.

THE TRAINING NEEDS OF NURSING AIDES IN MANAGING ASSAULTIVE PSYCHIATRIC PATIENTS

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Violence brought about by assaultive patients is inevitable, especially among the healthcare providers in psychiatric wards. Often, they are faced with the challenge of how to properly manage the assaultive behaviors. Hence, this study determined the problems encountered by the nursing aides in managing assaultive patients and assessed their training needs. Descriptive correlation research design utilizing a 4-point Likert scale competency-based performance questionnaire was administered to 200 nursing aides using purposive sampling technique. Only 127 questionnaires were retrieved. Pearson correlation using SPSSv.21 revealed that the topmost problems encountered by nursing aides are: insufficient staffing, inadequate medical benefits/hazard pay and lack of supplies. The study also showed that the training needs of the nursing aides comprised the intuitive perception level, technical skills, specifically knowledge in communication techniques and knowledge involved in patient care, that need to be addressed through training. The study indicates that the training needs of nursing aide fall under the criteria of intuitive perception level with a mean score of 3.06 followed by the attitudes with a mean score of 3.50. Therefore, the researcher recommends development of a training program for the nursing aides geared towards effective management of assaultive psychiatric patients.
CHRONICLING TRANSFORMATIONAL LEADERSHIP ATTRIBUTE ENRICHMENT THROUGH THE LENS OF FILIPINO NURSING SERVICE ADMINISTRATORS

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Transformational Leadership is a neo – charismatic leadership style that exists across cultures and effective in all professions. By and large, the said leadership paradigm becomes a multi – faceted phenomenon if viewed from a culture – specific and profession – particular perspective. Through the years, there seems to be a large accumulation of research oriented activities that were done to the propagation and study of western ideas of Transformational Leadership in industrialized nations; however, there is paucity of studies which discovers the breadth and depth of its translation in developing countries, especially in the Philippine setting. This descriptive phenomenological study explored and captured the shared essences of seven (7) Nursing Service Administrators’ culturally sensitive experiences in enriching their Transformational Leadership attributes. Aside from the Purposive Sampling Technique that was done via a pre – set criteria, recruitment of eligible participants in the Tertiary Level Hospitals and Medical Centers in National Capital Region were done with the aid of Transformational Leadership Behavior Inventory (Podsakoff et al., 2003). Appropriate ethical clearance was secured from the Institutional Review Board in every locus of the study. Ways of gathering experiences included semi – structured interviews and story – telling by the participants. Narratives that were gathered were transcribed verbatim and analyzed with the inspiration of Colaizzi’s (1978) Procedural Steps. Validation of the findings was done through Member Checking Procedure and Critical Friend Technique. After careful analysis of the narratives, three (3) themes emerged. The following were: (1) Blueprint of an Arch: Attribution to the Rich Filipino Cultural Heritage and Value System, (2) Intrinsic Craftsmanship: Natural Enrichment through Filipino Value System and (3) Masonizing Regal Grooves: Close Family Ties, Bayanihan Spirit and Faith in God. The findings of the study captured a rich and insightful characterization of the ways the participants were enriching their Transformational Leadership attributes as they progressed from plainly recognizing the Filipino culture up to the ultimate ascription of positive polarity of the Filipino value system.

THE EFFECTS OF EXPRESSIVE WRITING ON RUMINATION, COGNITIVE REAPPRAISAL AND ASSERTIVENESS OF NURSES WHO EXPERIENCE WORKPLACE INCIVILITY

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Workplace incivility is an emerging chronic problem that can occur in any work setting including the healthcare. It has the ability to harm the target, the witness, the entire organization and can contribute to the deterioration of the quality of patient care. One of the strategies that had been proven to improve the physical and psychological well- being of a person is expressive writing. However, there are limited studies that examine the effects of expressive writing on workplace incivility among nurses. To address this gap in literature, this study aims to evaluate the effectiveness of expressive writing in modifying how nurses respond and cope with workplace incivility such as their rumination, appraisal of the uncivil event and assertiveness. This study utilized a True- experimental Pretest- Posttest Design. Thirty staff nurses who had experiences of incivility took part in this study. Participants were randomly assigned to either the experimental or control group. The experimental group did the expressive writing sessions, twenty minutes per session for three consecutive days while the control group continued with their usual coping strategies in dealing with incivility. As compared with the baseline data, results revealed that the experimental group has significantly decreased level of rumination (p= 0.001), increased cognitive
reappraisal (p= 0.032) and assertiveness (0.016) two- weeks after the treatment. The results of this study have important implications to clinical nursing practice as it can serve as an adjunct strategy to address issues of incivility in their institutions and prevent its potential damage to the individual, the organization and the quality of patient care they render.

THE RELATIONSHIP BETWEEN SERVANT LEADERSHIP STYLE ON QUALITY OF WORK LIFE AND ORGANIZATIONAL COMMITMENT AMONG STAFF NURSES OF CHINESE GENERAL HOSPITAL AND MEDICAL CENTER

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Leadership style, quality of work life, and organizational commitment are stressed as key factors that affect organizational performance. Servant Leadership, is based on the premise that successful leaders must be willing to primarily serve the interest and needs of their followers assisting the development of these followers to become leaders, it begins first with a desire to serve not to lead (Greenleaf, 1970).

Through a descriptive correlation and predictive validity, the researcher seeks to explore the relationship between servant leadership style with quality of work life and organizational commitment. The independent variable is servant leadership style and the dependent variables are quality of work life and organizational commitment. Two hundred forty eight staff nurse working in the Chinese General Hospital and Medical Center were randomly selected and surveyed using the Servant Leadership Questionnaire Rater Form (SLQ), Three Component Model (TCM) Employee Commitment Survey, and Work Related Quality of Life (WRQoL). The findings revealed that staff nurses perceived high servant leadership behaviors among their head nurses on which organizational stewardship got the highest value of mean (2.66) followed by altruistic calling (2.62), wisdom (2.57), emotional healing (2.56) and persuasive mapping (2.54). Also high organizational commitment was noted with the mean of (4.15). Staff nurses were found to have an average level of quality of work life in terms of job career satisfaction (20.68) and stress at work (5.35). Low level was perceived with the control at work (9.74), general well being (18.85), home-work interface (9.27) and working conditions (8.73). There was a significant positive relationship between servant leadership style and organizational commitment among nurses of the institution. However, there is no significant relationship in terms of servant leadership style and quality of work life. Therefore, these finding may have implications to hospital and nursing administration and may serve as a framework for future studies.

“GAPOS”: THE LIVES OF INCARCERATED MOTHERS

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Maternal incarceration forces the immediate separation of the mother from her child. The occurrence of such event, especially during infancy, hinders the security of maternal-child attachment, which is the foundation of future child development. Studies have shown the effect of maternal incarceration to children; however, researches which investigated the experiences of incarcerated Mothers themselves are scarcely available.
This study, employing descriptive phenomenological approach, explored the lives of incarcerated mothers who have taken care of their child in prison from pregnancy to their separation in the Correction Institution for Women. Five (5) participants were gathered as co-researchers through purposive sampling and were included based on the following present criteria: 1) They are willing to articulate, share, participate, and describe their lived experiences, and (2) they have been pregnant and have taken care of their child in prison. The experiences of the co-researchers were subsequently gathered and enriched through unstructured interviews, storytelling, and small group discussion. Narratives were then transcribed and analyzed through a Collaizi-inspired (Martinez, 2013) phenomenological method. Through reflective analysis, the following four (4) themes emerged: (a) "Takot": Battle with the Unseen, (b) "Tapang": Burning Core, (c) "Kirot": Unfulfilled Fate, and (d) "Hangad": Longing for Lost Possibilities. The findings of this study will contribute to a better understanding of the experiences of incarcerated mothers, which may help nurses in assisting other incarcerated mothers in gaining meaning in their experience and may even aid them in offering competent, compassionate and committed care to these mothers by addressing their needs holistically.

**LOST FATHERHOOD: THE OTHER HALF OF THE INDUCED ABORTION STORY**

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Fatherhood is a result of pregnancy, which is the very essence of being a man. But the dilemma starts, when all of a sudden the pregnancy is hit by induced abortion. For each of those pregnancies that end up in abortion, a man was involved at some point and to some degree. Literature has overemphasized the role of women in abortion issues, with very little research examining whether and how men contribute to the abortion decision, and how an abortion might affect them.

This research, using descriptive phenomenological approach, explored the lives of men whose wives have undergone induced abortion. Seven (7) participants were gathered as co-researchers through purposive sampling and were included using the following criteria: 1) Their wives have undergone induced abortion, and 2) They are willing to articulate, share, participate, and describe their lived experiences. The experiences of the co-researchers were then collected and enriched through unstructured interviews and storytelling. Narratives were subsequently transcribed and analyzed through a Collaizi-inspired (Martinez, 2013) phenomenological method of inquiry. Through reflective analysis, three (3) themes emerged: (a) Shattered Trust: Rage from an Innocent End, (b) Ruined Chances: Lament for a Perpetual Wound, and (c) Toughened Self: Beyond the Dusk. The findings of this research will contribute to a better understanding of the experiences of men whose wives have undergone induced abortion. For nurses, it would help them to assist other men who had lived the same phenomenon, in gaining a deeper meaning from their experiences. Furthermore, the nurses’ knowledge on their lived experience, would aid in the development of a holistic nursing care plan, which does not only cater their physiological needs, but at the same time their emotional, social and spiritual needs.
THE LIVES OF FILIPINO NURSE WHISTLEBLOWER

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Nurses are faced with complex dilemma when they encounter wrong doings especially if it involves the safety of the patients. Whistleblowing which refers to reporting a colleague’s wrongdoing or misconduct is considered to be a stigmatized activity up to now especially in a minority country like the Philippines. The aim of this study is to explore what life is like for Filipino nurse whistleblowers.

This study, employing Husserl’s descriptive phenomenological approach, explored the lives of 5 participants, known as co-researchers, were purposely selected based on the following criteria: (a) they are registered nurses with at least 3 years of clinical experience and longer, (b) has identified themselves and by those around them as nurse whistleblowers, (c) has experienced reporting any wrongdoings in the workplace, and (d) willing to divulge their experiences. An in-depth, unstructured interview was utilized to subsequently gather and enriched the experience of the nurse whistleblowers. Narratives were transcribed and rigorously analyzed using a Colaizzi inspired method of analysis, (Martinez 2013). After undergoing the process of reflective analysis, three (3) themes emerged: (1) Sword of Fortitude: Fighting for What is Right, (2) Last Man Standing: Courage to be Branded, (3) All Seeing Eyes: Advocacy for the Truth. The findings of this study will contribute insights for a better understanding of the phenomenon of nurses’ experiences of being whistleblowers. Further, the study will provide health care institutions basis for dealing with whistleblowing incidents in the workplace.

RELATIONSHIP OF SOCIO-DEMOGRAPHIC CHARACTERISTICS, HEALTH-PROMOTING BEHAVIORS AND BLOOD PRESSURE AMONG AMBULATORY PATIENTS WITH UNCONTROLLED HYPERTENSION

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Hypertension is one of the rapidly escalating health conditions in our country today. In fact, 1 out of 4 Filipinos is hypertensive. While previous researches have been conducted on hypertensive patients, there is a gap in scientific knowledge relevant to the health-promoting behaviors of patients with uncontrolled hypertension and factors associated with these behaviors. Using Pender’s Health Promotion Model as the framework, a descriptive, cross-sectional and correlational design was used to obtain data from a purposive sample of ambulatory patients (N=130) with uncontrolled hypertension in a tertiary hospital in Metro Manila. Measures used for the study were the Health Promoting Lifestyle Profile II and Personal Information Form. Descriptive statistics and correlation coefficients were calculated. Hypertensive patients in this study were found to be college educated, mostly employed, primarily married, and with monthly income between twenty to forty thousand pesos. Ambulatory patients with uncontrolled hypertension were noted to practice health-promoting behaviors in all areas but scored the lowest on physical activity and health responsibility and scored highest on spiritual growth and interpersonal relations. Education and monthly income were found to be correlated to their health-promoting behaviors (r = .403, p=.027, p< .05, and r = .432, p=.017, p< .05, respectively). Blood pressure was also found to be correlated to health-promoting behaviors, specifically to Spiritual Growth and Interpersonal Relations subscales. Three questions from Spiritual Growth correlated significantly with the average systolic blood pressure measurement: Believe that my life has purpose (r=-0.441, p=0.015, p<0.05), Look forward to the future (r=-0.363, p=0.041, p<0.05), and Find each day interesting and challenging (r=0.369, p=0.037, p<0.05). On the other hand, one question: Feel content and at peace with
myself correlated with diastolic blood pressure ($r=-0.446$, $p=0.014$, $p<0.05$). Interpersonal Relations yielded two moderately significant correlations. First, a moderate correlation ($r=0.355$, $p=0.046$, $p<0.05$) was found between systolic blood pressure measurements and “discussing my problems and concerns with people close to me”. Secondly, a moderate correlation was discovered between systolic blood pressure measurements and “maintaining meaningful and fulfilling relationships with others” ($r=0.374$, $p=0.035$, $p<0.05$). Study findings provide additional insights into the multi-factorial, complex area of hypertension and health promoting behaviors.

EVALUATION OF SUSTAINED KNOWLEDGE AND COMPLIANCE IN PATIENT AFTER TRANSPLANT
“A POLICY DEVELOPMENT IN HOME HEALTHCARE”

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The nursing care of an end stage renal disease patient (ESRD) does not end after the patients get his/her kidney transplant. A continuum of care is still allotted to them for the maintenance and care in coping for their new kidney. This study hopes to identify the sustained knowledge and compliance retained by kidney recipient months after transplantation. Proper evaluation of their sustained knowledge and compliance in their kidney care is important to lessen kidney transplant rejection and can aid in a policy development in the home healthcare setting. This study focuses on determining the level of sustained knowledge and the evaluations of compliance with kidney transplant patients and its’ significance in the follow-up care, medication maintenance, dietary intake, and health matters at home. Sustained knowledge can be defined as the retained information that patients learned from the teachings that was divulge to them while they were being treated. Thirty (N) post kidney transplant patient are purposively surveyed in this descriptive comparative design. All patients are currently members of Kidney Transplant of the Philippines (KITAP). Percentage and frequency were utilized to show the demographic profile of the patient respondents in terms of age, sex, length of kidney transplant, cadaveric or living donor, and years in dialysis treatment before the kidney transplant. The findings shows that kidney transplant respondents have the sustained knowledge in follow-up care ($u=1.16$), medication maintenance ($u=1.19$), dietary intake ($u=1.18$) and health matters at home ($u=1.22$). The results of compliance in follow-up care ($u=2.24$), medication maintenance ($u=3.02$), dietary intake ($u=1.53$) and health matters at home ($u=3.23$). It shows a good indication ($t=3.395$) of nursing intervention needed when it comes to kidney transplant patient compliance.
MEANING OF WELLBEING AMONG THE LENS OF THE DUMAGATS

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Indigenous peoples remain to be one of today’s marginalized population groups. In the Philippines, indigenous research which focuses on the health aspect of this vulnerable group seems to be limited. The focus of this study are the indigenous peoples called the Dumagats. They belong to the Negrito group and are considered to be one of the oldest inhabitants of the Philippines. Not much is known about their concept of wellbeing. This study explored the meaning of wellbeing among the Dumagats living in barangay Matawe, Dingalan Aurora. After explaining the nature of the study, ten participants gave their consent and joined the study. This study utilized an interpretive phenomenological inquiry approach, where an in-depth and semi-structured interview was conducted. Audiotape recorder was used throughout the course of the interview and the collected narratives were then transcribed verbatim and reflected accordingly. Heideggerian inspired process was used as a way of reflection to arrive at the themes. After careful reflection of the narratives, three themes emerged from the study 1.) SilbisaPamayanan: Purpose in the Community  2.) HalagangLupangNinuno: Importance of Ancestral Land and 3.) AmingPaniniwalangKatutubo: Our Indigenous Beliefs. The findings of this study will enable health practitioners in providing culturally competent care to this specific indigenous people.

INTO A NEW WORLD: THE QUITTING PROCESS OF PROFESSIONAL NURSES OUT OF THE NURSING PROFESSION”

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In any field of work, there are instances where quitting seems inevitable for some people. It may be voluntary or involuntary, but regardless of its background, quitting one’s job has been a part of the industry scene. This descriptive phenomenological study explores the quitting experience of nurses out of the nursing profession. It aims to gain insights from the whole experience, and explicate the meaning of this phenomenon. Using non-probability sampling designs, particularly, the purposive sampling method and the snowball sampling method, eight nurses were selected as respondents to the study. An in-depth, semi-structured interview was conducted and was recorded to gather the narratives. This was aided with an interview guide, which held the list of questions covered in the face-to-face interviews with each participant. Member checking was done to validate the findings after the data analysis process. After careful evaluation and analysis of the narratives using Collaizi’s phenomenological analysis process, three themes emerged: Idealism vs Realism, Present vs Opportunity, Stagnation vs Growth. Digging into their experiences of quitting their job and transferring into another field of work is essential to any industry as it gives people ideas of why this kind of experiences occur in the workplace. Furthermore, it provides people with insights about life experiences in the workplace which lead them to quit nursing and transfer to another field of work.
Cancer is one of the leading causes of death worldwide. This abhorrent disease causes tremendous suffering not only to the patient but also to his loved ones. Thus, maximum healthcare shall be provided to these patients in order to help them combat the said disease; and this can only be attained through proper execution of the work by the attending healthcare provider such as the nurse clinicians who possess the required skills, knowledge and confidence that is expected by their profession.

This study aims to assess the Oncology Nurse Clinician Training Program Graduates level of confidence, which includes a self-assessment of the nurses in terms of their clinical practice and comfort in performing their task. The self-assessment tool developed by Brixey and Mahon (2010), which was based on Benner's Stages of Clinical Competencies (2001), anchored to the Theory of holistic comfort for nursing by Katharine Y. Kolcaba (1994) was used in evaluating the improvement of 30 nurse-participants who attended the 14-week Training Program whose baseline profiles were retrieved for the said study. Once averaged, nurse-participants had a 22.25% increase in knowledge and skills after the training program. All of them noted to have improved level of confidence in all aspects on oncology nursing care. Hence, institutionalizing training program, especially oncology nursing, should be done to meet global need for quality oncology nurses. The study utilizes the Prospective Cohort method of research using necessary statistical analysis from the responses made by all nurse-participants who underwent the Oncology Clinician Training Program, in terms of self-assessment of skills competence and comfort which equates to their confidence level.
ANTIOXIDANT, ANGIOSUPPRESSIVE, AND GENOTOXIC PROPERTIES
OF VOACANGA MEGACARPA MERR. (APOCYNACEAE)

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The present study investigated the antioxidant, angiosuppressive, and genotoxic potential of VoacangamegacarpaMerr. The crude dichloromethane:methanol leaf extract (VmCE) was prepared by exhaustive percolation and fractionated by pH gradient. Free-radical scavenging activity was assessed using diphenylpicrylhydrazyl (DPPH●), hydroxyl (●OH), and nitric oxide (NO●) radical. Crude alkaloid extract 1 (VmA, pH 5) exhibited the highest scavenging activity among the extracts; with the least IC50 of 118.2 μg/μL in DPPH assay, followed by crude alkaloid extract 2 (VmB, pH 9), VmCE, and DCM Layer (pH 2) with IC50 of 136.1, 169.4, and 176.6 μg/μL, respectively; with the least IC50 of 0.752 μg/μL in OH assay, followed by DCM Layer, VmCE, and VmB with IC50 of 1.476, 1.734, 4.587 μg/μL, respectively; with the least IC50 of 136.5 μg/μL in NO assay, followed by DCM Layer, VmB, and VmCE with IC50 of 225.6, 1000, 2966 μg/μL, respectively. VmA has also the highest lipid peroxidation inhibition activity as verified by its least mean degradation rate among all samples in the β-carotene bleaching assay (p<0.001). VmA (500 μg/disc) has also the highest angiosuppressive activity, as evaluated using chorioallantoic membrane (CAM) assay, and found comparable (p=0.117) to the standard retinoic acid (2 μg/disc). Moreover, VmCE was tested for acute oral toxicity using the OECD Guideline 425, which showed zero mortality and is nontoxic and safe up to 2000 mg/kg. This was further corroborated by histopathological evaluation of the livers and kidneys revealing no remarkable findings. Genotoxicity was performed using Mammalian Erythrocyte Micronucleus Test of OECD Guideline 474. Mean number of micronucleus per 2000 polychromatic erythrocytes of the negative control tween 80 and VmCE at 500, 1000, and 2000 mg/kg doses do not differ (p=0.667), confirming that VmCE is not genotoxic. VmA, which has been confirmed to have the greatest activity, was screened for the presence of alkaloids using thin layer chromatography, revealing the presence of dihydroindole, indole and indolenine class of alkaloids. A spot in the VmA, having the same Rf value as globospiramine, is evident. Further confirmation of the presence of globospiramine using liquid chromatography electrospray-mass spectrometry is ongoing.

THE CANCER CHEMOPREVENTIVE POTENTIAL OF THE
METHANOLIC LEAF EXTRACT OF MACARANGA DIPTEROCARPIFOLIA MERR.
(EUPHORBIACEAE)

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Macaranga species have been previously studied and reported to show potential anti-tumor activities. However, for MacarangadipterocarpifoliaMerr. (familyEuphorbiaceae), an endemic Philippine plant, data of its phytochemistry and pharmacological activity have not been published. Thus, this study aims to screen for the phytochemical constituents in the plant and to explore its chemopreventive potential. The chemopreventive activity of the methanolic leaf extract of M. dipterocarpifolia is investigated using four mechanisms related to the initiation of promotion, and progression phases of carcinogenesis.
The methanolic leaf extract was obtained by exhaustive percolation with a yield of 21.67% crude extract on triplicate analysis. Phytochemical screening indicated the presence of alkaloids, terpenoids, flavonoids and tannins. The hypoxanthine superoxide scavenging assay showed that the crude extract, petroleum-ether, ethyl acetate and aqueous fractions have superoxide inhibition activity with the aqueous fraction having the highest inhibition at 73.47% after 20 minutes while ascorbic acid showed 20.83% inhibition. No mortality was observed on Swiss mice by the limit test for toxicity (OECD 423) when the extract was given orally 2000mg/Kg. Gross necropsy of mice that received this dose did not show any remarkable findings. The in-vivo micronucleus test for mutagenic potential of the crude extract (at 1000 mg/Kg) gave a 20.4 mean micronuclei while 22.4 mean micronuclei for Mitomycin. The anti-mutagenic activity is best at 11.8 mean micronuclei (1000 mg/Kg). The anti-angiogenic test utilizing in-ovochoioallantoic membrane assay showed that the crude extract has the highest average scale of 1.7 (semi-quantitative score system) which indicates a strong anti-angiogenic effect while retinoic acid has average scale of 2. The ability to inhibit prostaglandin production, as one of the mechanisms of tumor growth suppression, via cyclooxygenase enzyme inhibition assay will also be conducted. The chemoprevention effects of M. dipterocarpifolia antioxidant, anti-mutagenic and anti-angiogenic mechanisms may be attributed to the phytochemical constituents that have been initially screened to be present in the plant.

ANTIDIABETIC, ANTIOXIDANT AND HEPATOPROTECTIVE ACTIVITIES OF THE ETHANOLIC EXTRACT OF THE LEAVES OF DIOSPYROS PILOSANThERA BLANCO (FAMILY EBENACEAE) AND IT'S FORMULATION DEVELOPMENT

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Diospyros species has been reported to have pharmacological applications arising from its extensive folkloric uses. The claims include anti-diabetic, antioxidant and anticancer properties. This study was carried out to investigate the antidiabetic, antioxidant and hepatoprotective properties of Diospyrospilosanthera Blanco, an endemic Philippine plant. Pre-formulation and formulation studies were conducted to characterize the ethanolic extract and the formulated tablet necessary for standardizing its pharmaceutical quality relevant to drug formulation design.

An in-vivo anti-diabetic and antioxidant study using Streptozotocin induced diabetic Sprague-Dawley rats showed that the ethanolic extract at 1000 mg/kg was the most effective dose, and it is comparable with Glibenclamide at 600 µg/kg, in lowering blood glucose to normal levels as well as in preventing significant decrease in endogenous hepatic reduced glutathione level, and comparable to 500 mg/kg extract in averting considerable lowering of catalase enzyme level. Evaluation of the hepatoprotective property of the ethanolic extract against Diethylnitrosamine (DENA) induced liver carcinogenesis in Sprague-Dawley rats revealed that the extract at a dose of 1000 mg/kg possessed significant hepatoprotective activity comparable with Sillymarin at 125 mg/kg and the normal control. Treatment with the ethanolic extract markedly obviated increases in alanine aminotransferase (ALT), aspartate aminotransferase (AST), alkaline phosphatase (ALP) and liver index while averting significant decreases in endogenous hepatic reduced glutathione and catalase enzyme levels. Histopathological changes such as centrilobular necrosis, extensive hepatocyte swelling and sinusoidal congestion with red blood cells were averted by extract administration.
Phytochemical analysis showed the presence of alkaloids, flavonoids, tannins, glycosides, triterpenes and phenolic compounds. High Performance liquid Chromatography (HPLC) showed the probable presence of rutin and gallic acid that could be responsible for the antidiabetic, antioxidant and hepatoprotective activities exerted by the ethanolic extract. Differential Scanning Calorimetry was used to assess the compatibility and stability of the extract with the excipients used to formulate a tablet dosage form. Results showed that degradation of the extract is temperature and age-dependent. The ethanolic extract is hygroscopic. Thus, it should be stored in a tightly sealed amber glass container at a temperature not higher than 30°C. Stability study of the formulated tablet for three (3) months is ongoing.
EDITH STEIN AND EDMUND HUSSERL ON EMPATHY: TOWARDS A COMPARATIVE SYNTHESIS

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Edith Stein is apparently better known than Edmund Husserl when it comes to a phenomenological understanding of empathy. Husserl served as her mentor in phenomenological studies, especially in her dissertation, *On the Problem of Empathy*, which introduced Stein as an important phenomenologist to reckon with in the world of philosophy. She continued to work closely with Husserl as his assistant, particularly in preparing to publish his *Ideas II*, the locus of the brewing controversy between Husserl and Stein concerning the phenomenological constitution of empathy. Some would argue that Husserl was influenced by Stein. However, she herself acknowledges that her consideration of empathy stays within the general framework of his phenomenology.

With certain confidence, we can say that Husserl and Stein must have mutually influenced each other, but up to what extent? How can we delineate the grounds where they converge and diverge in constituting empathy? Can we find a way to integrate their phenomenological understanding of empathy? These questions revolve around the main problem of this dissertation: How do we arrive at a synthesis of Edith Stein’s and Edmund Husserl’s understanding of empathy? This study moves along this direction in the hope of finding salient aspects of their respective understanding, thus paving the way towards a possible integration, and perhaps a richer understanding of empathy.

In the course of our investigation, we tried to explicate areas where Stein's and Husserl's accounts converge and diverge in constituting empathy. Apparently, these areas may be found in terms of the general goals and method of phenomenology, as well as in the details of empathy's phenomenological constitution. Both accounts are neither completely similar nor completely different. Interestingly, the differences seem to bring out the salient contribution of each account towards a richer understanding of empathy. The tenability of such a conclusion, however, largely depends on the precise understanding of Stein’s and Husserl’s relevant texts. On the basis of our analyses, while respecting the inherent differences of Stein’s and Husserl’s accounts, a synthesis or integration, even if partial and incomplete, can be arrived at, and it definitely could provide us a richer account of empathy.

A POLITICAL READING OF JEAN BAUDRILLARD’S CONCEPT OF POSTMODERN SOCIETY

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French critical theorist Jean Baudrillard has declared the end of politics in the coming of the apocalyptic era of simulations and simulacra. Everything has been plunged into the hyper-real. The object has triumphed and the subject's disappearance behind the object rendered emancipatory and progressive politics useless. Hence, Baudrillard was never pinned down to any particular tradition of political theory, nor is a “Baudrillardian” political theory attributed to him. Baudrillard's works are said to
have a political undertone only insofar as certain Baudrillardian concepts lend themselves to the examination of present political problems. His works that attack revolutionary projects such as feminism, Marxism, etc., are read as that which do not contain the possibility of politics, that is, Baudrillard has abandoned the idea of man’s capacity for action or intervention. His works merely diagnose the pathos of postmodern societies; and this diagnosis is fatal to man because Baudrillard resists giving an explicit prescription to what man can do. In addition, Baudrillard’s critiques, no matter how close they could come to a political reading, are considered as nothing but a postmodern parody, a game or prank against the seriousness of life. However, this study argues for the idea of a Baudrillardian politics, taking the non-prescriptive character of Baudrillard’s philosophy as not only characteristic of postmodern thinking, but also as a performative gesture on Baudrillard’s part inasmuch as the pessimistic and technophobic hyperbolization of his philosophy disturbs and challenges the postmodern man.

MAURICE MERLEAU-PONTY’S ONTOLOGY OF THE ‘FLESH’: ITS IMPLICATIONS TO BEING HUMAN

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This study presents Merleau-Ponty's Ontology of the 'Flesh' and its implications to being human. Merleau-Ponty's preoccupation throughout his philosophy is centered on the discussion of the lived body and the perceived world as the two aspects of a single reality which he calls "flesh" ('chair') in his later work, The Visible and the Invisible. The main objective of presenting Merleau-Ponty's ontology of the 'flesh' is to highlight the consistency, development, and relevance of his whole philosophy and appropriate its implications to being human which he did not concretely and explicitly express in his later writings. The researcher uses the descriptive-evaluative method. It begins with the presentation of the prelude to the ontology of the 'flesh' by analyzing the contributions of the Gestalt theory, his critique on the classical analysts, and employing his theory of perception. In presenting the ontology of the 'flesh,' the researcher takes into consideration the different underlying theories that influenced Merleau-Ponty's thought, presents the ontological foundations, and exposes the senses of the 'flesh.' This study proves that there is a consistent development of a unitary standpoint rather than a turn or break in the continuity of Merleau-Ponty's philosophy. The ontology of the later work explicates the ontology implicit in the earlier work. The ontology of the 'flesh' can aptly be understood as the whole of experience which makes possible the original contact of man with himself, the others, and the world. In effect, it puts to rest the perplexity of the classical distinctions between object and subject; body and mind; the visible and the invisible. Merleau-Ponty's indirect ontology of the 'flesh,' expressed in particular through the lived body, is engaged in the world – committed to action. Thus, it has implications to being human, namely: man as meaning-giver; the situated freedom; intersubjective relationships; the dignity of the human body; and the mystery of human existence. After all, he wants to practice phenomenology within the philosophical field and to demonstrate its value in concrete applications. It is through this process that one can speak of a true and authentic human existence.
The ever-increasing social diversity radically induces deliberate seismic shifts when foundational wisdom loses its grip upon life’s relevant issues and the present generation accommodates novel reflective approaches. Postmodern intellectual ferment manifests human pursuits to achieve an authentic mode of coexistence with an incessant demand for profound incarnational communion. The principle of intersubjectivity which endorses the need for mutual transcendence and personal interpenetration is the *sine qua non* of our pluralistic milieu. Thus, the underlying objective of this research is to elucidate the methodological validity of Marcel’s intersubjective communion as a creative movement of truth’s ontoethical dialectic particularly through relational engagements within the present multicultural context. It explores the basic truths about the human condition, the ethical dimension involved in experiencing the impact of being, and their necessary connections which constitute an approach to epistemology.

This research employs a textual analysis of Marcel’s philosophical formulation, specifically his integrating thoughts on ontological participation and the truth of being. Creative conceptual reconstruction will be also utilized to provide a qualitative correlation of our current existential concerns (the pervasive phenomenon of pluralism in our global village) and the philosophical reflection (the principle of intersubjective communion). Marcel’s concept of “depth” renders a sense of what is most intimate and sacred in human condition in which the immanent experience of *facinans* and the transcendent intuition of *tremendum* find unity within the kairos moment of communion. The truth unveils itself through authentic ontological participation in different forms of freedom’s creative expression. Marcel’s ethics of participation includes the embodied subjectivity and the spiritual dimensions such as the act of transcendence, the principle of invocation, and the intentionality of consecration. Truth lies at the core of our human nature, that is, a suprapersonal reality revealing itself through the agent’s participation in the inexhaustible exigence of being, from which it emanates as well as to where it will realize its desired end. Thus, intersubjective engagements facilitate the realization of aletheia, the interpersonal encounter of beings through creative fidelity, hope, and unconditional love, and the corporate enterprise of journeying together to experience the ultimate plenitude of being.

**UNDERSTANDING ONE’S SELF AS PROJECT AS CONDITION FOR AN ETHICS OF INFINITY**

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For Levinas, Ethics is first philosophy, shifting the focus from *Being to the Otherwise than Being*, that is, the primacy of the *other*. For Heidegger, man is thrown into the world, is initially entangled with *thethey* and must first find one’s ownmost potentiality in its being, to project the self resolutely towards the future, to be authentic, aware that he is a being towards death. Where Heidegger is concerned about the authentic potentiality-of-being of *Da-sein*, each with their *ownmost*, individual, existential projects, each being able to project and construct his own future; Levinas pushes for radical substitution as the call for responsibility for the Other. For Levinas, the “I” is responsible even for the responsibility of “the other”, that is, you cannot say “I” unless as “being for others.”
We have Heidegger on one hand, pulling us as he leaps ahead beyond the fear of nothingness, and Levinas on the other, also pulling us as he leaps back into the state before the dread of being. We at the center are pulled apart: should we take the leap ahead or take a leap backwards? For Heidegger, we are thrown into the world, have fallen, and are entangled in everydayness, so he sketched out a plan for a futural movement. Levinas wants to go beyond Heidegger, inviting us to take two big leaps back. Should we just reject Heidegger’s project as Levinas and the others did? The self may never understand why he is doing that which he is doing, even in his substitutional responsibility when the other is faced with death. Would not perhaps a full understanding of the self be a condition to a full understanding of Levinasian Ethics? This study explores Heidegger’s understanding of the self as project as it is related to Levinas’ idea of ethics of infinity, and attempts to answer such question in ethics, giving attention to the need to understand first the phenomenon of the self as project to produce a solid basis for ethical action.
EFFECTS OF ORAL ACADEMIC PRESENTATION ON IMMUNE RESPONSE AND PSYCHOLOGICAL MEASURES OF COLLEGE STUDENTS

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Research suggests that the immune system and psychological health may be adversely affected by chronic stress. However, there is some evidence that acute stress in as short as five minutes can produce an increase in immune functioning. This study aims to assess the effects of oral academic presentation (e.g. Free speech presentation in front of the class) as an acute stress on salivary secretory immunoglobulin A (S-IgA) and state anxiety level of college students.

Fifteen (15) healthy college students took part in this study. All subjects underwent a five (5) minute oral academic presentation in Social Psychology. Saliva samples (using passive drool method) and Spielberg State-Trait Anxiety Inventory (STAI) were collected and administered respectively from ‘baseline’ fifteen (15) minutes before, ‘anticipatory phase’ two (2) minutes before and during ‘task phase’ 0 minute or immediately after oral academic presentation. S-IgA concentration was determined using salimetrics indirect immunoassay kit. Non parametric friedman analysis reveal that there is significant difference in S-IgA concentration ($\chi^2 = 19.20$ $p = .000$), S-IgA secretion ($\chi^2 = 19.20$ $p = .000$) and state anxiety level ($\chi^2 = 30.00$ $p = .000$) from baseline to task phase of oral academic presentation. Specifically, S-IgA concentration $Z = -2.78$ $p = .005$, $r = 0.41$, S-IgA secretion rate $Z = -2.67$, $p = .008$, $r = 0.40$ and state anxiety level $Z = -3.42$, $p = .001$, $r = 0.51$ increased at anticipatory phase with medium to large effect size. While S-IgA concentration $Z = -3.35$, $p = .001$, $r = 0.5$, S-IgA secretion rate $Z = -3.29$, $p = .001$, $r = 0.49$ and state anxiety level $Z = -3.41$, $p = .001$, $r = 0.51$ maintained increased level during task phase with large effect size on respective parameters. These findings suggest that acute stress is associated with raised S-IgA and anxiety levels. Thus, temporal dynamics of stress-induced immune alterations increases our understanding of psychoneuroimmunology relationships. Finally, such parameters (both physiological and psychological) could be also used to monitor our immune mucosal functioning especially during periods of stress.
MAKING SENSE OF A LOST HOME: AN INTERPRETATIVE PHENOMENOLOGICAL ANALYSIS OF THE EXPERIENCES OF THE INTERNALLY DISPLACED PERSONS DURING THE TROPICAL STORM SENDONG IN ILIGAN CITY

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Human beings establish a bond with meaningful places called place attachment, which is considered by humanistic geographers as a universal tie that fulfills the basic needs of people, such as home. The tropical storm Sendong displaced 430,900 people in 2011. Most of these internally displaced persons (IDP) totally lost their homes. The Internal Monitoring Displacement Council (IDMC) identifies these individuals in a more compromised state of their psychological well-being. Since the life of a person has to happen somewhere and while it does, bonds to significant places are formed, it is important to consider the influence of one’s own place of dwelling in examining the experiences of these vulnerable individuals.

With the aim of understanding how internally displaced persons make sense of a lost home, this study utilizes a qualitative design to contextually explore and capture the meaning of their experiences and provide the essential features of the person-place relationship. Using unstructured interviews, narratives were collected from ten IDP and data were analyzed using Interpretative Phenomenological Analysis. Three main themes emerged (a) home as a symbol of source of living; (b) a place for continuity; and (c) a representation of one’s identity. These findings show the multidimensionality of place attachment as proposed by Scannel and Gifford (2010) in their PPP (person-place-process) framework and a phenomenological portrait of psychological distress in a specified circumstance of home loss.

TRAUMA FOCUSED VISUAL ART THERAPY IN ALLEVIATING PTSD SYMPTOMS OF SEXUALLY ABUSED FEMALE CHILDREN

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General therapeutic interventions addressing posttraumatic stress disorder (PTSD) symptoms in child sexual abuse varies in terms of their approaches derived from the traditional systems of psychotherapy. However, current literature suggests that interventions should focus to the needs of the target populations and their symptoms. With such goals, a child-centered therapeutic program for sexually abused female children was developed referred to as Trauma-Focused Visual Art Therapy (TFVAT) alleviating PTSD and trauma-related symptomatologies (e.g., posttraumatic stress, anxiety, dissociation, and sexual concern). Employing a pretest-posttest control group design, 17 female children with a history of sexual abuse participated in the study. Initial results show that there was no significant difference on the baseline scores between both groups (experimental and control). Further utilizing non-parametric tools, results of the Mann-Whitney U test showed that there was significant difference on the posttest between-groups design, particularly a decrease on the sexual concern variable of the experimental group. In terms of within-subject design, the Wilcoxon Signed Rank test revealed that the experimental group achieved significant decrease in all four PTSD and trauma-symptoms as targeted by the TFVAT. In general, results indicate that incorporating a trauma-focused approach in VAT further increases the effectiveness in alleviating PTSD symptoms than general and common approaches of intervention.
ACCULTURATION STRESS AND PERSONALITY TRAITS AS THE PREDICTORS OF PSYCHOLOGICAL WELL-BEING OF ASIAN FOREIGN STUDENTS IN METRO MANILA

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With the soaring trends in globalization, people ought to seek a highly competitive and world-class education to excel in the combat. The Philippines, hailed as a fast emerging educational hub in Asia - Pacific, currently records a significant increase in the number of foreign students who come to obtain an education considering its high quality yet affordable services and living costs. However, one has to consider the effects of such venture in an individual, as he is exposed to a new environment, people, culture and language. Problems on adaptation, culture shock, language barrier, homesickness, discrimination, low self-esteem may arise resulting to depression, stress and anxiety which may lead him to vices such as alcoholism, drug addiction, engaging in love affairs, and tragically, suicidal schemes. Speaking in exact terms, the relationship of acculturative stress, personality traits and psychological well-being of a foreign student must be dealt with, with utmost attention and greater importance. Managing them may either be life-giving or death dealing, that is, it may help the individual to cope with it, or may pose an adverse impact in his life. Notably, this study focuses on such aim, in answer to this surging issue and tremendous need, providing coping strategies and defence mechanisms, for the total well-being of foreign students, in the pursuit of their studies and career. At the onset, this research is a relevant tool and a beneficial medium, not only to the foreign students but also to counsellors, parents, mentors and those handling cases related to such.

DO COPING TECHNIQUES MEDIATE JOB STRESS AND WORK MOTIVATION OF OVERSEAS FILIPINO WORKERS IN DUBAI, UNITED ARAB EMIRATES?

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The trend today is that Filipinos choose to provide a better life for their families by working abroad. Thus labeling them as “Overseas Filipino Worker” (OFWs). They have been engaged in a remunerated activity in which he or she is not a citizen (Albert, 2011). But in spite of these opportunities, problems may arise that may bring about stress which may not only affect the health and wealth being, but also one’s motivation to work. The objective of this descriptive cross-sectional study was to find out whether a relationship exists between job stress, coping techniques and work motivation of 170 Overseas Filipino Workers. It also aimed to identify the stressors and motivators that influence these variables and whether coping techniques mediates job stress and work motivation. All three variables were measured by a survey adopted from other studies. Aside from this, respondents were asked to answer a set of open ended questions which allowed them to convey their stressors and motivators and what methods of coping were adopted. A combination of purposive sampling and snowballing techniques were used to gather data. Data gathered from the survey was put through Pearson r to observe if a relationship exists between the variables and Sobel test to see if coping techniques played a mediating role. The findings revealed that a positive relationship does exist between work motivation and job stress ($r=0.43$, $p=0.00$) and coping techniques and work motivation ($r=0.18$, $p=0.02$). It also shows that age and years of experience, adjusting to a new culture and working alongside other nationalities do influence the levels of stress and motivation experienced. It was also found that coping techniques do not mediate job stress and work motivation ($r=-0.02$, $p=0.83$). On closer inspection, it was observed that many of the respondents chose to adopt an emotion-focused or avoidance form of coping which was affirmed through the open ended questions. These findings are supported by other studies (Chair, 2009, Boyd, 2009,
Snow, 2003 & Lederer, 2006) that show that this form of coping only negates stressors experienced and not mediate them compared to problem-focused coping which decreases stress experienced.

THE CORRELATION BETWEEN PERSON-JOB FIT AND JOB PERFORMANCE OF EMPLOYEES IN REAL ESTATE COMPANY

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Past researches proved that hiring for different types of person fit predict job performance of employees (as cited by Kristof-Brown, 2000). The purpose of this study is to identify the level of person-job fit of employees in a real estate company and its correlation to job performance. The study used a descriptive correlation and retrospective research design. The person-job fit was identified through the profiling exam the subjects took when they were still being processed for hiring. The profiling exam is a psychometric instrument designed to help identify the best possible fit for a job. The researcher looked into the job match of the subjects in terms of the thinking style and behavioral traits. Pearson’s r was used to identify the correlation. The results indicated that thinking style was inversely correlated to job performance \( (r=.39, p=0.00) \). The results also indicated that behavioral traits were inversely correlated to job performance \( (r=-.42, p=0.00) \). This suggests that if an applicant’s person-job fit is within the job match, on the average, would exhibit low job performance or vice-versa. This implied that there are other factors that should be considered during the hiring process. Thus, this suggest that an applicant who showed low person-job fit may still perform well in the job because of other variables that can be a subject for further studies.

SYMPTOMS, ANXIETY, DEPRESSION, AND QUALITY OF LIFE AMONG CHRONIC HEMODIALYSIS PATIENTS: BASIS FOR A PROPOSED INTERVENTION PROGRAM

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Hemodialysis plays a vital role for patients in end-stage renal disease (ESRD) as it helps in extending their lives. Several studies revealed that a number of physical and emotional symptoms, anxiety, depression, and a low quality of life were experienced by chronic hemodialysis patients. The overall intent of this exploratory study is to describe the interaction between and among physical and emotional symptoms, anxiety, depression, and quality of life in patients undergoing hemodialysis and propose an intervention program that will help lessen the patients’ burden in undergoing hemodialysis treatment.

Instruments such as Dialysis Symptom Index (DSI), Hamilton Anxiety Rating Scale (HARS), Hamilton Depression Rating Scale (HDRS), and Kidney Disease and Quality of Life Short Form (KDQOL-SFTM) were used to gather data from the respondents. Findings reveal that out of 104 of the respondents, 66 or 63.5% experience symptoms and the majority of them (55 or 52.9%) report the symptoms to be a little bit to somewhat bothersome. Anxiety and depression were also prevalent among the respondents. Ninety five or 91.3% of the respondents were found to have anxiety, where 45 or 43.3% had mild anxiety, 44 or 42.3% had mild to moderate anxiety, and 6 or 5.8% had moderate to severe anxiety. Ninety one or 87.5% of the respondents were depressed (25 or 24% with moderate depression, 24 or 23.1% with mild depression, 23 or 22.1% with very severe depression, and 19 or 18.3% with severe
Based from the gathered data, the respondents also have a relatively low quality of life, garnering an average score of 46.59 out of 100. Based from the results presented in this study, an intervention program is proposed, which is focused in alleviating the symptoms, anxiety and depression of chronic hemodialysis patients and is aimed at providing them a better quality of life.

**HAPPINESS EXERCISES PROGRAM FOR MIDDLE AGED SINGLE WOMEN: HOW DOES IT AFFECT THE RISK OF DEPRESSION?**

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The present study evaluates how Happiness Exercises Program affects the depression level among middle aged single women. Repeated-Treatment Design is used. In this design, the subjects’ responses are measured before and after the introduction of the treatment program, then the treatment is withdrawn and the whole process is begun again. The respondents were composed of single women ages from 35 to 55 years old. A total number of twelve (12) middle aged single women were randomly selected. The group was asked to answer the Reynolds Depression Screening Inventory (RDSI for Adults) before the start of the treatment and after the treatment. During the phase of the program, the subjects were tasked to reflect after each session then have it written in their journal for five (5) sessions. At the end of the program, their depression level was measured again. Then the subjects were advised that the treatment would be withdrawn and it would be repeated after three (3) weeks time-off. To evaluate the results, the researcher use Paired Samples T-test for the repeated measures of the program. To describe the significant relationship between the program and the subjects’ ages, the use of Correlation Analysis is done. The subjects’ risks in depression will be determined through RDSI and analyzed through T-test.

**SELF-COMPASSION, SOCIAL CONNECTEDNESS AND MEANING IN LIFE AMONG SOCIAL WORKERS IN KERALA, INDIA**

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The role of social workers is to maximize the well-being of individuals and society. They involve in various professional activities to promote this wellness of the society by engaging in investigation, analysis and treatment as well as providing timely aid for the economically, physically, mentally, and socially disadvantaged section of the society. However, in this noble endeavor, the social workers are often handicapped by inadequate resources, which are likely to lead them to burnout experiences. This may cause syndromes of emotional exhaustion affecting their achievement in the field of work. In this scenario, to help them cope effectively with their challenges, it is necessary to ensure their social well-being and professional competence. Searching for meaning in life has been a concern in the field of social study. Self-compassion, which is a positive treatment of the self, has been recognized as an important human strength that invokes qualities of kindness, equanimity, and feelings of inner-connectedness, helping social workers to find hope and meaning in life, particularly in moments of pain and suffering. Social connectedness is a type of relational schema, which signifies a pattern in interpersonal relatedness. The current study seeks to explore the relationship between self-compassion,
social connectedness and meaning in life among social workers in Kerala, India. Data were collected from 150 social workers (75 males, 75 female) by means of questionnaires, including self-compassion scale, social connectedness, and meaning in life questionnaire. Data analysis attempted to determine the relationship level among these variables. The result of this study revealed that people who have high level of social connectedness experience a high level of meaning in life even though their level of self-compassion is moderate. A sense of being connected with others was manifested in the response of social workers. The result of this study indicates that there is a close and significant relationship between social connectedness and meaning in life of the social workers in Kerala, India.
“FACTORS AFFECTING MOTIVATION OF REGULAR EMPLOYEES OF QUEZON CITY HALL: A STUDY”

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There have been few studies about Factors affecting Government Employee Motivation in our country. Having a clamor for a more effective and Professionalized Public Delivery of Services, there is a need to determine and understand the different factors that could strengthen the work efficiency of various Public Personnel. The researcher opted to conduct her study in a Local Government Level in particular the regular employees of Quezon City since it is the biggest city in the National Capital Region and the next biggest to Davao city in our country. In this study of the regular employees of the Quezon City Hall, the researcher will be adapting the factors affecting employee motivation from the study of Jerry P. Haenisch entitled “Factors Affecting the Productivity of Government Workers” published on SAGE March 13, 2012. The respondent will then rank the given factors that best motivates the subject. Rank number one will be the best factor while the biggest number will be the least factor that motivates them. Data collection will be done through a survey questionnaire to be distributed randomly to regular workers of Quezon City hall. In the analysis of data, the collated results will be compared, thus, determining the factor with the best rank will be done. In this sense, it is assumed that an Increase in Monetary Compensation, autonomy, rank mobility could be a strong motivation in that could bring forth a more efficient delivery of services. The results indicate that the regular employees of Quezon City appreciate having freedom and autonomy, like their jobs and the sense of achievement, but feel limited by poor pay or no recognition, policies and politics, and insufficient budgets. To improve productivity, the workers would like to be rewarded and recognize their performance more, increase their pay and eliminate bureaucracy.